

May 28, 2019

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:** Investor Presentation on Financial Results for Q4FY19.

**Ref:** Regulation 30 and Regulation 46 of the SEBI (Listing Obligations and Disclosure Requirements) (LODR) Regulations, 2015

Dear Sir/Madam,

In compliance with the provisions of Regulation 30 of the SEBI LODR Regulations, 2015 please find enclosed 'Investor Presentation Q4FY19' towards financial results update for Q4FY19.

Further, in compliance with the provisions of Regulation 46 of the SEBI LODR we shall upload the above on our Company's website [www.teamleasegroup.com](http://www.teamleasegroup.com) for information of our shareholders/public.

This is in furtherance of our intimation dated May 20, 2019 pertaining to Conference Call with Investors on Q4FY19.

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



# TeamLease Services Limited

BSE: 539658 | NSE: TEAMLEASE | ISIN: INE985S01024

## Putting India to Work

Tuesday, May 28, 2019

[www.teamleasegroup.com](http://www.teamleasegroup.com)



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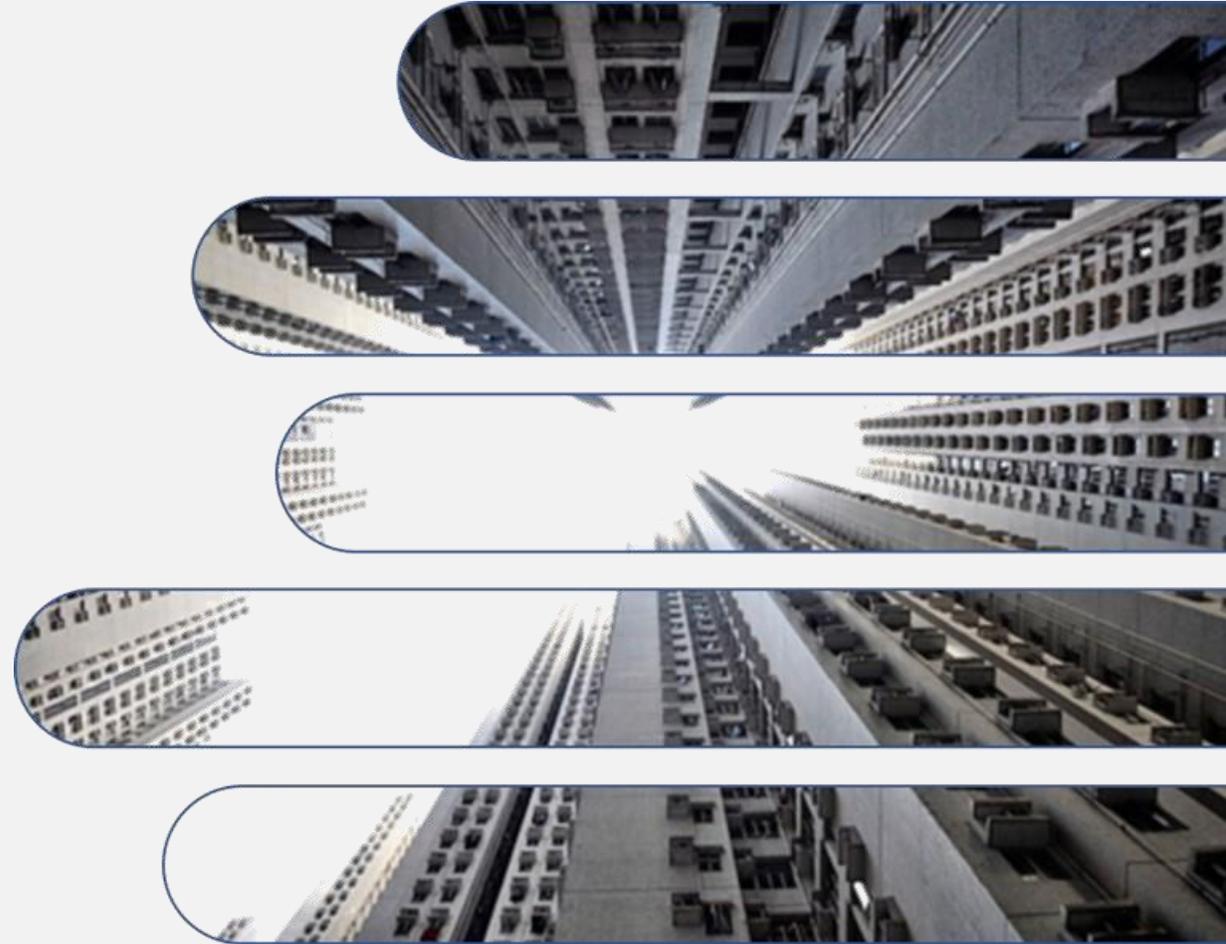
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# Introduction



