

July 24, 2018

BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai 400 001	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: 539658	Scrip Code: TEAMLEASE

**Sub: Investor Presentation on Financial Results for Q1FY19**

Dear Sir/Madam,

In compliance with the provisions of Regulation 30 and Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed financial results update 'Investor Presentation Q1FY19' we propose to upload on our Company's website [www.teamlease.com](http://www.teamlease.com) for information of our shareholders/public.

This is in furtherance of our intimation dated July 23, 2018 relating to Conference Call with Investors on Q1FY19.

This is for your information and records.

Thanking You.

Yours faithfully,

For **TeamLease Services Limited**



**Ashok Kumar Nedurumalli**  
**Managing Director**  
**(DIN:00151814)**





# TeamLease Services Limited

BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

## Putting India to Work

Tuesday, July 24, 2018  
[www.teamleasegroup.com](http://www.teamleasegroup.com)



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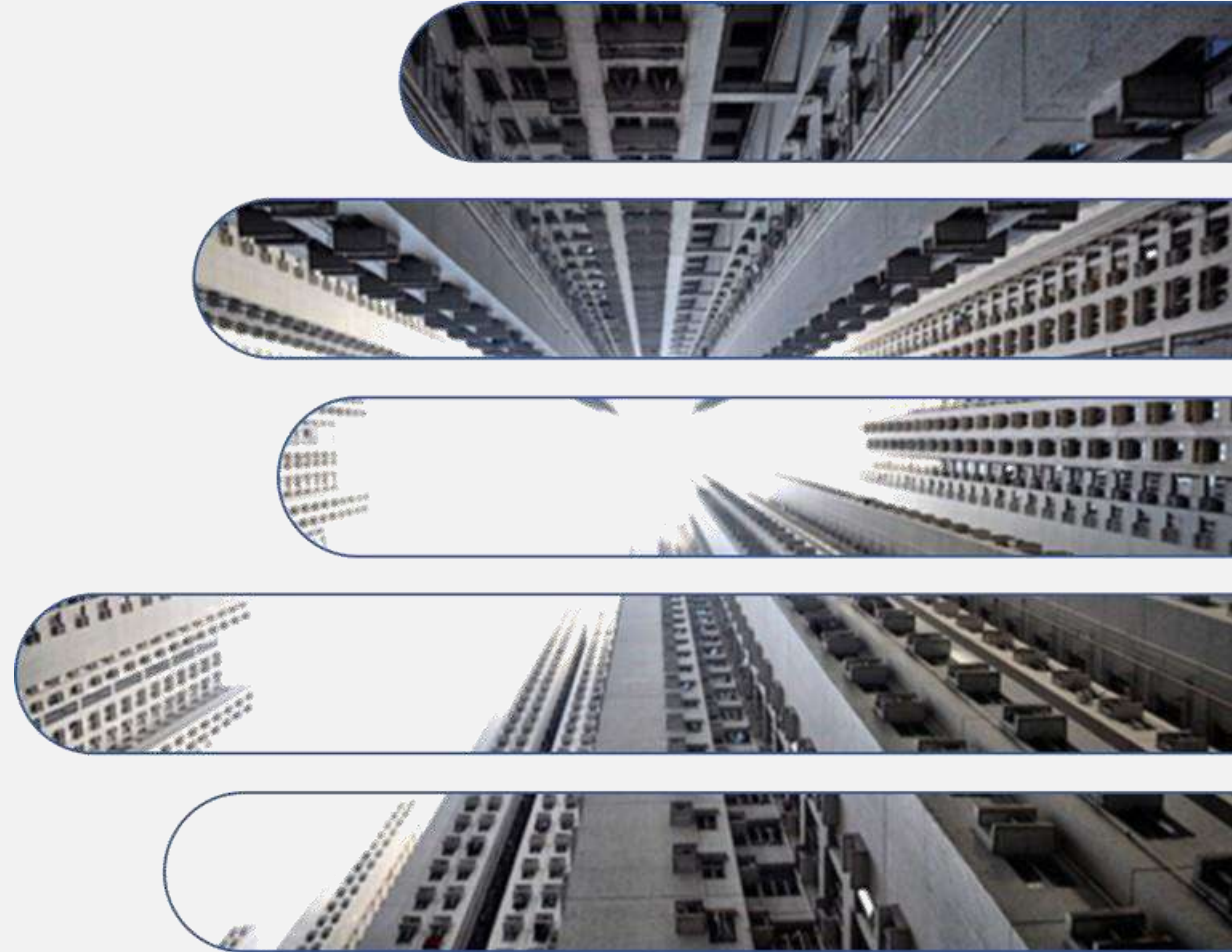
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# Introduction



