

January 28, 2020

To Listing Department BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400 001 Scrip Code: 539658	To Listing Department National Stock Exchange of India Limited, Exchange Plaza, 5th Floor, Plot no. C/1, G Block, Bandra Kurla Complex, Bandra(E), Mumbai - 400 051 Scrip Code: TEAMLEASE
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Dear Sir/Madam,

- Sub:** Unaudited Financial Results (Standalone and Consolidated) of TeamLease Services Limited (Company) for the quarter and nine months ended December 31, 2019
Ref: Regulation 33 of the SEBI Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015

With reference to the captioned subject and pursuant to Regulation 33 of the SEBI LODR Regulations, 2015, the Unaudited Financial Results (Standalone and Consolidated) of the Company, for the quarter and nine months ended December 31, 2019 together with Limited Review report is enclosed herewith. A Copy of Press Release for aforesaid financial results is also annexed herewith.

Publication of the above said results in newspaper shall be done as required under the SEBI LODR Regulations, 2015.

Kindly take the above said information on record as per the requirement of SEBI LODR Regulations, 2015.

Thanking You.

Yours faithfully,

For TeamLease Services Limited



Alaka Chanda
Company Secretary and Compliance Officer

Encl: As above



Independent Auditor's Review Report on the Quarterly and Year to Date Unaudited Standalone Ind-AS Financial Results of the Company Pursuant to the Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended**Review Report to
The Board of Directors
TeamLease Services Limited**

1. We have reviewed the accompanying statement of unaudited standalone Ind-AS financial results of TeamLease Services Limited (the "Company") for the quarter ended December 31, 2019 and year to date from April 1, 2019 to December 31, 2019 (the "Statement") attached herewith, being submitted by the Company pursuant to the requirements of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (the "Listing Regulations").
2. This Statement, which is the responsibility of the Company's Management and approved by the Company's Board of Directors, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, (Ind AS 34) "Interim Financial Reporting" prescribed under Section 133 of the Companies Act, 2013 as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity" issued by the Institute of Chartered Accountants of India. This standard requires that we plan and perform the review to obtain moderate assurance as to whether the Statement is free of material misstatement. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.
4. Attention is invited to note 3 to the accompanying unaudited standalone Ind-AS financial results, more fully explaining management's position in relation to non-provision for possible shortfall in the value of the assets of the Provident Fund Trust managing the Company's defined benefit plan ("Team Lease Employees Provident Fund Trust" or "PF Trust"). The PF Trust has made unsecured investments in bonds of certain non-banking financial companies ("NBFC Companies") which are under severe liquidity stress. These bonds fall due for repayment between FY 2020-21 to FY 2026-27. In the absence of sufficient evidence regarding eventual repayment of the bonds (including interest arrears) by the NBFC Companies, we are unable to comment on the appropriateness or otherwise of management's position regarding the non- provisioning of the possible shortfall in the value of the assets of the PF Trust and the consequential impact on the unaudited standalone Ind-AS financial results, if any.



S.R. BATLIBOI & ASSOCIATES LLP

Chartered Accountants

5. Based on our review conducted as above, except for the effects of the matter described in paragraph 4 above, nothing has come to our attention that causes us to believe that the accompanying Statement prepared in accordance with the recognition and measurement principles laid down in the aforesaid Indian Accounting Standards ('Ind AS') specified under Section 133 of the Companies Act, 2013, as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of the Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.

For S.R. BATLIBOI & ASSOCIATES LLP
Chartered Accountants
ICAI Firm registration number: 101049W/E300004

NA

per Navin Agrawal
Partner
Membership No.: 056102



UDIN: 20056102AAAAA7041

Place: Kolkata
Date: January 28, 2020

TEAMLEASE SERVICES LIMITED

Regd. Off: 6th Floor, BMTC Commercial Complex, 80 Feet Road, Koramangala, Bangalore - 560095
CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com
Statement of unaudited standalone financial results for the quarter and nine months ended December 31, 2019

