



SPANDANA

Detailed Show Cause Notice

Date : 19/5/2025

To,
Employee Name : Ravindra Mahura
Employee ID : SF0072245
Designation : Branch Quality Manager
Branch : UP3410-Kasganj

Subject : Detailed Show Cause Notice

Dear Ravindra Mahura,

With reference to the complaint number DC-FY-2025-00807 under the Shortage of Cash, an Initial Show Cause Notice was served on dated 16/05/2025, 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 Shortage of Cash.

Following are the charges in detail:

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	59092
Amount Recovered as On Date	0
Due Amount	59092

Remarks : "As per trial mail, we visited Kasganj/UP3410 branch on 02nd May 25 for the physical cash verification purpose. Post verification it was come to know that Rs.118183 is short in the safe Then we talked with Cluster Manager Bhojendra Kumar/SF0073535, and he is said that on dt. 11th Apr 25 BQM Ravindra Mahura/SF0072245 call him and said the both Safe Key is lost by him that's why he is unable to deposit the Rs.158181 in the bank than, the AVP Hariom Singh/SF0078077 raised a mail to HO for the 2nd set of keys After that, The 2nd set of safe key is received from HO on dt. 21st Apr 25 and open the safe, and at that time, there is Zero Cash in the safe. On 22nd Apr, 25 AVP Hariom Singh/SF0078077 visited the branch and recovered Rs.40000 from BQM and suspended both staff BQM Ravindra Mahura/SF0072245 and LO Jogendra Yadav/SF0091853 BQM Ravindra Mahura/SF0072245 and LO Jogendra Yadav/SF0091853 Both are the Safe key holders at time of the incidents and are responsible for the cash shortage of Rs.158183."

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)