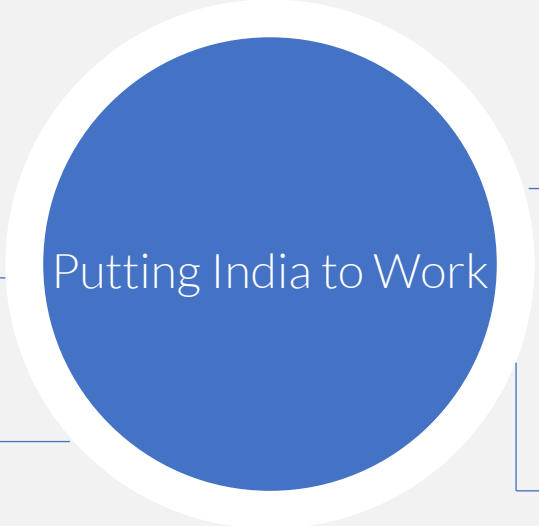
TeamLease Services established in 2002, is one of India's leading human resource service companies in the organized segment. A Fortune India 500 company listed on both NSE & BSE markets has a presence in 8 locations, with 2250+ clients and over 1700 employees across the country. A one-stop provider of human resources services to various industries and diverse functional roles, offering staffing, payroll processing, recruitment, compliance and training services. TeamLease set in motion the larger company mission of 'Putting India to Work' by focusing on its vision of 3 E's – Employment, Employability and Education.

The Company in partnership with the Government of Gujarat, set up TeamLease Skills University (TLSU), India's first vocational university, at Vadodara. In FY2015, TeamLease rolled out NETAP (National Employability through Apprenticeship Program) to provide on-the-job training to apprentices. The company at present has over 191,000 associates/trainees spread across the country and have till date given employment to over 1.7 million people with an aim to hire millions more .





# Overview



## Supply Chain

India's Leading People Supply chain company in the organized Sector

## Clients

2250+ Client base at any given time have associates from TeamLease posted at various locations

## Associates

Over 1.9Lakhs associates/ trainees, making us one of the largest private sector employer



Present in all 29 states with a network of partnerships. Delivering in over 6000 locations

## Presence



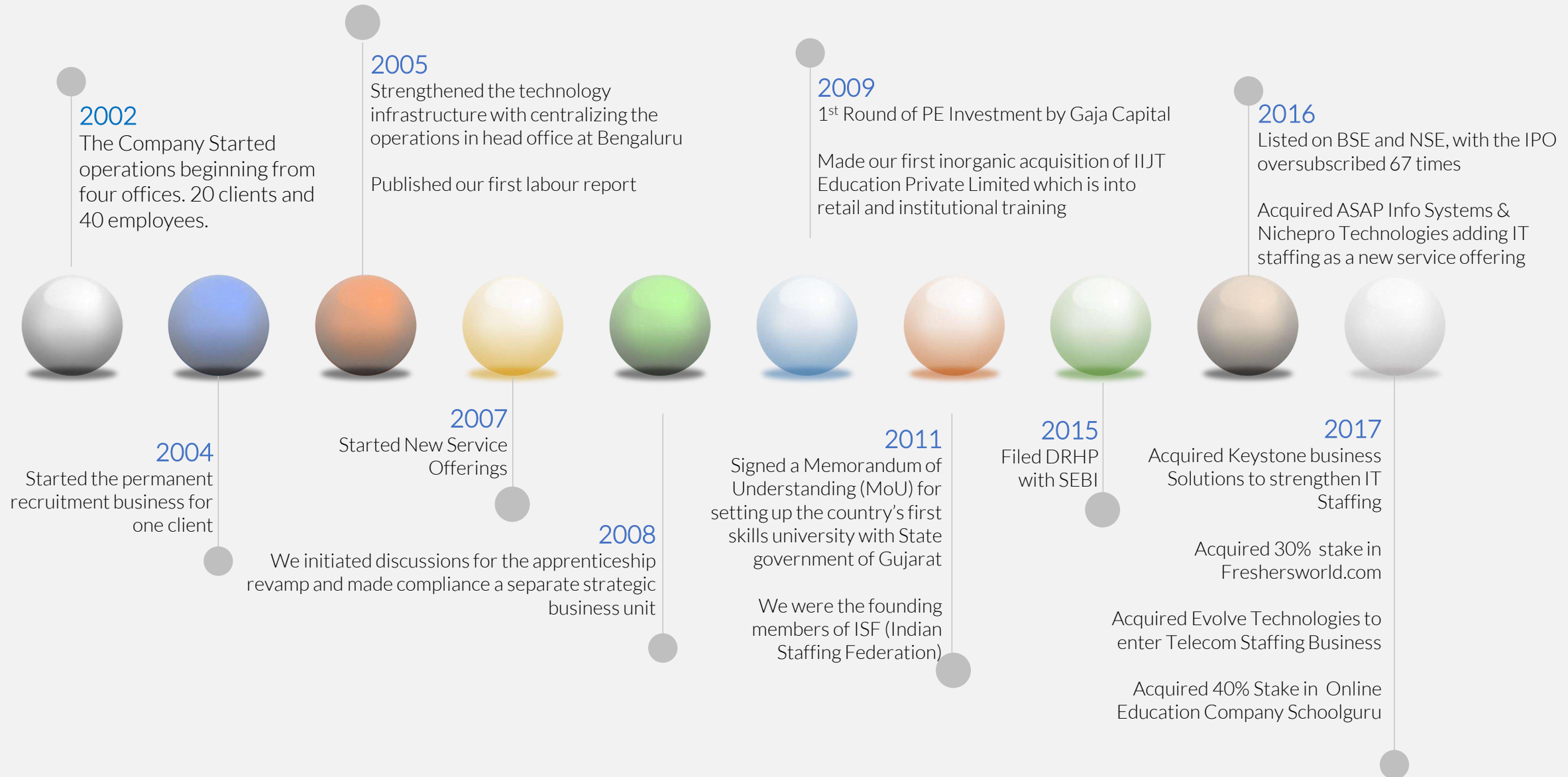
Putting India to Work

Revenues from operations, in excess of ₹ 3600Cr for the year ending Mar 2018. Cash Positive & Debt free Revenue