Particulars	(Rs. In Lakhs except per share data)					
	3-Months Ended 31/12/2019	Preceding 3-Months Ended 30/09/2019	Corresponding 3-Months Ended 31/12/2018	9-Months Ended 31/12/2019	9-Months Ended 31/12/2018	Year Ended 31/03/2019
	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
Revenues						
Revenue from operations (net of taxes)	124,481.82	116,535.12	109,041.87	356,152.50	305,087.78	413,246.85
Other income	1,058.24	920.88	638.87	2,639.69	2,128.35	2,946.11
Total income	125,540.06	117,456.00	109,680.74	358,792.19	307,216.13	416,192.96
Expenses						
Employee benefits expense	119,096.47	111,443.93	103,993.43	341,277.76	290,425.21	393,735.62
Finance costs	210.31	203.08	47.32	585.82	155.45	206.67
Depreciation and amortisation expense	396.80	359.40	47.34	1,069.94	247.16	303.93
Other expenses	3,228.14	3,151.38	3,094.19	8,959.23	9,399.28	12,210.22
Total expenses	122,931.72	115,157.79	107,182.28	351,892.75	300,227.10	406,456.44
Profit before tax	2,608.34	2,298.21	2,498.46	6,899.44	6,989.03	9,736.52
Current tax (net of MAT)	-	-	-	-	128.10	128.10
Deferred tax (credit)/ charge	(104.57)	29.47	(36.02)	(129.64)	(126.40)	(93.53)
Income tax (credit)/ expense	(104.57)	29.47	(36.02)	(129.64)	1.70	34.57
Net Profit for the period/year	2,712.91	2,268.74	2,534.48	7,029.08	6,987.33	9,701.95
Other comprehensive income						
Items that will not be reclassified to profit or loss						
Re-measurement gains/ (losses) on defined benefit plans	14.61	26.50	2.11	30.60	(6.55)	9.91
Income tax effect	(5.10)	(9.26)	(0.74)	(10.69)	2.29	(3.46)
Other comprehensive income, net of tax	9.51	17.24	1.37	19.91	(4.26)	6.45
Total comprehensive income	2,722.42	2,285.98	2,535.85	7,048.99	6,983.07	9,708.40
Paid-up equity share capital (face value Rs 10/- each fully paid)	1,709.68	1,709.68	1,709.68	1,709.68	1,709.68	1,709.68
Other Equity						51,183.32
Earnings per equity share (face value Rs 10/- each fully paid)						
Basic EPS (Rs)	15.87	13.27	14.82	41.11	40.87	56.75
Diluted EPS (Rs)	15.87	13.27	14.82	41.11	40.87	56.75

Notes

1 In terms of Regulation 33 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations 2015, as amended, the aforesaid statement of unaudited standalone financial results for the quarter and nine months ended December 31, 2019, of the Company have been reviewed by the Audit Committee and approved by the Board of Directors at their respective meetings held on January 28, 2020. The aforesaid results for the quarter and nine months ended December 31, 2019 have been subjected to limited review by the statutory auditors of the Company.

2 The financial results have been prepared in accordance with the recognition and measurement principles laid down in the applicable Indian Accounting Standards (IND-AS) prescribed under section 133 of the Companies Act, 2013, as amended, read with the relevant rules issued thereunder.

3 The Company has its own Provident Fund Trust i.e. "TeamLease Services Ltd. Employees Provident Fund Trust" ("PF Trust") through which it manages provident fund liability for its employees. Accordingly, the PF Trust is considered as a defined benefit plan. The PF Trust has made investments of Rs. 173.74 crore in two non-banking financial companies ('NBFCs') which have maturities between FY 2020-21 to FY 2026-27, which are currently undergoing financial stress / bankruptcy proceedings.

The total assets under the PF Trust as at December 31, 2019, amounts to Rs. 1,199.41 crores, and there is an unrealised MTM gain of Rs. 66.10 crores on account of certain other investments. There is a net surplus of Rs. 32.05 crores as at December 31, 2019 without considering the impact of any MTM gains/losses on the investment portfolio of the Trust.

The management, in consultation with its PF Trust's investment advisor, is of the view that the current reserves of the Trust and unrealised MTM gains will be sufficient to absorb any potential shortfall in Trust accounts till FY 2020-21. Pending clarity on the actual quantum of shortfall, no provision has been made in the accompanying financial results, towards any future potential obligation that may arise on the Company.

This matter will be monitored closely and any incremental shortfall identified will be provided, as and when determined by the PF Trust.

4 On October 25, 2019, the Arbitration Tribunal council passed an order in the matter relating to contingent consideration payable towards acquisition of M/s. ASAP Info Systems Private Limited ('ASAP'). On December 16, 2019, the Arbitration Tribunal council has passed a revised order basis which, TeamLease Digital Private Limited ('TDPL') a subsidiary of the Company, is required to pay Rs. 595.56 lakhs to the erstwhile promoter's of ASAP along with interest and legal costs.

The management, based on a legal opinion, is confident that the aforesaid Order is not tenable under law and is in the process of filing an appeal against such Order. Accordingly, no provision has been made in this regard.