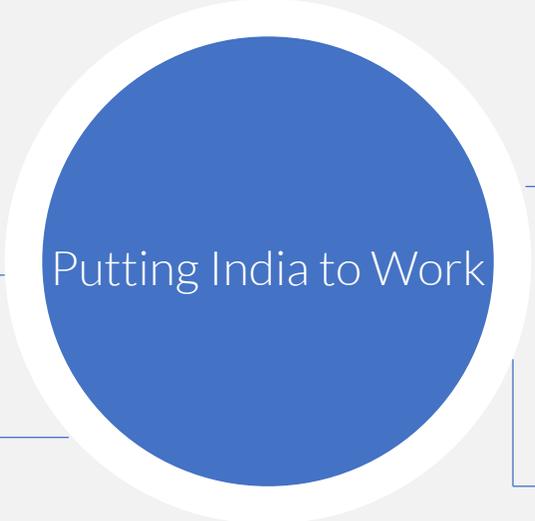
TeamLease Services established in 2002, is one of India's leading human resource service companies in the organized segment. A Fortune India 500 company listed on both NSE & BSE markets has a presence in 8 locations, with 2250+ clients and over 1685 core employees across the country. A one-stop provider 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 216,000 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 2.16Lakhs 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



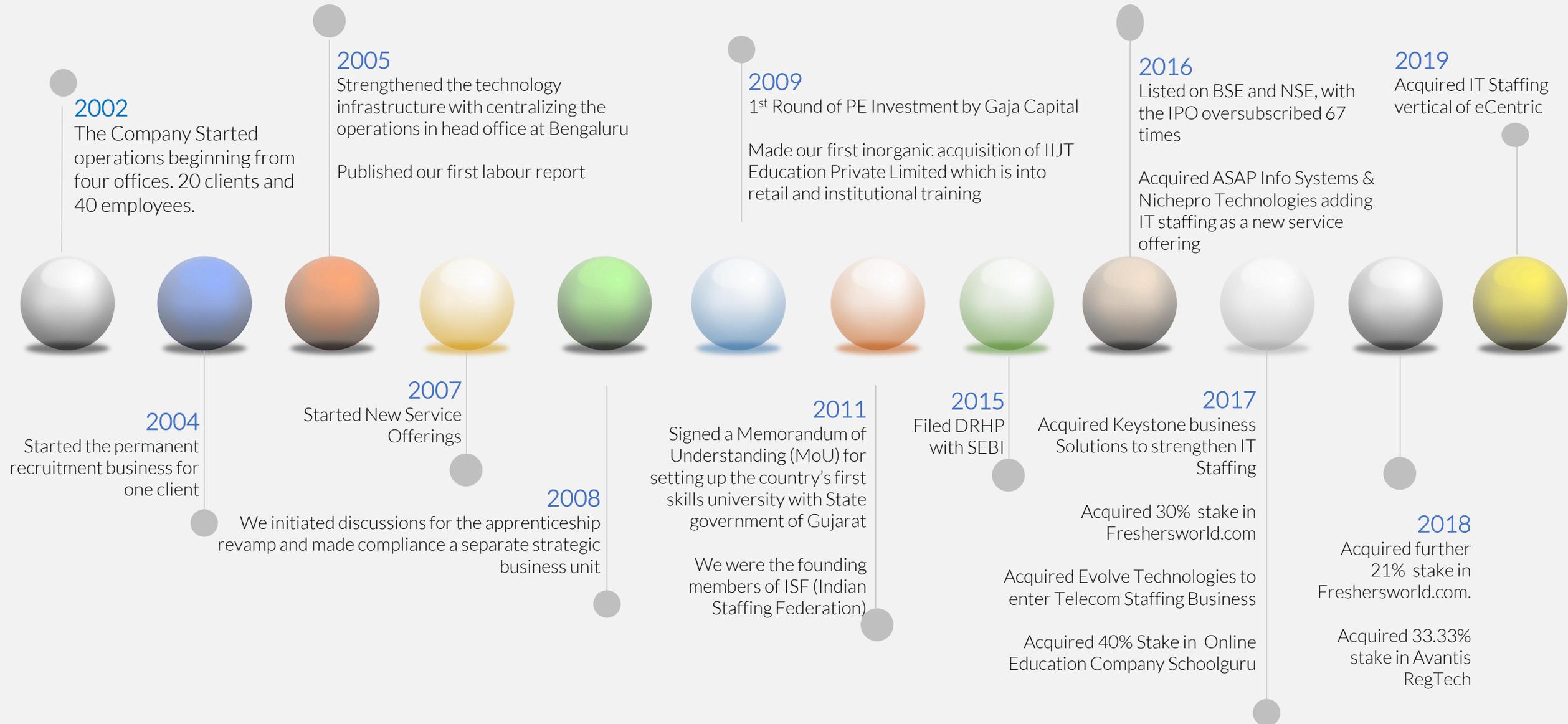
Revenues from operations, in excess of ₹ 4,448 Cr for the year ending Mar 2019.