# The Journey Thus Far



# Our Team

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## Board of Directors



**Manish Sabharwal**  
*Executive Chairman*



**Ashok Reddy**  
*Managing Director & CEO*



**Latika Pradhan**  
*Independent Director*



**Narayan Ramachandran**  
*Independent Director*



**V Raghunathan**  
*Independent Director*



# Our Vision

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## Vision

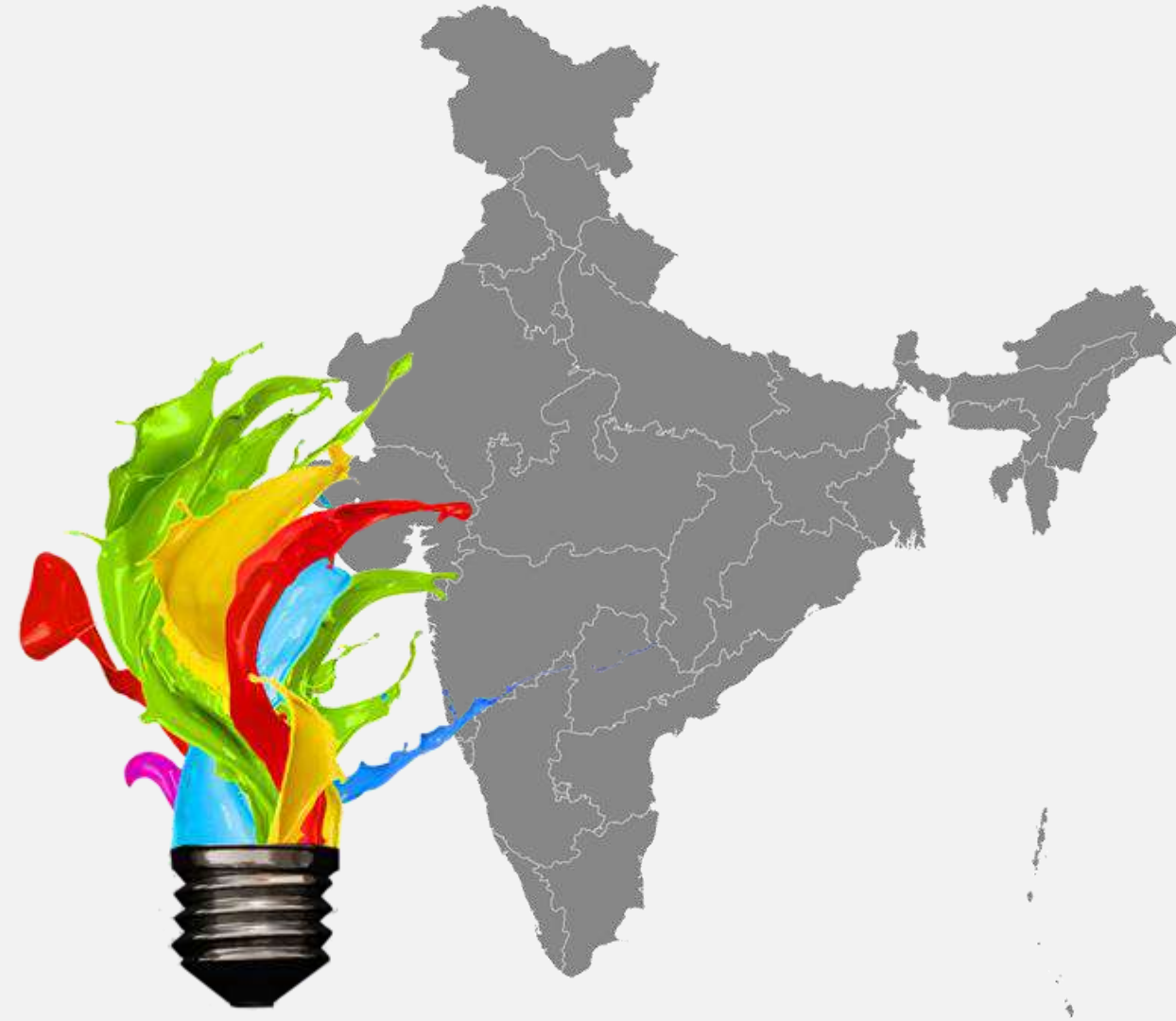
Our Long term philosophy and goals are best reflected by our purpose of “Putting India to Work”

## Our contribution to the Nation

Our vision has been at the forefront of our existence, helping us employ, “One Indian” every 5 minutes over the past 5 years.

