



Re: Show Cause Notice DC-FY-2025-09694

From Keyuri Shrikant Deshmukh <keyuri.shrikantdeshmukh@spandanasphoorty.com>

Date Tue 2026-03-10 18:05

To DAPS Admin <dapsadmin@spandanasphoorty.com>

Cc keyurideshmukh2001@gmail.com <keyurideshmukh2001@gmail.com>; sanjeet.upadhyay@spandanasphoorty.com <sanjeet.upadhyay@spandanasphoorty.com>; Parful Sambhaji Taware <parfulsambhaji.taware@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>

Dear Team,

I acknowledge the receipt of the Show Cause Notice issued to me regarding the alleged negligence of duties. I respectfully submit my explanation as follows:

Firstly, I would like to clarify that there was no intentional negligence on my part. I have always made sincere efforts to perform my responsibilities with dedication and accountability. Regarding the concern over low joining numbers, I assure you that I have been consistently coordinating with the Business Team to improve the performance. I have also participated in two job fairs and conducted branch visits to generate leads for increasing joining's. **(I have attached the pics for the same)**

Nevertheless, I have taken the feedback seriously and have already implemented the following corrective measures to ensure such issues do not arise in the future:

- **Strengthening my daily monitoring and planning processes**
- **Enhancing communication and coordination within the team**
- **Ensuring timely escalation of any operational challenges whenever required**

I remain fully committed to fulfilling my responsibilities and meeting the expectations of the organization. Going forward, I will exercise even greater diligence and focus in carrying out all assigned tasks.

In view of the above, I kindly request you to consider my explanation and treat this lapse as an isolated and unintentional instance.

Nominations vs Joining details

Sr.No	Month	Total Batches	Total Nomination	Present for Training	Joining %
1	Nov	2	25	14	56%
2	Dec	3	25	11	44%
3	Jan	2	21	10	48%
4	Feb	2	8	5	63%

5	March	1	5	3	60%
Total		10	88	42	52%



**Keyuri Deshmukh**

Regional HR | Human Resources

Spandana Sphoorty Financial Limited

Galaxy Wing B, 16th Floor, Opp IKEA, Hyderabad - 500081

**I**ntegrity | **C**ollaboration | **A**gility | **R**eceptiveness | **E**mpathy**From:** DAPS Admin <dapsadmin@spandanasphoorty.com>**Sent:** Tuesday, March 10, 2026 10:45 AM**To:** keyurideshmukh2001@gmail.com <keyurideshmukh2001@gmail.com>; Keyuri Shrikant Deshmukh <keyuri.shrikantdeshmukh@spandanasphoorty.com>**Cc:** sanjeet.upadhyay@spandanasphoorty.com <sanjeet.upadhyay@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>; Parful Sambhaji Taware <parfulsambhaji.taware@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>**Subject:** Show Cause Notice DC-FY-2025-09694

Dear Keyuri Shrikant Deshmukh,

This is to bring your kind attention that the Case DC-FY-2025-09694, has been registered on 10/03/2026 on the charges of Non-Financial.

Therefore, a show cause notice is attached herewith seeking your response (written explanation) on the above said allegations within 48 hours from the receipt of this notice, failing which the company will take necessary action as per its policies & procedures.

To reply regarding this case, please [click here](#).