
RE: Show Cause Notice DC-FY-2026-03940

From Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>

Date Mon 08-Jun-26 4:54 PM

To Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>

Will close it with verbal warning only.

Don't issue warning letter

Sudarshan Raosaheb Patil

Senior Vice President | Operations

M:8087281472

Spandana Sphoorty Financial Limited

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



Integrity | Collaboration | Agility | Receptiveness | Empathy

From: Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>

Sent: 05 June 2026 15:01

To: Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>

Subject: Fw: Show Cause Notice DC-FY-2026-03940

Sir,

Kamlesh has replied against the SCN as below. Please check and confirm further action.

Regards,

Pramod Kumar Cherukat

Senior Manager | Human Resource

M:9051466557

Spandana Sphoorty Financial Limited

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



Integrity | Collaboration | Agility | Receptiveness | Empathy

From: Kamlesh Thakor <kamlesh.thakor@spandanasphoorty.com>

Sent: Friday, June 5, 2026 10:08 AM

To: DAPS Admin <dapsadmin@spandanasphoorty.com>; kt6628266@gmail.com <kt6628266@gmail.com>

Cc: mayurnarendrabhai.limbachiya@spandanasphoorty.com

<mayurnarendrabhai.limbachiya@spandanasphoorty.com>; Pramod Kumar Cherukat

<pramodkumar.cherukat@spandanasphoorty.com>

Subject: Re: Show Cause Notice DC-FY-2026-03940

Dear sir,

This is with reference to the Show Cause Notice issued to me regarding the compliance lapses found at the Limdi branch (possession of tobacco and storage of original KYC documents).

First and foremost, I accept full responsibility for these findings. As the Area Head, it is my utmost duty to ensure that all branches under my jurisdiction strictly adhere to the company's policies, code of conduct, and compliance guidelines.

While these lapses occurred due to a lack of diligence and operational discipline by the local branch staff, I admit that there was a gap in oversight from my end. I should have been more vigilant in checking and auditing these aspects during my reviews. I sincerely regret this oversight.

Corrective Actions Taken Immediately:

Zero Tolerance for Tobacco: The tobacco items have been removed immediately, and a strict warning has been issued to the entire branch staff. Any further non-compliance will lead to severe disciplinary action.

KYC Compliance: All original KYC documents have been processed and secured as per the company's standard operating procedures (SOP).

Enhanced Monitoring: I have implemented a mandatory weekly compliance checklist for all branches in my area, which I will review personally to ensure such instances are never repeated.

I assure the management that compliance and discipline are my top priorities. I request you to kindly accept this explanation and assure you that my area will meet the highest standards of compliance moving forward.

Thank you for bringing this to my attention.

Sincerely,

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From: DAPS Admin <dapsadmin@spandanasphoorty.com>

Sent: Thursday, June 4, 2026 5:18:01 PM

To: kt6628266@gmail.com <kt6628266@gmail.com>; Kamlesh Thakor <kamlesh.thakor@spandanasphoorty.com>

Cc: mayurnarendrabhai.limbachiya@spandanasphoorty.com <mayurnarendrabhai.limbachiya@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>

Subject: Show Cause Notice DC-FY-2026-03940

Dear Kamlesh Thakor,

This is to bring your kind attention that the Case DC-FY-2026-03940, has been registered on 04/06/2026 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](#).