## The Future that we see

Our goal is to become the largest Private sector employer in the world.







# Key Value Drivers

## Market Share

TeamLease holds over 5% share of the organized staffing segment

Strict adherence to labour and corporate laws, backed by strong internal compliance

## Governance

## Technology

The right know-how and data insights to help enhance operational efficiencies

Knowledge driven expertise across sectors with an edge to enhance customer value

## Knowledge

## Management

Seasoned set of senior management team, with over 200 years of cumulative experience

Several Fortune 500 companies and fast growing SMEs have trusted our services

## Client Portfolio

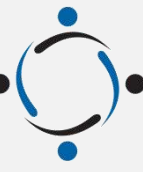
## Team

Set of Intellectual capital forms a cornerstone of our success

Pan India presence to scale our business with increasing trust and reliability

## Presence

# Cross Sector Services





# Business Imperatives

## Geographies of Work



## TeamLease Disruptive Business Focus Areas



### Employment

- TeamLease Services Limited
- ASAP Infosystems
- Nichepro Technologies
- Keystone Business Solutions
- Evolve Technologies
- Freshers World



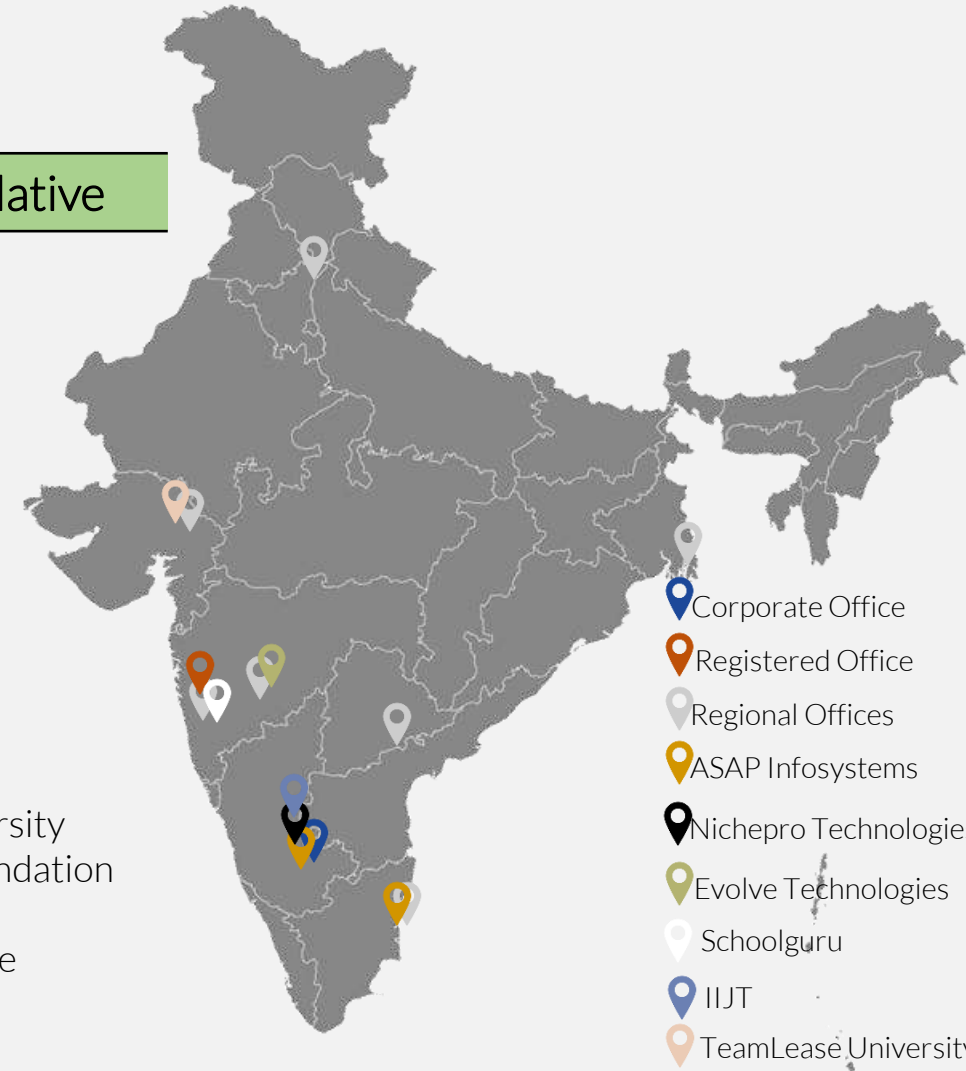
### Employability

- IIJT Education
- Schoolguru Eduserve
- NETAP



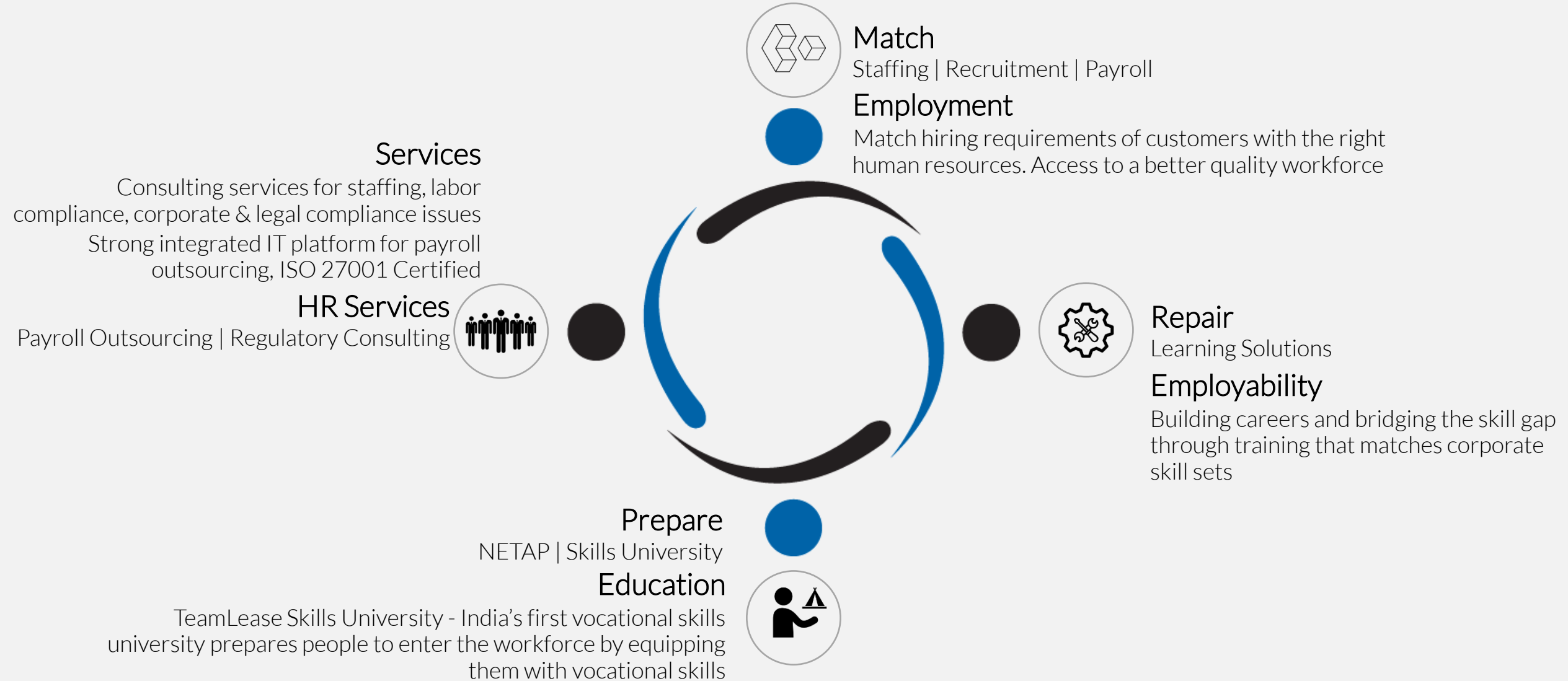
### Education

- TeamLease Skills University
- TeamLease Education Foundation
- IIJT Education
- Schoolguru Eduserve





