



SPANDANA

Detailed Show Cause Notice

Date : 28/4/2025

To,
Employee Name : Ravindra Bhaskare
Employee ID : SF0058460
Designation : Credit Assistant
Branch : MPGL1296-Burhanpur

Subject : Detailed Show Cause Notice

Dear Ravindra Bhaskare,

With reference to the complaint number DC-FY-2025-00629 which has been reported on 21/04/2025.

Following your exit on 20/06/2022 by way of resignation/termination from the organization, it has been allegedly reported that you were involved in a Financial Misappropriation. Consequently, the Company initiated an internal investigation. It has been found that

It has been found that "You have collected 01 EMI's amount of total Rs.3,250/-on 8th November -2021 from the Borrower- Durga Bai Rathoud for Loan No-32974076, which were not posted in FIMO nor submitted at the branch.

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	3250
Amount Recovered as On Date	0
Due Amount	3250

Remarks : As per loan card, Borrower Durga Bai Rathoud/32974076 paid an EMI amount of Rs. 3,250/- to Ravindra Bhaskare/SF0058460 on 08-Nov-2021 but the same was not posted in the FIMO. Note - 1. The word "OD" is mentioned on the loan card on 8-Nov-22. 2. Borrower paid the EMI for Dec'22 and the same was found posted in the FIMO on 06-Jan-2023 i.e. double EMI posted in the month of Jan'2023. In the month of Feb'2023, LO updated his signature by using the Red Colour Pen. 3. The word "Paid" is mentioned on the loan card in front of the demand date of May'23 and Jun'23, but there is no signature of the SSFL staff is available for that particular demand dates and borrower is also not remember the name of the concerned staff to whom she had paid her EMIs, as this was a matter of the year 2023. 4. As per loan card, Borrower Durga Bai Rathoud/32974076 paid an EMI amount of Rs. 3,250*3 = 9,750/- to Parasram Pawar/SF0059112 on below mentioned dates but the same was not posted in the FIMO. # Paid an amount of Rs. 3250/- on 8-Feb-2023 # Paid an amount of Rs. 3250/- on 8-Mar-2023 # Paid an amount of Rs. 3250/- on 8-Apr-2023. The fraud of LO Parasram Pawar is captured in the fraud investigation report bearing complaint No. FN25-26-00281. Total Fraud Amount = Rs. 3,250/- Amount Recovered and Accounted in FIMO = Rs. 0/- Net Fraud Amount to be recovered = Rs. 3,250/-

You are hereby informed that any deviation on the part of any official of the Company while discharging the official responsibilities or any other deviation from the Company policies during the same is serious misconduct as per the policy and procedures of the Company.

The above act of yours if proven will amount to serious misconduct on your part and gross violation of the Company's Disciplinary policy & procedures and attract serious disciplinary actions.

Given the above you are asked to explain/reply through the mail id or the mobile number which was registered as per the company records, if any, within 21 days of receipt of this show cause notice that why disciplinary action should not be taken against you as per the policy of the Company, failing to which the Company will proceed in the matter as per the records available, on the presumption that you have no explanation and have accepted the above alleged charges.

For Spandana Sphoorty Financial Limited
Authorized Signatory



Radhakrishna Eale
Senior Vice President (Human Resources)