## 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*



**Zarir Batliwala**  
*Independent Director*



# Our Vision

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## Vision

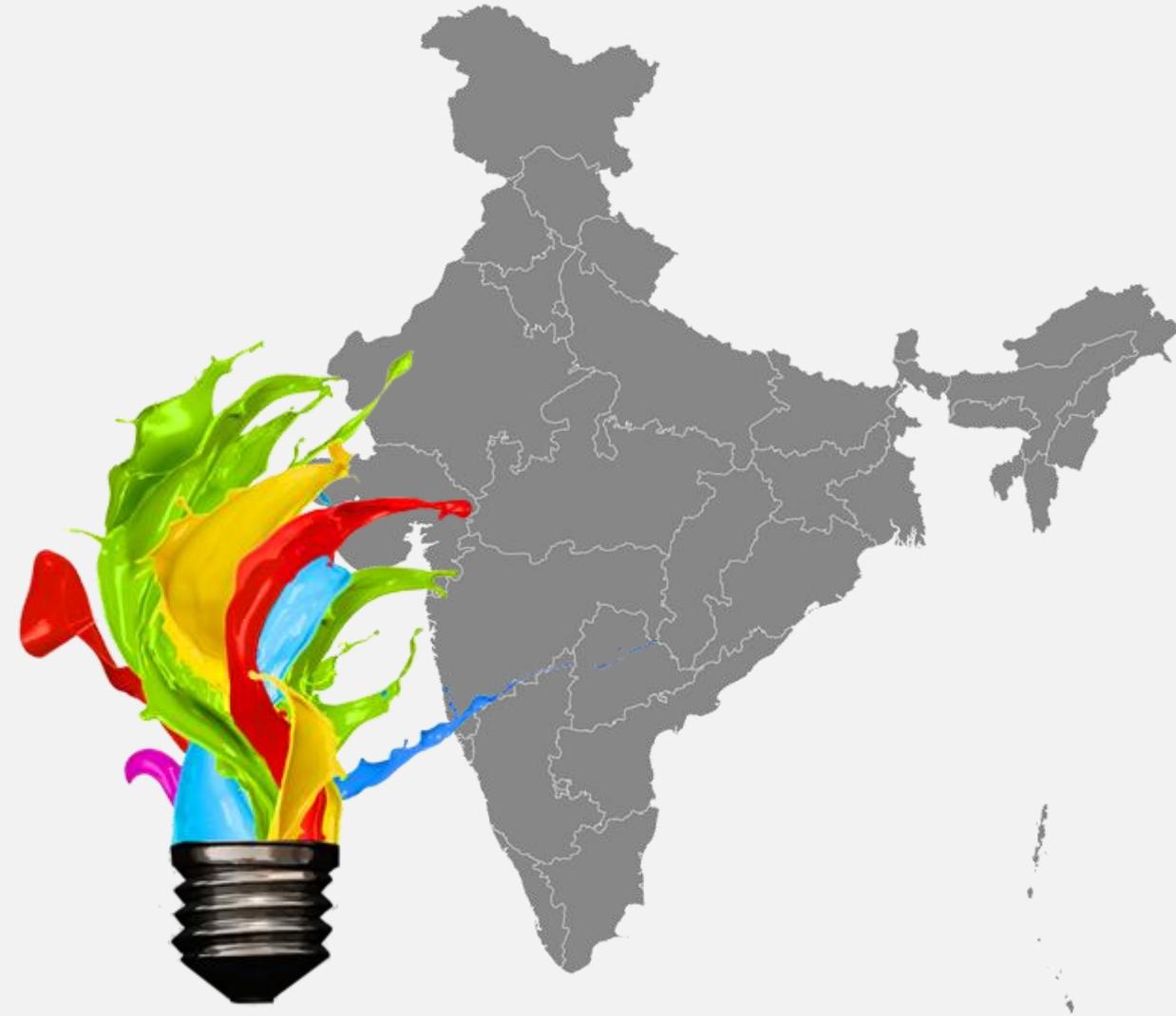
Our Long term philosophy and goals are best reflected by our purpose of “Putting India to Work”

## 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
- TeamLease Digital
- Keystone Business Solutions
- Evolve Technologies
- Freshers World