# Our Strategy

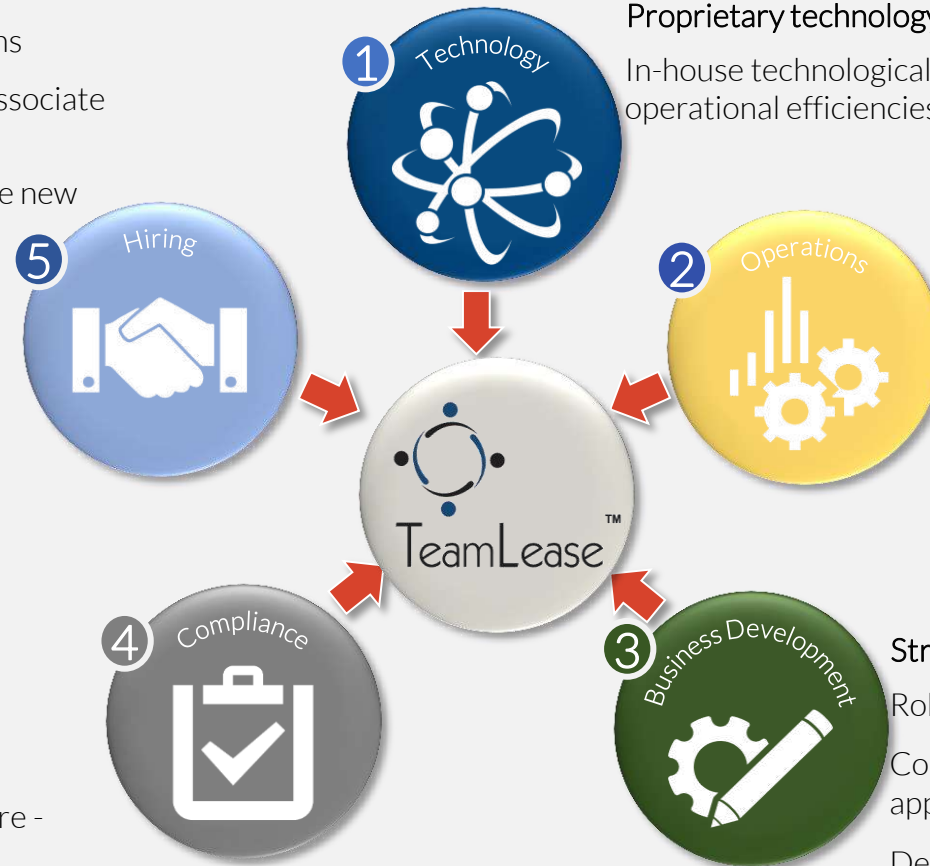




# Competitive Position

## Robust operational levers

- Centralized large scale operations
- Well trained, diverse and large associate employee base
- Foray into new sectors or acquire new clients



## Proprietary technology platform

In-house technological platform contributing to operational efficiencies

## On time payments to associates

Strong track record of making on-time payments to all associate employees every month

## Strong business development capability

Robust technological infrastructure

Continuous upgradation of software applications and platforms

Dedicated team of 40 software engineers

## Robust compliance platform

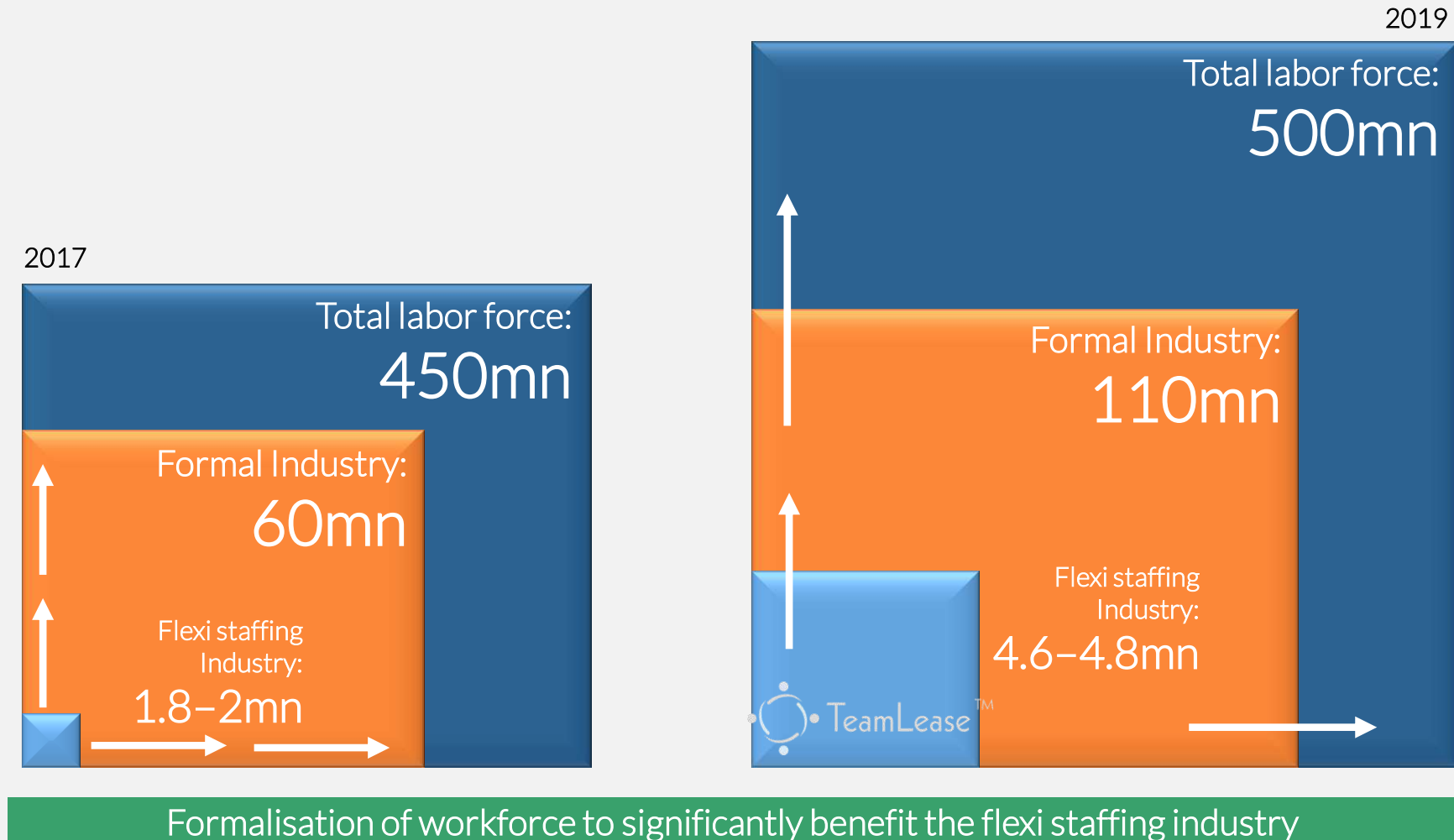
Proprietary end-to-end labor compliance management software - Regulatory Life Cycle System

As a market leader with national footprint, TeamLease benefits from economies of scale