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Statement of unaudited standalone financial results for the quarter and nine months ended December 31, 2019

- 5 Effective April 1, 2019, the Group adopted Ind AS 116 "Leases" for all long term lease contracts existing on April 1, 2019 using the modified retrospective method and the cumulative adjustment of Rs. 464.93 lakhs on the date of initial application has been debited to retained earnings (net of deferred tax). Accordingly, comparatives for the prior year/quarters have not been restated. The adoption of the new standard resulted in recognition of Right-of-Use asset of Rs. 3,945.82 lakhs and lease liability of Rs. 4,661.45 lakhs as at December 31, 2019. The effect of the above adoption does not have any material impact on the profit for the current quarter/period.
- 6 During the quarter ended June 30, 2019, the Company through its subsidiary TDPL acquired the IT Staffing vertical of E Centric Solutions Private Limited ("eCentric"), at an agreed consideration of Rs. 2,709.27 lakhs. eCentric is engaged in the business of providing staffing and recruitment services to clients in the Information Technology sector.
- 7 During the quarter ended December 31, 2019, the Company entered into share purchase agreement with IMSI Staffing Private Limited (IMSI), to acquire 100% stake in IMSI at an agreed consideration of Rs. 6,455.56 lakhs. IMSI is engaged in the business of providing staffing services to clients in Information Technology sector.
- 8 During the quarter ended December 31, 2019, no options have been granted or forfeited under the scheme TeamLease Employees Stock Option Plan 2015. Further, 404 options got exercised in the current quarter.
- 9 On September 20, 2019, vide the Taxation Laws (Amendment) Ordinance 2019, the Government of India inserted Section 115BAA in the Income Tax Act, 1961 which provides domestic companies a non-reversible option to pay corporate tax at reduced rates effective April 01, 2019 subject to certain conditions. The Company is in the process of evaluating this option, since it has MAT credit of Rs. 6,231.85 lakhs, as at December 31, 2019, which shall lapse, if the Company opts for the lower tax rates. Pending final decision in this regard, the impact thereof on the tax provision and deferred tax assets, has not been considered in these financial results.
- 10 The figures of the previous periods have been regrouped/ reclassified, wherever necessary.
- 11 The above standalone financial results of the Company are available on the Company's website (www.teamleasegroup.com) and also on the website of BSE (www.bseindia.com) and NSE (www.nseindia.com), where the shares of the Company are listed.

Date: January 28, 2020
Place: Bengaluru



For and on behalf of the Board
For TeamLease Services Limited

Ashok Kumar Nedurumalli
Managing Director
DIN : 00151814



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Standalone Segment-wise revenue, results, assets and liabilities for the quarter and nine months ended December 31, 2019

The Company is primarily engaged in the business of providing manpower services. The Company has identified following reportable segments in context of IND AS 108 Operating Segments:

General Staffing and Allied Services - Comprises of Staffing Operations, Temporary Recruitment and Payroll & NETAPP.

Other HR Services - Comprises of Permanent Recruitment, Regulatory Compliance and Training Operations.

(Rs. In lakhs)

Sr. No.	Particulars	3-Months Ended 31/12/2019	Preceding 3-Months Ended 30/09/2019	Corresponding 3-Months Ended 31/12/2018	9-Months Ended 31/12/2019	9-Months Ended 31/12/2018	Year Ended 31/03/2019
		Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
1	Segment revenue						
	General Staffing and Allied Services	121,610.91	113,916.16	106,168.83	348,587.90	295,508.41	401,153.80
	Other HR Services	2,870.91	2,618.96	2,873.04	7,564.60	9,579.37	12,093.05
	Total Income from operations	124,481.82	116,535.12	109,041.87	356,152.50	305,087.78	413,246.85
2	Segment results						
	General Staffing and Allied Services	1,959.57	2,016.71	2,169.32	6,260.04	5,389.35	7,814.04
	Other HR Services	241.21	99.84	(22.22)	(157.52)	541.54	618.98
	Unallocated	617.87	384.74	398.68	1,382.74	1,213.59	1,510.17
	Total	2,818.65	2,501.29	2,545.78	7,485.26	7,144.48	9,943.19
	Less: Unallocable items						
	Finance costs	210.31	203.08	47.32	585.82	155.45	206.67
	Profit before tax	2,608.34	2,298.21	2,498.46	6,899.44	6,989.03	9,736.52
3	Segment assets:						
	General Staffing and Allied Services	48,639.40	53,899.10	37,948.44	48,639.40	37,948.44	39,110.83
	Other HR Services	8,560.17	7,638.21	6,724.11	8,560.17	6,724.11	6,569.84
	Unallocated	66,977.45	60,053.64	53,769.22	66,977.45	53,769.22	57,263.70
	Total	124,177.02	121,590.95	98,441.77	124,177.02	98,441.77	102,944.37
4	Segment liabilities:						
	General Staffing and Allied Services	44,689.92	51,055.91	36,027.43	44,689.92	36,027.43	37,376.86
	Other HR Services	3,687.63	3,939.81	3,409.30	3,687.63	3,409.30	3,159.70
	Unallocated	16,115.23	9,736.64	8,837.71	16,115.23	8,837.71	9,514.81
	Total	64,492.78	64,732.36	48,274.44	64,492.78	48,274.44	50,051.37