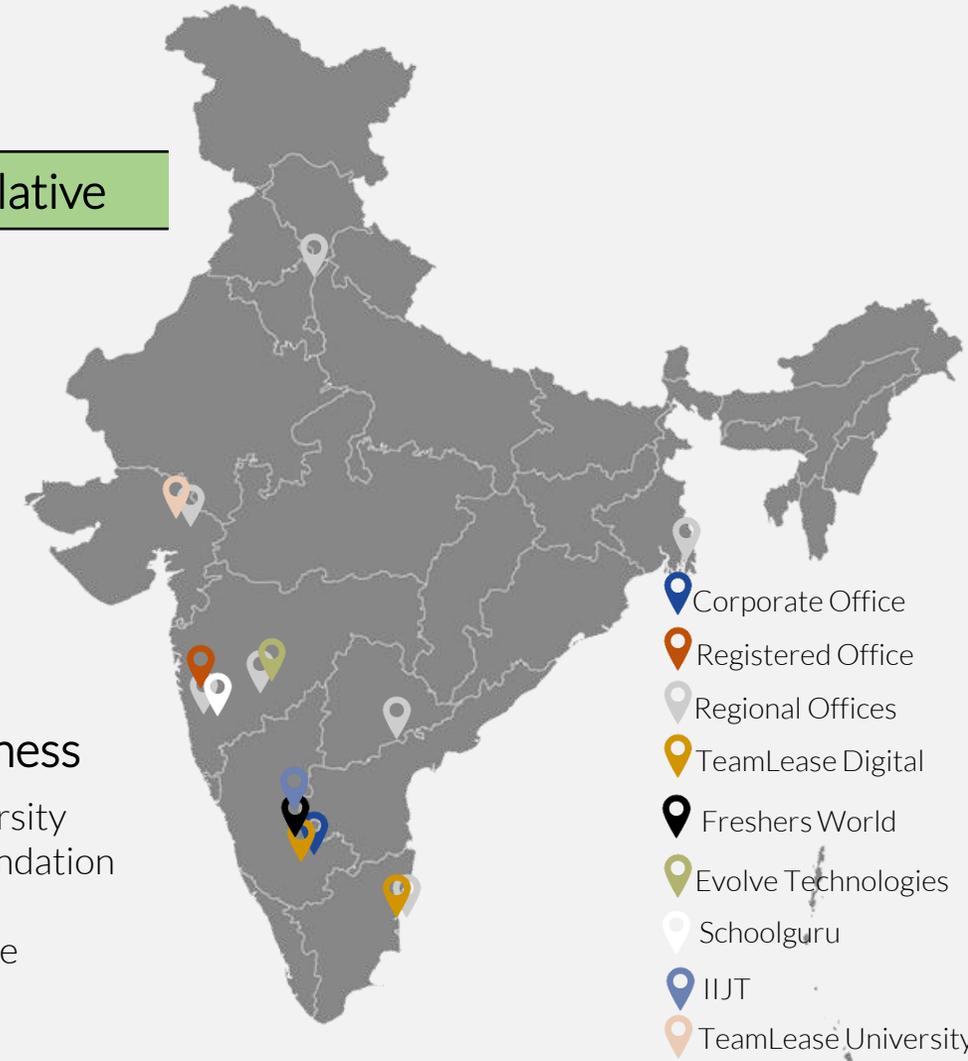
### Employability

- Training
- Schoolguru Eduserve
- NETAP



### Ease of doing business

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





# Our Strategy



## Match

Staffing | Recruitment | Payroll

## Employment

Match hiring requirements of customers with the right human resources. Access to a better quality workforce



## Services

Consulting services for staffing, labor compliance, corporate & legal compliance issues  
Strong integrated IT platform for payroll outsourcing, ISO 27001 Certified

## HR Services

Payroll Outsourcing | Regulatory Consulting



## Repair

Learning Solutions

## Employability

Building careers and bridging the skill gap through training that matches corporate skill sets

## Prepare

NETAP | Skills University

## Education

TeamLease Skills University - India's first vocational skills university prepares people to enter the workforce by equipping them with vocational skills

