



## SPANDANA

Date: 10/06/2025

### **INQUIRY REPORT**

#### **Background:**

This is with reference to the case registered on 18/04/2025, under Non-Financial misconduct, with allegations of Process lapse against Mr./Ms./Mrs. **Ragulkanth P**, bearing the Emp. ID - SF0081913. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:

The SCN was issued on 24/04/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 30/04/2025, informing that Mr./Ms./Mrs. Ragulkanth P, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 02/05/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 02/05/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Ragulkanth P ( SF0081913 , Credit Assistant)
2. Mr./Ms./Mrs. Sabu Joseph V ( SF0061985 , Vice President)
3. Mr./Ms./Mrs. Shivaraj MH ( SF0091077 , Associate Vice President)
4. Mr./Ms./Mrs. Gowrishankar D B ( SF0083293 , Manager)

#### **Submissions from the Committee:**

The Inquiry Committee/Officers presented the version of the management along with the documents/evidence submitted, as stated below:

The Inquiry Committee/Officer submitted that, through the mail dated 18/04/2025 from Mr./Ms./Mrs. Jasthi Venkata Rama Krishna Chowdary SF0066324 Senior Manager, it was informed to the management that Mr./Ms./Mrs. Ragulkanth P SF0081913 Credit Assistant allegedly committed misconduct under Process lapse on 18/04/2025. The complaint mail is attached as **Annexure -III**.

The alleged employee's presented reply to the Detailed Show Cause Notice via letter dated 28/04/2025, which is attached as **Annexure - V**.

Thereafter, the Committee has validated the available records (reports) and factual information provided by the management in support of the charges made.

List of available records and information (evidence if any) presented during the inquiry proceedings:

Evidences: No evidence files found.

Fraud Investigation Files: No Fraud Investigation evidence is presented, as this case may not require such an investigation.

Thereafter, an opportunity was given to Mr./Ms./Mrs. Ragulkanth P to verify/examine the witness/evidence in their defense.

#### **Submissions from Alleged Employee:**

Mr./Ms./Mrs. Ragulkanth P presented their defense statement and evidence as follows:

The alleged employee stated that the allegations charged on him/her are true.

The inquiry was closed after confirming with all parties that they had full opportunity to present witnesses and evidence, and to examine and cross-examine, with nothing else to be presented in the Inquiry.

### **Observations:**

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

1. **Member Id:** SF0061985 **Name:** Sabu Joseph V **Department:** Operations  
**Decision:** Warning letter **Committee type:** CommitteeMembers  
**Observation:** issued Loan to NPA borrower/ BM is also responsible/ unfortunately no complaint against BM  
**Conclusion:** No
2. **Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource  
**Decision:** Warning letter **Committee type:** CommitteeMembers  
**Observation:** Discussed with employee and warned him to take care of the future cases.  
**Conclusion:** Yes
3. **Member Id:** SF0083293 **Name:** Gowrishankar D B **Department:** Internal Audit  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Agreed with DAC members recommendations.  
**Conclusion:** Yes

### **Inquiry Findings:**

Decision pending.

Inquiry Committee / Officer

Date: 10/06/2025

### **Annexures**

- [Annexure - 1 \( Show Cause Notice \)](#)
- [Annexure - 2 \( Notice of Inquiry \)](#)
- [Annexure - 6 \( NOI Employee Response \)](#)