For and on behalf of the Board
For TeamLease Services Limited



Ashok

Ashok Kumar Nedurumalli
Managing Director
DIN : 00151814

Date: January 28, 2020
Place: Bengaluru



Independent Auditor's Review Report on the Quarterly and Year to Date Unaudited Consolidated Ind AS Financial Results of the Company Pursuant to the Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended**Review Report to
The Board of Directors
TeamLease Services Limited**

1. We have reviewed the accompanying Statement of unaudited Consolidated Ind-AS Financial Results of TeamLease Services Limited (the "Holding Company") and its subsidiaries (the Holding Company and its subsidiaries together referred to as "the Group"), its associate and joint venture for the quarter ended December 31, 2019 and year to date from April 1, 2019 to December 31, 2019 (the "Statement") attached herewith, being submitted by the Holding Company pursuant to the requirements of Regulation 33 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 as amended (the "Listing Regulations").
2. This Statement, which is the responsibility of the Holding Company's Management and approved by the Holding Company's Board of Directors, has been prepared in accordance with the recognition and measurement principles laid down in Indian Accounting Standard 34, (Ind AS 34) "Interim Financial Reporting" prescribed under Section 133 of the Companies Act, 2013 as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India. Our responsibility is to express a conclusion on the Statement based on our review.
3. We conducted our review of the Statement in accordance with the Standard on Review Engagements (SRE) 2410, "Review of Interim Financial Information Performed by the Independent Auditor of the Entity" issued by the Institute of Chartered Accountants of India. This standard requires that we plan and perform the review to obtain moderate assurance as to whether the Statement is free of material misstatement. A review of interim financial information consists of making inquiries, primarily of persons responsible for financial and accounting matters, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with Standards on Auditing and consequently does not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion.

We also performed procedures in accordance with the Circular No. CIR/CFD/CMD1/44/2019 dated March 29, 2019 (the "Circular") issued by the Securities and Exchange Board of India under Regulation 33(8) of the Listing Regulations, to the extent applicable.

4. The Statement includes the results of the following entities:
 - Subsidiaries
 - 1) TeamLease Digital Private Limited
 - 2) IIJT Education Private Limited
 - 3) Keystone Business Solutions Private Limited
 - 4) Evolve Technologies and Services Private Limited
 - 5) TeamLease Education Foundation
 - 6) Cassius Technologies Private Limited
 - 7) I.M.S.I Staffing Private Limited
 - Associate
 - 1) School Guru Eduserve Private Limited
 - Joint Venture
 - 1) Avantis Regtech Private Limited



S.R. BATLIBOI & ASSOCIATES LLP

Chartered Accountants

5. Attention is invited to note 3 to the accompanying unaudited consolidated Ind-AS financial results, more fully explaining management's position in relation to non-provision for possible shortfall in the value of the assets of the Provident Fund Trust managing the Holding Company's defined benefit plan ("Team Lease Employees Provident Fund Trust" or "PF Trust"). The PF Trust has made unsecured investments in bonds of certain non-banking financial companies ("NBFC Companies") which are under severe liquidity stress. These bonds fall due for repayment between FY 2020-21 to FY 2026-27. In the absence of sufficient evidence regarding eventual repayment of the bonds (including interest arrears) by the NBFC Companies, we are unable to comment on the appropriateness or otherwise of management's position regarding the non-provisioning of the possible shortfall in the value of the assets of the PF Trust and the consequential impact on the unaudited consolidated Ind-AS financial results, if any.
6. Based on our review conducted and procedures performed as stated in paragraph 3 above and based on the consideration of the review reports of other auditors referred to in paragraph 7 below, except for the effects of our observation in para 5 above, nothing has come to our attention that causes us to believe that the accompanying Statement, prepared in accordance with recognition and measurement principles laid down in the aforesaid Indian Accounting Standard specified under Section 133 of the Companies Act, 2013, as amended, read with relevant rules issued thereunder and other accounting principles generally accepted in India, has not disclosed the information required to be disclosed in terms of the Listing Regulations, including the manner in which it is to be disclosed, or that it contains any material misstatement.
7. The accompanying Statement includes unaudited interim Ind-AS financial results and other unaudited financial information of seven subsidiaries, whose interim Ind-AS financial results reflect Group's share of total revenues of Rs. 10,835.41 lakhs and Rs. 31,539.02 lakhs, Group's share of total net loss after tax of Rs. 251.93 lakhs and Rs. 874.93 lakhs, Group's share of total comprehensive loss of Rs. 253.30 lakhs and Rs. 916.74 lakhs, for the quarter ended December 31, 2019 and for the period from April 1, 2019 to December 31, 2019, respectively, which have been reviewed by their respective independent auditors. The Statement also includes the Group's share of net loss after tax of Rs. 42.38 lakhs and Rs. 178.77 lakhs and total comprehensive loss of Rs. 42.34 lakhs and Rs. 178.61 lakhs, for the quarter ended December 31, 2019 and for the period from April 1, 2019 to December 31, 2019, respectively, as considered in the unaudited consolidated Ind-AS financial results, in respect of one associate and one joint venture, whose interim Ind-AS financial results have been reviewed by their respective independent auditors. The independent auditor's reports on interim Ind-AS financial results of these entities have been furnished to us by the Management and our conclusion on the Statement, in so far as it relates to the amounts and disclosures in respect of these subsidiaries, joint venture and associate is based solely on the report of such auditors and procedures performed by us as stated in paragraph 3 above.