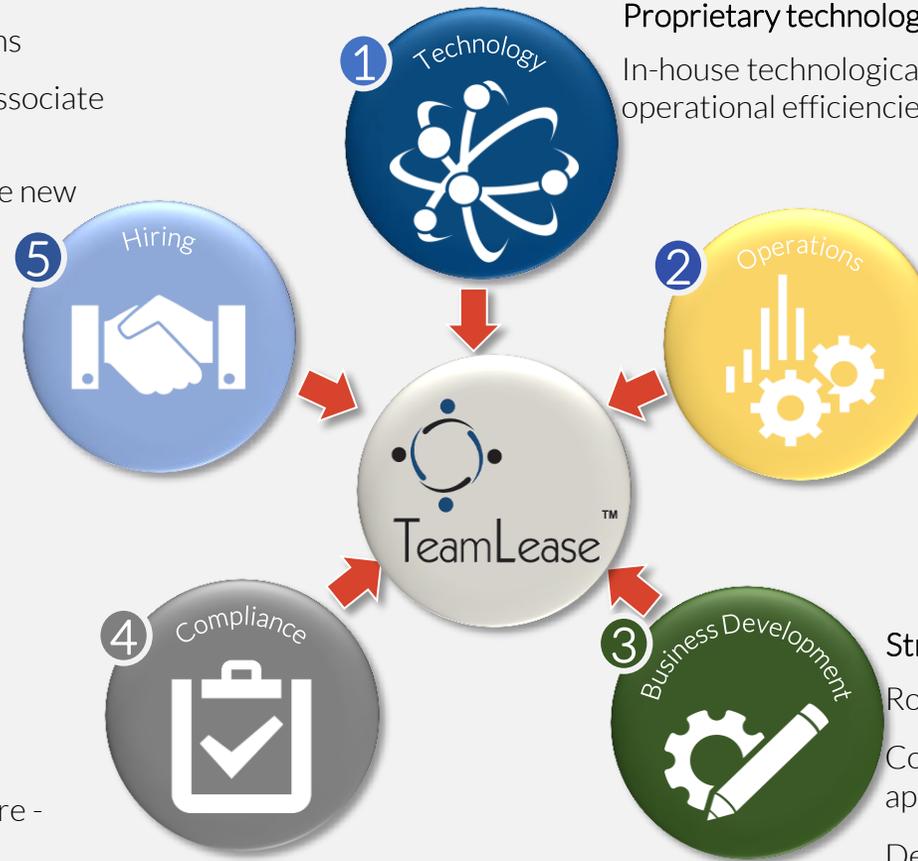




# Competitive Position

## 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

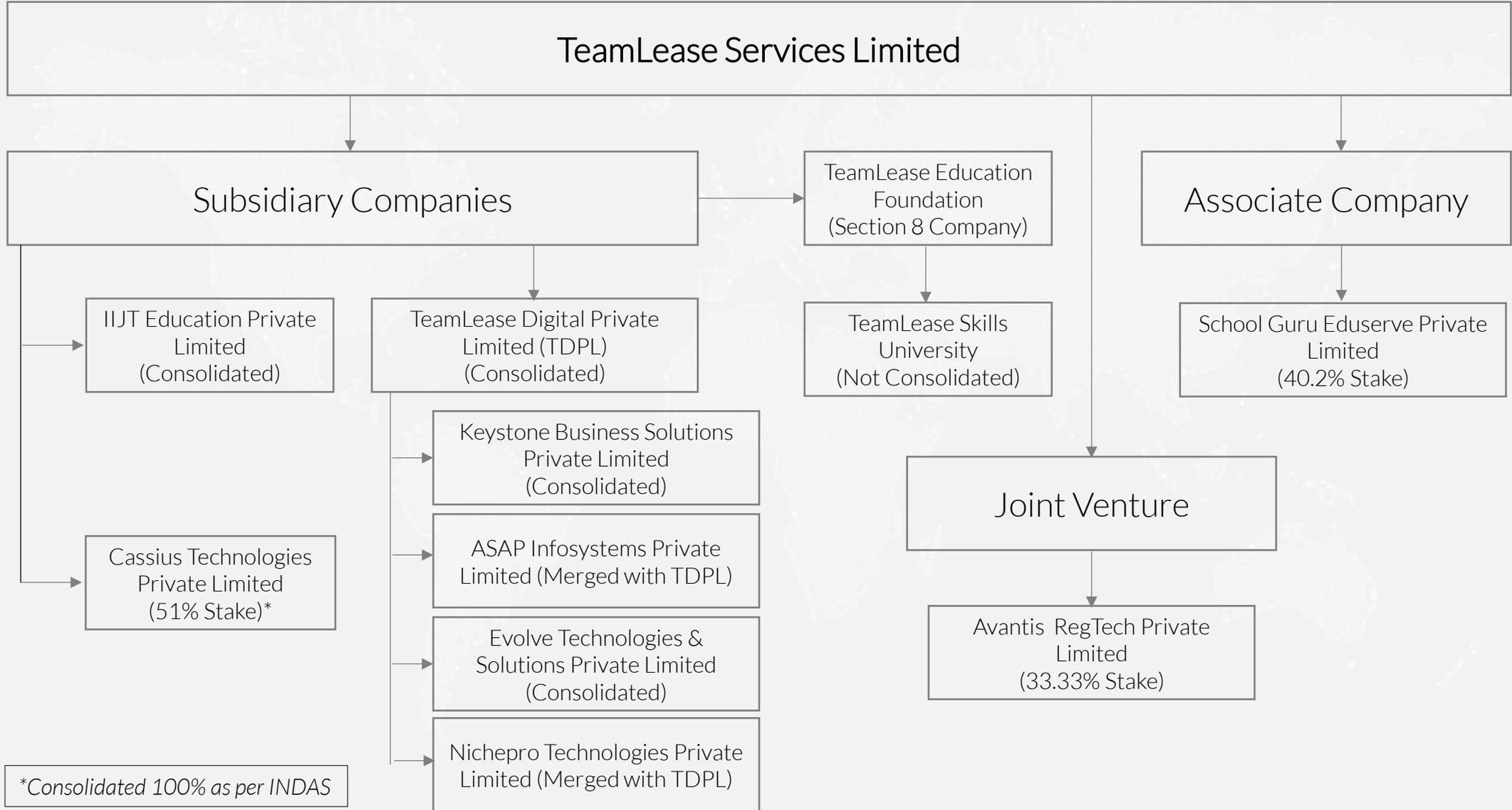
## Robust compliance platform

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



# TeamLease Group Structure



\*Consolidated 100% as per INDAS

# Investor Update – Quarter 4 2018-19

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# Key Performance Highlights – quarter ending March 31<sup>st</sup> 2019



01.

Revenue grew by 23% YoY backed by 19% growth in associate/trainee headcount.

02.

Our total employee/ trainee headcount is ~216,200 as of March 31, 2019 with General Staffing contributing to ~154,050 and NETAP contributing to ~56,150.