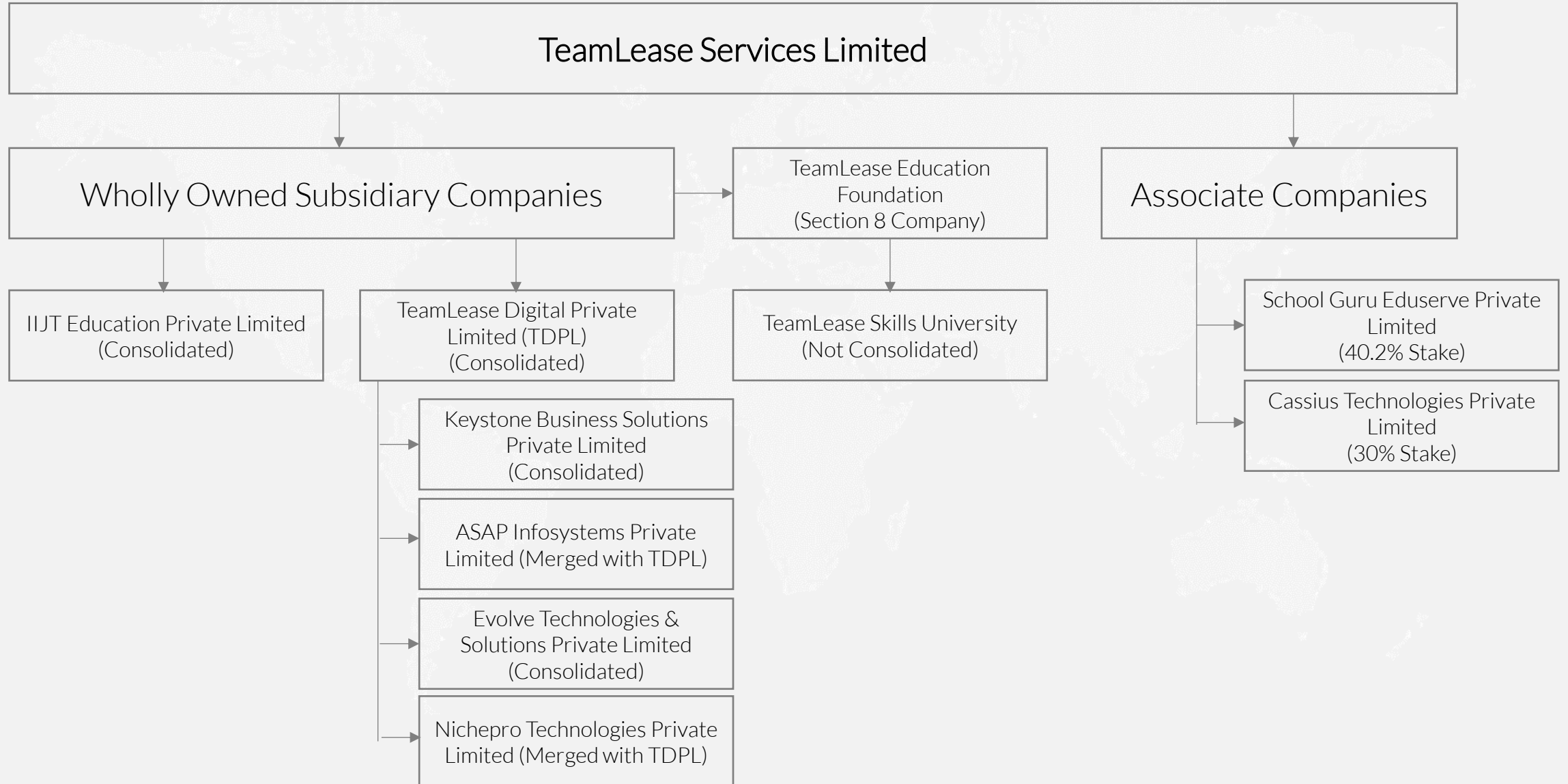
# Share of Flexi Staffing (Current & Projected)

## Formal sector to witness accelerated growth





# TeamLease Group Structure



# Investor Update – Quarter 1 2018-19

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# Key Performance Highlights – quarter ending June 30<sup>th</sup> 2018



## 01.

Operating Revenue grew by 20% YoY from ₹ 853.0 crore in Q1FY18 to ₹ 1,021.3 crore in Q1FY19.

## 02.

Associate/ trainee headcount increased by ~32,000 on YoY basis and ~10,000 on QoQ basis. Our current associate headcount is ~144,000 and NETAP trainee headcount is ~47,000.

## 03.

Average mark-up per associate per month increased marginally by 1% to ₹ 736 in Q1FY19 from ₹ 729 in Q1FY18.

## 04.

Net increase in our NETAP trainee headcount by over ~19,000 compared to June 30, 2017.

## 05.

Top 5 and Top 10 clients contributed to 14% and 20% of our net revenue respectively for the year ended June 30, 2018, implying a well-diversified mix of client portfolio.

## 06.

Our ratio of general staffing associates/trainees to staffing core employees improved to 232 in Q1FY19 from 204 in Q1FY18.



