



SPANDANA

Case Id: DC-FY-2025-09440

Date: 10/07/2026

INQUIRY REPORT

Background:

This is with reference to the case registered on 06/03/2026, under Financial misconduct, with allegations of Fake bills submission against Mr./Ms./Mrs. **Neelappa S Kuri**, bearing the Emp. ID - SF0033031. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:

The Detailed Show Cause Notice (DSCN) was issued on 09/03/2026. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 17/03/2026, informing that Mr./Ms./Mrs. Neelappa S Kuri, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 18/03/2026. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 18/03/2026 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Neelappa S Kuri (SF0033031 , Area Head)
2. Mr./Ms./Mrs. Mallanna N (SF0027810 , Zonal Manager)
3. Mr./Ms./Mrs. Shivaraj MH (SF0091077 , Associate Vice President)
4. Mr./Ms./Mrs. Basavraj Heggappa Lamani (SF0020755 , State Head)

Submissions from the Committee:

The Inquiry Committee/Officers presented the version of the management along with the documents/evidence submitted, as stated below:

The Inquiry Committee/Officer submitted that, through the mail dated 05/03/2026 from Mr./Ms./Mrs. Rudrappa Channabasappa Badiger SF0100781 Deputy Manager, it was informed to the management that Mr./Ms./Mrs. Neelappa S Kuri SF0033031 Area Head allegedly committed misconduct under Fake bills submission on 27/12/2025. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 01/01/1970 was issued to Alleged Employee Neelappa S Kuri against the alleged charges. After that, considering that Mr./Ms./Mrs. Neelappa S Kuri's presence in the branch would potentially lead to influencing the evidence specific to the alleged charges, a suspension letter was issued to him on 06/03/2026. A copy of the same is attached as **Annexure -IV**.

The alleged employee's presented reply to the Detailed Show Cause Notice via letter dated 09/03/2026, which is attached as **Annexure - V**.

Thereafter, the Committee has validated the available records (reports) and factual information provided by the management in support of the charges made.

List of available records and information (evidence if any) presented during the inquiry proceedings:

Evidences: No evidence files found.

Fraud Investigation Files: No Fraud Investigation evidence is presented, as this case may not require such an investigation.

Thereafter, an opportunity was given to Mr./Ms./Mrs. Neelappa S Kuri to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Neelappa S Kuri presented their defense statement and evidence as follows:

The alleged employee stated that the allegations charged on him/her are true.

The inquiry was closed after confirming with all parties that they had full opportunity to present witnesses and evidence, and to examine and cross-examine, with nothing else to be presented in the Inquiry.

Observations:

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

1. **Member Id:** SF0027810 **Name:** Mallanna N **Department:** Fraud Risk Management
Decision: Resignation **Committee type:** CommitteeMembers
Observation: As per Recommendation moving this case to CDAC
Conclusion: Yes
2. **Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: As per HO discussion, Moving the case to CDAC
Conclusion: Yes
3. **Member Id:** SF0020755 **Name:** Basavraj Heggappa Lamani **Department:** Operations
Decision: Resignation **Committee type:** CommitteeMembers
Observation: As per discussion, moving the case to CDAC
Conclusion: Yes

Inquiry Findings:

On hearing both the sides, statements recorded above and reviewing the supporting evidence submitted by both the parties, it is thereby concluded that there is adequate evidence to support the charges, and Mr./Ms./Mrs. Neelappa S Kuri has violated Company's rules and is guilty of the charges mentioned under the said category in the Detailed Show Cause Notice (DSCN) issued on 09/03/2026.

Inquiry Committee / Officer

Date: 10/07/2026

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 4 \(Suspension Letter \)](#)
- [Annexure - 5 \(SCN Reply \)](#)