03.

Earnings Before Interest, Tax, Depreciation and Amortization (EBITDA) was ₹ 94.1 crores for FY19 reflecting YoY growth of 37%.

04.

Average realization per associate improved to Rs.714 p.m. in Q4FY19 from Rs.710 p.m. in Q3FY19.

05.

We have reduced our funding exposure to 14% in general staffing business from 17% in Q4FY18 and maintained efficient working capital management.

06.

Our ratio of general staffing associates/trainees to staffing core employees improved to 270 in Q4FY19 from 260 in Q3FY19.



# Financial Performance

\*All Numbers are in ₹ Crores except for margins

## Consolidated Performance

Particulars	Q4FY19	Q4FY18	YoY Growth %	Q3FY19	QoQ Growth %	FY19	FY18	YoY Growth %
Total Revenue	1,168.6	978.7	19%	1,175.9	-1%	4,465.7	3,639.7	22.7%
Operating Revenue	1,163.4	977.5	19%	1,172.2	-1%	4,447.6	3,624.1	22.7%
EBITDA	25.5	20.8	23%	24.6	4%	94.1	68.5	37.3%
<b>EBITDA margin (%)</b>	<b>2.2%</b>	<b>2.1%</b>		<b>2.1%</b>		<b>2.1%</b>	<b>1.9%</b>	
PBT	26.8	19.8	35%	24.4	10%	96.4	72.5	32.9%
<b>PBT margin (%)</b>	<b>2.3%</b>	<b>2.0%</b>		<b>2.1%</b>		<b>2.2%</b>	<b>2.0%</b>	
Net Profit (PAT)	26.0	21.2	23%	25.3	3%	98.0	73.5	33.5%
<b>PAT margin (%)</b>	<b>2.2%</b>	<b>2.2%</b>		<b>2.2%</b>		<b>2.2%</b>	<b>2.0%</b>	
<b>EPS (Basic and Diluted) - Rs.</b>	<b>15.2</b>	<b>12.4</b>	<b>23%</b>	<b>14.8</b>	<b>3%</b>	<b>57.3</b>	<b>43.0</b>	<b>33.5%</b>

