

TeamLease – Employee Stock Option Plan Scheme 2015

Our Company instituted the TeamLease – Employee Stock Option Plan Scheme 2015 (the “ESOP 2015”) on July 10, 2015, pursuant to the Board and Shareholders’ resolutions dated July 09, 2015 and July 10, 2015 respectively. ESOP 2015 is in compliance with SEBI ESOS Regulations. The purpose of the Scheme was to *inter alia* reward employees for their continuous hard work, dedication and support, recognize employees who are doing well and provide a certain minimum opportunity to gain from the Company’s performance thereby acting as a retention tool and to attract best talent available in the market. During the financial year ended March 31, 2017, Tranche II scheme was approved by Board of Directors and Nomination and Remuneration Committee and the same is subject to shareholders approval in the 17th Annual General Meeting to be held on July 07, 2017.

Particulars	Details												
Equity Shares available in the Trust for ESOP 2015Scheme	128,193												
Number of options outstanding at the beginning of the period	97,170 (Post issue of bonus shares)												
Options granted during the year	29,470												
Pricing formula	At face value												
Vesting period	Maximum period of four (4) years from the date of grant. Minimum of one (1) year vesting period												
Options vested	97,170												
Options exercised	31,467												
The total number of Equity Shares arising as a result of exercise of options	31,467												
Options lapsed	-												
Variation of terms of options	-												
Money realized by exercise of options	Rs. 314,670												
Number of options outstanding at the end of the year	29,470												
Number of options exercisable at the end of the year	65,703												
Employee-wise detail of options granted to													
(i) Senior managerial personnel	<table border="1"> <thead> <tr> <th>Name of the Senior Management Personnel</th> <th>No. of options granted</th> </tr> </thead> <tbody> <tr> <td>Rituparna Chakraborty</td> <td>11,400</td> </tr> <tr> <td>N Ravi Vishwanath</td> <td>9,210</td> </tr> <tr> <td>Sharanabasappa Shirol</td> <td>3,650</td> </tr> <tr> <td>Sudeep Sen</td> <td>1,210</td> </tr> <tr> <td>Santosh Tangavelu</td> <td>4,000</td> </tr> </tbody> </table>	Name of the Senior Management Personnel	No. of options granted	Rituparna Chakraborty	11,400	N Ravi Vishwanath	9,210	Sharanabasappa Shirol	3,650	Sudeep Sen	1,210	Santosh Tangavelu	4,000
Name of the Senior Management Personnel	No. of options granted												
Rituparna Chakraborty	11,400												
N Ravi Vishwanath	9,210												
Sharanabasappa Shirol	3,650												
Sudeep Sen	1,210												
Santosh Tangavelu	4,000												
(ii) Any other employee who received a grant in any one year of options amounting to 5% or more of the options granted during the year	<table border="1"> <thead> <tr> <th>Name of the Senior Management Personnel</th> <th>No. of options granted</th> </tr> </thead> <tbody> <tr> <td>-</td> <td>-</td> </tr> </tbody> </table>	Name of the Senior Management Personnel	No. of options granted	-	-								
Name of the Senior Management Personnel	No. of options granted												
-	-												
(iii) Identified employees who were granted options during any one year equal to exceeding 1% of the issued capital (excluding outstanding warrants and conversions) of the Company at the time of grant	Nil												
Fully diluted EPS pursuant to issue of Equity Shares on exercise of options in accordance with the relevant accounting standard	Not applicable												
Lock-in	One year from the date of Vesting												
Impact on profit and EPS of the last three years if the accounting policies prescribed in the Securities and Exchange Board of India (Share Based Employee Benefits) Regulations, 2014	Not applicable												

Particulars	Details
had been followed	
Difference, if any, between employee compensation cost calculated using the intrinsic value of stock options and the employee compensation cost calculated on the basis of fair value of stock options on profits and on the EPS	Not applicable
Impact on the profits of the Company and on the EPS arising due to difference in accounting treatment and for calculation of the employee compensation cost (i.e. difference of the fair value of stock options over the intrinsic value of the stock options)	Not applicable
Weighted average exercise price and the weighted average fair value of options whose exercise price either equals or exceeds or is less than the market price of the stock	Not applicable
Method used to estimate the fair value of options granted during the year	Method adopted: Black – Scholes model