Our conclusion on the Statement in respect of above matters is not modified with respect to our reliance on the work done and the reports of the other auditors.

For S.R. BATLIBOI & ASSOCIATES LLP
Chartered Accountants
ICAI Firm registration number: 101049W/E300004

per Navin Agrawal
Partner
Membership No.: 056102



UDIN: 20056102-AAAAAB4353

Place: Kolkata
Date: January 28, 2020

TEAMLEASE SERVICES LIMITED

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CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com

Statement of unaudited consolidated financial results for the quarter and nine months ended December 31, 2019

Particulars	(Rs. In Lakhs except per share data)					
	3-Months Ended 31/12/2019	Preceding 3-Months Ended 30/09/2019	Corresponding 3-Months Ended 31/12/2018	9-Months Ended 31/12/2019	9-Months Ended 31/12/2018	Year Ended 31/03/2019
	Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
Revenues						
Revenue from operations (net of taxes)	135,139.59	126,779.59	117,223.27	387,042.38	328,422.24	444,759.95
Other income	727.89	538.49	362.55	1,613.95	1,286.25	1,806.20
Total income	135,867.48	127,318.08	117,585.82	388,656.33	329,708.49	446,566.15
Expenses						
Employee benefits expense	128,179.70	119,959.86	110,831.94	367,496.33	310,103.07	419,715.30
Finance costs	288.22	294.28	134.18	861.24	378.87	522.44
Depreciation and amortisation expense	762.60	655.79	247.03	2,028.26	803.46	1,051.11
Other expenses	4,210.98	4,370.96	3,939.54	12,030.94	11,446.85	15,599.73
Total expenses	133,441.50	125,280.89	115,152.69	382,416.77	322,732.25	436,888.58
Profit before tax and before share of profit/(loss) from associates / joint venture	2,425.98	2,037.19	2,433.13	6,239.56	6,976.24	9,677.57
Share of (loss)/ profit from associates and a joint venture	(42.34)	(86.69)	3.98	(178.61)	(15.45)	(36.44)
Profit before tax	2,383.64	1,950.50	2,437.11	6,060.95	6,960.79	9,641.13
Current tax (net of MAT)	34.10	36.04	31.97	105.08	224.38	264.82
Deferred tax (credit)/ charge	(196.85)	(100.72)	(120.85)	(484.72)	(464.28)	(426.68)
Income tax (credit)/ expense	(162.75)	(64.68)	(88.88)	(379.64)	(239.90)	(161.86)
Net Profit for the period/year	2,546.39	2,015.18	2,525.99	6,440.59	7,200.69	9,802.99
Other comprehensive income						
Items that will not be reclassified to profit or loss						
Re-measurement gains/ (losses) on defined benefit plans	11.79	(34.58)	15.76	(27.71)	14.62	33.78
Income tax effect	(3.65)	7.43	(4.70)	5.81	(4.09)	(10.44)
Other comprehensive income, net of tax	8.14	(27.15)	11.06	(21.90)	10.53	23.34
Total comprehensive income	2,554.53	1,988.03	2,537.05	6,418.69	7,211.22	9,826.33
Paid-up equity share capital (face value Rs 10/- each fully paid)	1,709.68	1,709.68	1,709.68	1,709.68	1,709.68	1,709.68
Other Equity						52,201.90
Earnings per equity share (face value Rs 10/- each fully paid)						
Basic EPS (Rs)	14.89	11.79	14.77	37.67	42.12	57.34
Diluted EPS (Rs)	14.89	11.79	14.77	37.67	42.12	57.34

Notes

1 In terms of Regulation 33 of the SEBI (Listing Obligation and Disclosure Requirements) Regulations, 2015, as amended, the aforesaid statement of unaudited consolidated financial results for the quarter and nine months ended December 31, 2019, of the Company have been reviewed by the Audit Committee and approved by the Board of Directors at their respective meetings held on January 28, 2020. The aforesaid results for the quarter and nine months ended December 31, 2019 have been subjected to limited review by the statutory auditors of the Company.

2 The financial results have been prepared in accordance with the recognition and measurement principles laid down in the applicable Indian Accounting Standards (IND-AS) prescribed under section 133 of the Companies Act, 2013, as amended, read with the relevant rules issued thereunder.