## Standalone Performance

Particulars	Q4FY19	Q4FY18	YoY Growth %	Q3FY19	QoQ Growth %	FY19	FY18	YoY Growth %
Total Revenue	1,089.8	909.4	20%	1,096.8	-1%	4,161.9	3,465.1	20.1%
Operating Revenue	1,081.6	904.2	20%	1,090.4	-1%	4,132.5	3,440.7	20.1%
EBITDA	20.4	15.8	29%	19.5	4%	73.0	51.1	43.0%
<b>EBITDA margin (%)</b>	<b>1.9%</b>	<b>1.8%</b>		<b>1.8%</b>		<b>1.8%</b>	<b>1.5%</b>	
PBT	27.5	19.7	39%	25.0	10%	97.4	70.6	37.9%
<b>PBT margin (%)</b>	<b>2.5%</b>	<b>2.2%</b>		<b>2.3%</b>		<b>2.4%</b>	<b>2.1%</b>	
Net Profit (PAT)	27.1	20.0	36%	25.3	7%	97.0	72.6	33.7%
<b>PAT margin (%)</b>	<b>2.5%</b>	<b>2.2%</b>		<b>2.3%</b>		<b>2.3%</b>	<b>2.1%</b>	
<b>EPS (Basic and Diluted) - Rs.</b>	<b>15.9</b>	<b>11.7</b>	<b>36%</b>	<b>14.8</b>	<b>7%</b>	<b>56.7</b>	<b>42.4</b>	<b>33.7%</b>

# Consolidated Segment Results



\*All Numbers are in ₹ Crores except for margins

Particulars	Q4FY19	Q4FY18	YoY Growth %	Q3FY19	QoQ Growth %	FY19	FY18	YoY Growth %
<b>Revenue:</b>								
General Staffing and Allied Services	1,056.5	883.0	20%	1,061.7	0%	4,011.5	3,374.9	19%
Specialised Staffing Services	79.4	72.8	9%	79.2	0%	309.2	182.9	NC
Other HR Services	27.5	21.7	27%	31.4	-12%	126.9	66.3	91%
<b>Total Income from Operations</b>	<b>1,163.4</b>	<b>977.5</b>	<b>19%</b>	<b>1,172.3</b>	<b>-1%</b>	<b>4,447.6</b>	<b>3,624.1</b>	<b>23%</b>
<b>EBITDA:</b>								
General Staffing and Allied Services	24.7	16.2	53%	22.1	12%	80.8	61.5	31%
Specialised Staffing Services	4.9	5.2	-7%	4.5	9%	20.2	18.0	NC
Other HR Services	1.6	2.7	-40%	0.3	423%	8.3	3.9	111%
Unallocated	(5.7)	(3.3)	72%	(2.3)	152%	(15.1)	(14.9)	1%
<b>Total EBITDA</b>	<b>25.5</b>	<b>20.8</b>	<b>23%</b>	<b>24.6</b>	<b>4%</b>	<b>94.2</b>	<b>68.5</b>	<b>37%</b>
<b>EBITDA Margin</b>								
General Staffing and Allied Services	2.3%	1.8%		2.1%		2.0%	1.8%	
Specialised Staffing Services	6.1%	7.2%		5.6%		6.5%	9.9%	
Other HR Services	5.8%	12.3%		1.0%		6.5%	5.9%	

NC: as Telecom Staffing was only part of year in FY18 i.e. from November 01, 2017.



# Headcount & Productivity

Quarter	General Staffing Associates	NETAP Trainees	Specialised Staffing	Total Outsourced	Core Employees	Total Headcount
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
FY19 Q2	1,45,145	48,725	6,065	1,99,935	1,704	2,01,639
FY19 Q3	1,52,693	52,525	6,117	2,11,335	1,708	2,13,043
FY19 Q4	1,54,095	56,169	5,947	2,16,211	1,687	2,17,898

## Improvement in Staffing Core Employee Productivity

Quarter	Total Outsourced	Staffing Core Employees	Staffing Productivity
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
FY-19 Q2	1,93,870	806	241
FY-19 Q3	2,05,218	788	260
FY-19 Q4	2,10,264	780	270





# Shareholding Structure

Category	% of shareholding
Promoter Group	35.5%
Exited Promoter	5.3%
FII/FPI	44.3%
DII	10.5%
Employees	1.8%
Retail/HNI	2.4%
ESOP Trust	0.2%



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