# Financial Performance

## Consolidated Performance

\*All Numbers are in ₹ Crores except for margins

Particulars	Q1FY19	Q1FY18	YoY Growth %	Q4FY18	QoQ Growth %
Total Revenue	1,026.6	858.8	19.5%	978.7	4.9%
Operating Revenue (net )	1,021.3	853.0	19.7%	977.5	4.5%
EBITDA	20.0	13.0	53.7%	20.8	-3.5%
EBITDA margin (%)	2.0%	1.5%		2.1%	
PBT	21.5	16.6	29.6%	19.8	8.9%
PBT margin (%)	2.1%	1.9%		2.0%	
Net Profit (PAT)	21.8	16.4	32.9%	21.2	2.8%
PAT margin (%)	2.1%	1.9%		2.2%	
EPS (Basic and Diluted) - ₹	12.8	9.6	32.9%	12.4	2.8%

## Standalone Performance

Particulars	Q1FY19	Q1FY18	YoY Growth %	Q4FY18	QoQ Growth %
Total Revenue	954.1	836.2	14.1%	909.4	4.9%
Operating Revenue (net )	946.0	828.4	14.2%	904.2	4.6%
EBITDA	15.0	10.1	49.0%	15.8	-5.4%
EBITDA margin (%)	1.6%	1.2%		1.8%	
PBT	21.7	16.7	29.8%	19.7	10.0%
PBT margin (%)	2.3%	2.0%		2.2%	
Net Profit (PAT)	21.0	17.1	23.2%	20.0	5.0%
PAT margin (%)	2.2%	2.1%		2.2%	
EPS (Basic and Diluted) - ₹	12.3	10.0	23.2%	11.7	5.0%

# Consolidated Segment Results



\*All Numbers are in ₹ Crores except for margins

Particulars	Q1FY19	Q1FY18	YoY Growth %	Q4FY18	QoQ Growth %
<b>Revenue:</b>					
General Staffing and Allied Services	916.1	816.5	12.2%	883.0	3.7%
Specialised Staffing Services*	75.0	24.6	NC	72.8	3.0%
Other HR Services	30.3	11.8	155.6%	21.7	39.4%
<b>Total Income from Operations</b>	<b>1,021.3</b>	<b>853.0</b>	<b>19.7%</b>	<b>977.5</b>	<b>4.5%</b>
<b>EBITDA:</b>					
General Staffing and Allied Services	15.6	13.3	17.6%	16.2	-3.5%
Specialised Staffing Services	5.3	3.1	NC	5.2	1.5%
Other HR Services	2.4	0.8	198.8%	2.7	-11.9%
Unallocated	(3.2)	(4.2)	-22.5%	(3.3)	-2.4%
<b>Total EBITDA</b>	<b>20.0</b>	<b>13.0</b>	<b>53.7%</b>	<b>20.8</b>	<b>-3.5%</b>
<b>EBITDA Margin %</b>					
General Staffing and Allied Services	1.7%	1.6%		1.8%	
Specialised Staffing Services	7.1%	12.8%	NC	7.2%	
Other HR Services	7.8%	6.7%		12.3%	
<b>Consolidated EBITDA Margin</b>	<b>2.0%</b>	<b>1.5%</b>		<b>2.1%</b>	

\* Specialised Staffing Services includes Evolve which was acquired on November 01, 2017.



# Headcount & Productivity

Quarter	General Staffing Associates	NETAP Trainees	Specialised Staffing	Total Outsourced	Core Employees	Total Headcount
FY-17 Q2	1,15,397	17,787	1,103	1,34,287	1,386	1,35,673
FY-17 Q3	1,23,946	19,427	1,261	1,44,634	1,406	1,46,040
FY-17 Q4	1,26,463	23,439	1,251	1,51,153	1,436	1,52,589
FY-18 Q1	1,29,787	28,051	1,423	1,59,261	1,467	1,60,728
FY-18 Q2	1,27,844	32,615	1,631	1,62,090	1,466	1,63,556
FY-18 Q3	1,30,950	40,423	5,910	1,77,283	1,632	1,78,915
FY18 Q4	1,32,323	43,052	5,948	1,81,323	1,704	1,83,027
FY19 Q1	1,37,735	47,493	6,407	1,91,635	1,726	1,93,361

## Improvement in Staffing Core Employee Productivity

Quarter	Total Outsourced	Staffing Core Employees	Staffing Productivity
FY-17 Q2	1,33,184	716	186
FY-17 Q3	1,43,373	710	202
FY-17 Q4	1,49,902	738	203
FY-18 Q1	1,57,838	773	204
FY-18 Q2	1,60,459	764	210
FY-18 Q3	1,71,373	781	219
FY-18 Q4	1,75,375	798	220
FY-19 Q1	1,85,228	800	232





# Shareholding Structure

Category	% of shareholding
Promoter Group	35.5%
Exited Promoter	5.3%
Gaja Capital	3.5%
Anchor FII	13.7%
Anchor DII	1.2%
Non-Anchor FII	26.8%
Non-Anchor DII	9.5%
Employees	1.9%
Retail/HNI	2.5%
ESOP Trust	0.4%



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