3 The Company has its own Provident Fund Trust i.e. "TeamLease Services Ltd. Employees Provident Fund Trust" ("PF Trust") through which it manages provident fund liability for its employees. Accordingly, the PF Trust is considered as a defined benefit plan. The PF Trust has made investments of Rs. 173.74 crore in two non-banking financial companies ("NBFCs") which have maturities between FY 2020-21 to FY 2026-27, which are currently undergoing financial stress / bankruptcy proceedings.

The total assets under the PF Trust as at December 31, 2019, amounts to Rs. 1,199.41 crores, and there is an unrealised MTM gain of Rs. 66.10 crores on account of certain other investments. There is a net surplus of Rs. 32.05 crores as at December 31, 2019 without considering the impact of any MTM gains/losses on the investment portfolio of the Trust.

The management, in consultation with its PF Trust's investment advisor, is of the view that the current reserves of the Trust and unrealised MTM gains will be sufficient to absorb any potential shortfall in Trust accounts till FY 2020-21. Pending clarity on the actual quantum of shortfall, no provision has been made in the accompanying financial results, towards any future potential obligation that may arise on the Company.

This matter will be monitored closely and any incremental shortfall identified will be provided, as and when determined by the PF Trust.

4 On October 25, 2019, the Arbitration Tribunal council passed an order in the matter relating to contingent consideration payable towards acquisition of M/s. ASAP Info Systems Private Limited ('ASAP'). On December 16, 2019, the Arbitration Tribunal council has passed a revised order basis which, TeamLease Digital Private Limited ('TDPL') a subsidiary of the Company, is required to pay Rs. 595.56 lakhs to the erstwhile promoter's of ASAP along with interest and legal costs.

The management, based on a legal opinion, is confident that the aforesaid Order is not tenable under law and is in the process of filing an appeal against such Order. Accordingly, no provision has been made in this regard.



TEAMLEASE SERVICES LIMITED

Regd. Off: 6th Floor, BMTC Commercial Complex, 80 Feet Road, Koramangala, Bangalore - 560095

CIN: L74140KA2000PLC118395 E-MAIL: corporateaffairs@teamlease.com WEBSITE: www.teamleasegroup.com

Statement of unaudited consolidated financial results for the quarter and nine months ended December 31, 2019

- 5 Effective April 1, 2019, the Group adopted Ind AS 116 "Leases" for all long term lease contracts existing on April 1, 2019 using the modified retrospective method and the cumulative adjustment of Rs. 493.76 lakhs on the date of initial application has been debited to retained earnings (net of deferred tax). Accordingly, comparatives for the prior year/quarters have not been restated. The adoption of the new standard resulted in recognition of Right-of-Use asset of Rs. 4,383.39 lakhs and lease liability of Rs. 5,129.24 lakhs as at December 31, 2019. The effect of the above adoption does not have any material impact on the profit for the current quarter/period.
- 6 During the quarter ended June 30, 2019, the Company through its subsidiary TDPL acquired the IT Staffing vertical of E Centric Solutions Private Limited ("eCentric"), at an agreed consideration of Rs. 2,709.27 lakhs. eCentric is engaged in the business of providing staffing and recruitment services to clients in the Information Technology sector.
- 7 During the quarter ended December 31, 2019, the Company entered into share purchase agreement with IMSI Staffing Private Limited (IMSI), to acquire 100% stake in IMSI at an agreed consideration of Rs. 6,455.56 lakhs. IMSI is engaged in the business of providing staffing services to clients in Information Technology sector.
- 8 The unaudited consolidated financial results for the quarter ended December 31, 2019 include the financial results of acquired wholly owned subsidiary TeamLease e-Hire Private Limited ("TEPL") (formerly known as Cassius Technologies Private Limited) and joint venture Avantis Regtech Private Limited (ARPL), which were acquired during August 2018/ November 2018. It also includes financial results of the acquired business of eCentric and IMSI in current period. Accordingly the unaudited consolidated financial results for the quarter and nine months ended December 31, 2019 may not be comparable with the results for the quarter and nine months ended December 31, 2018.
- Further, it includes the unaudited financial results of subsidiaries IJT Education Private Limited, TeamLease Digital Private Limited, Keystone Business Solutions Private Limited, Evolve Technologies and Services Private Limited and TeamLease Education Foundation and associate Schoolguru Eduserve Private Limited.
- 9 During the quarter ended December 31, 2019, no options have been granted or forfeited under the scheme TeamLease Employees Stock Option Plan 2015. Further, 404 options got exercised in the current quarter.
- 10 On September 20, 2019, vide the Taxation Laws (Amendment) Ordinance 2019, the Government of India inserted Section 115BAA in the Income Tax Act, 1961 which provides domestic companies a non-reversible option to pay corporate tax at reduced rates effective April 01, 2019 subject to certain conditions. The Company is in the process of evaluating this option, since it has MAT credit of Rs. 6,274.05 lakhs, as at December 31, 2019, which shall lapse, if the Company opts for the lower tax rates. Pending final decision in this regard, the impact thereof on the tax provision and deferred tax assets, has not been considered in these financial results.
- 11 The figures of the previous periods have been regrouped/ reclassified, wherever necessary.
- 12 The above consolidated financial results of the Company are available on the Company's website (www.teamleasegroup.com) and also on the website of BSE (www.bseindia.com) and NSE (www.nseindia.com), where the shares of the Company are listed.

