



SPANDANA

Detailed Show Cause Notice

Date : 22/5/2025

To,
Employee Name : Himanshu Rana
Employee ID : SF0095838
Designation : Credit Assistant
Branch : UK3485-Kashipur

Subject : Detailed Show Cause Notice

Dear Himanshu Rana,

With reference to the complaint number DC-FY-2025-00891 under the Pre-closure Misappropriation, an Initial Show Cause Notice was served on dated 29/04/2025, 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	67500
Amount Recovered as On Date	0
Due Amount	67500

Remarks : During the physical cash verification conducted on 12-05-2025, a shortage of Rs. 56,780 was identified. Upon inquiry, BQM Mr. Pankaj reported that the discrepancy arose due to the actions of Loan Officer Mr. Himanshu. As per Mr. Pankaj's statement, Mr. Himanshu entered the collection amount into the FIMO system; however, he failed to deposit the corresponding cash at the branch. Furthermore, Mr. Himanshu absconded from the branch on the same day without notifying any staff members or management. It was also observed that Mr. Pankaj authenticated the collection entry in the system without physically verifying or receiving the cash from the loan officer. Based on the Business team information verification was completed by the internal audit team in the month of May2025. Post investigation, the total fraud amount identified of LO Himanshu Rana/SF0095838 amount of Rs.67,500/- and the same amount Pending to be recovery.

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)

