



# SPANDANA

## Detailed Show Cause Notice

Date : 26/5/2025

To,  
**Employee Name** : Kulbir kulbir  
**Employee ID** : SF0076112  
**Designation** : Branch Quality Manager  
**Branch** : UP3398-Bijnor

### Subject : Detailed Show Cause Notice

Dear Kulbir kulbir,

With reference to the complaint number DC-FY-2025-00809 under the Pre-closure Misappropriation, an Initial Show Cause Notice was served on dated 19/05/2025, wherein you have not replied

Further to the above, the fraud investigation has been conducted and a report has been submitted. It has been found that you are engaged in the below charges of Pre-closure Misappropriation.

Following are the charges in detail:

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	98180
Amount Recovered as On Date	34030
Due Amount	64150

Remarks : The conclusion of this investigation is that BQM Kulbir/SF0076112 has collected EWI and pre closure amount form some borrowers at different centers but did not update this amount in FIMO further he continued paying the EWIs of concern borrowers till he was suspended dated 5 Mar 25.

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)**