Date: January 28, 2020

Place: Bengaluru



For and on behalf of the Board
For TeamLease Services Limited

Ashok Kumar Nedurumalli
Managing Director
DIN : 00151814



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Consolidated Segment-wise revenue, results, assets and liabilities for the quarter and nine months ended December 31, 2019

The Company is primarily engaged in the business of providing manpower services. The Company has identified following reportable segments in context of IND AS 108 Operating Segments:

General Staffing and Allied Services - Comprises of Staffing Operations, Temporary Recruitment and Payroll & NETAPP.

Specialised Staffing Services - Comprises of IT Staffing Operations and Telecom Staffing Operations.

Other HR Services - Comprises of Permanent Recruitment, Regulatory Compliance, Training Operations and Job Portal.

(Rs. In lakhs)

Sr. No.	Particulars	3-Months Ended 31/12/2019	Preceding 3-Months Ended 30/09/2019	Corresponding 3-Months Ended 31/12/2018	9-Months Ended 31/12/2019	9-Months Ended 31/12/2018	Year Ended 31/03/2019
		Unaudited	Unaudited	Unaudited	Unaudited	Unaudited	Audited
1	Segment Revenue						
	General Staffing and Allied Services	121,610.91	113,916.16	106,168.83	348,587.90	295,508.41	401,153.80
	Specialised Staffing Services	10,464.15	10,046.80	7,915.07	30,328.78	22,977.01	30,916.30
	Other HR Services	3,064.53	2,816.63	3,139.37	8,125.70	9,936.82	12,689.85
	Total Income from operations	135,139.59	126,779.59	117,223.27	387,042.38	328,422.24	444,759.95
2	Segment results						
	General Staffing and Allied Services	1,959.57	2,016.71	2,169.32	6,260.04	5,389.35	7,814.04
	Specialised Staffing Services	771.15	613.32	488.84	2,014.19	1,610.64	2,088.33
	Other HR Services	58.23	(37.14)	10.52	(613.20)	617.08	767.18
	Unallocated	(117.09)	(348.11)	(97.39)	(738.84)	(277.41)	(505.98)
	Total	2,671.86	2,244.78	2,571.29	6,922.19	7,339.66	10,163.57
	Less: Unallocable items						
	Finance costs	288.22	294.28	134.18	861.24	378.87	522.44
	Profit before tax	2,383.64	1,950.50	2,437.11	6,060.95	6,960.79	9,641.13
3	Segment Assets:						
	General Staffing and Allied Services	48,639.40	53,899.10	37,948.44	48,639.40	37,948.44	39,110.83
	Specialised Staffing Services	33,839.39	29,468.50	24,665.19	33,839.39	24,665.19	24,463.47
	Other HR Services	11,054.38	10,025.21	8,733.85	11,054.38	8,733.85	8,868.89
	Unallocated	38,836.10	36,934.04	33,032.69	38,836.10	33,032.69	36,511.15
	Total	132,369.27	130,326.85	104,380.17	132,369.27	104,380.17	108,954.34
4	Segment Liabilities:						
	General Staffing and Allied Services	44,689.92	51,055.91	36,027.43	44,689.92	36,027.43	37,376.86
	Specialised Staffing Services	7,633.68	8,176.67	4,758.19	7,633.68	4,758.19	4,886.50
	Other HR Services	4,123.97	4,280.47	4,492.03	4,123.97	4,492.03	3,293.08
	Unallocated	15,960.69	9,427.88	7,806.43	15,960.69	7,806.43	9,486.32
	Total	72,408.26	72,940.93	53,084.08	72,408.26	53,084.08	55,042.76

For and on behalf of the Board
For TeamLease Services Limited



Ashok Kumar Nedurumalli

Ashok Kumar Nedurumalli
Managing Director
DIN : 00151814

Date: January 28, 2020
Place: Bengaluru




MD and CFO Certificate

Under Regulation 33(2) (a) of SEBI Listing Obligation and Disclosure Requirement (LODR) Regulation, 2015

To,
The Board of Directors,
TeamLease Services Limited
6th Floor, BMTC Commercial Complex
80 Ft Road, Koramangala Bangalore
Karnataka-560095

In compliance with Regulation 33 (2) (a) read with Schedule II Part B of the SEBI Listing Obligation and Disclosure Requirement (LODR) Regulations 2015 read with the Listing Agreement with the Stock Exchange (s), we, the undersigned hereby certify the following:

