



# SPANDANA

## Detailed Show Cause Notice

Date : 12/5/2025

To,  
**Employee Name** : Rakesh kumar Kaiwartya  
**Employee ID** : SF0064088  
**Designation** : Credit Assistant  
**Branch** : CHGL2194

### Subject : Detailed Show Cause Notice

Dear Rakesh kumar Kaiwartya,

With reference to the complaint number DC-FY-2025-00713 which has been reported on 23/04/2025.

Following your exit on 23/04/2025 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 amount of total Rs.4,270/- on 01st August-2024 from the Borrower-Rodnavati Sidar for Loan No- 352721948, which were not posted in FIMO nor submitted at the branch.

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	251014
Amount Recovered as On Date	14880
Due Amount	236134

Remarks : During the field verification, a total Fraud of Rs. 2,51,014/- was identified during the investigation. Out of that Rs. 14880/- recovered (accounted in FIMO as EMI) and now a total of Rs. 2,36,134/- are yet to be recovered from all the alleged staff.

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)**