- A. We have reviewed the unaudited Quarterly Financial Results of TeamLease Services Limited for the quarter ended December 31, 2019 and to the best of our knowledge and belief:
- (1) these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading.
 - (2) these statements together present a true and fair view of the listed entity's affairs and are in compliance with existing accounting standards, applicable laws and regulations.
- B. There are, to the best of our knowledge and belief, no transaction entered into by the listed entity during the quarter ended December 31, 2019 are fraudulent, illegal or violative of the listed entity's code of conduct.
- C. We accept responsibility for establishing and maintaining internal controls for financial reporting and we have evaluated the effectiveness of Company's internal control systems pertaining to financial reporting and have disclosed to the auditors and the audit committee, deficiencies in the design or operation of such internal controls, if any, of which they are aware and the steps they have taken or propose to take to rectify these deficiencies.
- D. We have indicated to the Auditors and the Audit Committee that:
- (i) there are no significant change in internal control over financial reporting during the quarter ended December 31, 2019;
 - (ii) there are no significant changes in accounting policies during the quarter ended December 31, 2019; and that the same have been disclosed in the notes to the financial results; and
 - (iii) there are no instances of significant fraud of which we have become aware during the quarter ended December 31, 2019.


Ashok Kumar Nedurumalli
Managing Director
DIN: 00151814




Ravi Vishwanath
Chief Financial Officer

Place: *Bangalore*
Date: *January 28, 2020*

Press Release- Q3 FY20

Bengaluru, India, Jan 28, 2020- TeamLease Services Limited (**NSE: TEAMLEASE, BSE: 539658**), one of India's largest staffing companies, today announced its results for the third quarter (**Q3FY20**) of the financial year ending March 31, 2020.

Summary of Consolidated financial results:

(all numbers in Rupees' Crores except Margins)

Particulars	Q3FY20	Q3FY19	YoY Growth %	Q2FY20	QoQ Growth %	9MFY20	9MFY19	YoY Growth %
Total Revenue	1,358.7	1,175.9	16%	1,273.2	7%	3,886.6	3,297.1	18%
Operating Revenue	1,351.4	1,172.2	15%	1,267.8	7%	3,870.4	3,284.2	18%
EBITDA	27.1	24.6	10%	23.6	15%	73.4	68.6	7%
EBITDA margin (%)	2.0%	2.1%		1.9%		1.9%	2.1%	
PBT	23.9	24.4	-2%	19.4	23%	60.6	69.6	-13%
PBT margin (%)	1.8%	2.1%		1.5%		1.6%	2.1%	
Net Profit (PAT)	25.5	25.3	1%	20.2	26%	64.4	72.0	-11%
PAT margin (%)	1.9%	2.2%		1.6%		1.7%	2.2%	
EPS (Basic and Diluted)	14.9	14.8	1%	11.8	26%	37.7	42.1	-11%

Highlights of Q3FY20 performance:

1. EBITDA margin has improved from 1.9% in Q2FY20 to 2.0% in Q3FY20 mainly on account of specialized staffing and HR services getting back on track.
2. We have cleared the tax assessment of first year (FY16-17) with 80JJAA benefit.
3. Our total employee/ trainee headcount is ~228,000 as of Dec 31, 2019 with a quarterly net addition of ~5,000 resources in Q3FY20. General staffing associate employee headcount has grown to ~167,216 and NETAP trainee headcount has grown to ~52,388 as of Dec 31, 2019.
4. Average realization per associate in general staffing has improved to Rs.751 p.m. in Q3FY20 from Rs.739 p.m. in Q2FY20.
5. We have maintained our funding exposure at 14% in general staffing business over the last 18 months.
6. TeamLease.com has clocked 1lakh job postings and 20lakh applications in Q3FY20. 10% of Staffing open positions are now getting sourced through TL.com.

Management Comment

Mr. Ashok Reddy, Managing Director, TeamLease Services Limited commenting on the quarterly results said, "We have acquired 74% stake in IMSI Staffing to get an entry into infra staffing vertical and strengthen our specialized staffing offerings. We continue to drive on growth while maintaining the realizations in staffing business".



Press Release- Q3 FY20

About TeamLease Services Limited

TeamLease Services is one of India's leading human resource companies offering a range of solutions to 3500+ employers for their hiring, productivity and scale challenges. A Fortune India 500 company listed on the NSE & BSE, TeamLease has hired 17 lakhs people over the last 17 years and has 2 lakhs+ open jobs every day. One of India's fastest growing employers, TeamLease also operates India's first Vocational University and India's fastest growing PPP National Employability through Apprenticeship Program. The Company offers solutions to large, medium and small clients across the 3Es of employment (1.6 lakhs+ employees), employability (2 lakhs+ students) and Ease-of-doing Business (1000+ employers).

Investor contact

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