



LiaPlus AI

Employee Handbook

A guideline to working at LiaPlus AI



WOHOOOOO!
**You're
Onboard**

Table of Contents

Chapter - 1 Getting Started	4
Chapter - 2 Benefits & Perks	7
Chapter - 3 How We Work?	10
Chapter - 4 Making a Career	12
Chapter - 5 Our Culture	15
Chapter - 6 Our Rituals	16
Chapter - 7 Managing Work Devices	18
Chapter - 8 A Note About Moonlighting	19
Chapter - 9 Code of Conduct	22
Chapter - 10 So, Why LiaPlus AI?	26

Chapter 1

Getting Started

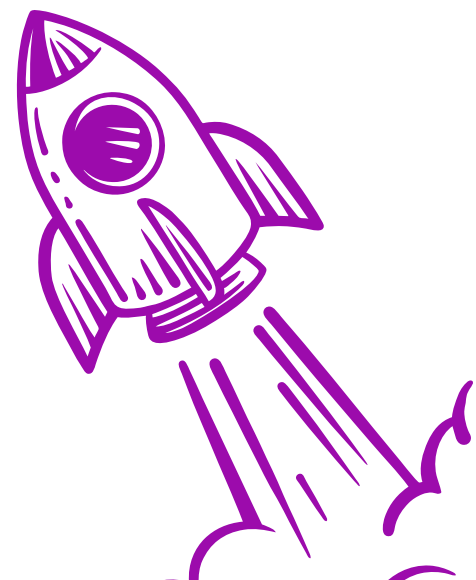
Getting started at LiaPlus AI involves a lot of little details, a number of big tasks, learning the details of your new job, meeting new coworkers, all while working remotely. Your teammates, your manager, your LiaPlus AI, your Ops, and our People team are all here to help as you navigate your first few days and weeks.

Your First Few Days

Before you start, the People team will order you a new laptop with the specs you request and any accessories you need like an external keyboard, mouse, or display. Get what you need, while keeping in mind the demands of your work when choosing specs.

A day or two before you start, your manager will email you instructions for your first day. Your manager will be your point of contact for your early projects and activities. You'll also work with a member of our Ops team who will help you as you set up all the accounts you need to work at LiaPlus AI.

On your first day, you'll log into Trello/Jira to see a project dedicated to your onboarding called "Welcome, [your name]!". Your welcome project will contain a few to-do lists, tailored to your role and linking to accounts or services that you need to set up. You'll also see to-do lists that your Ops and manager will be working through. Your Ops and your manager will be in contact with you as you set up your environment, should you have questions or get stuck.

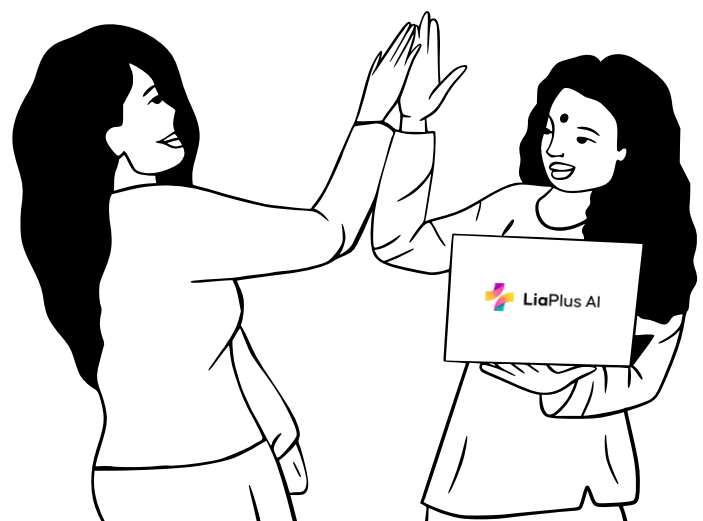


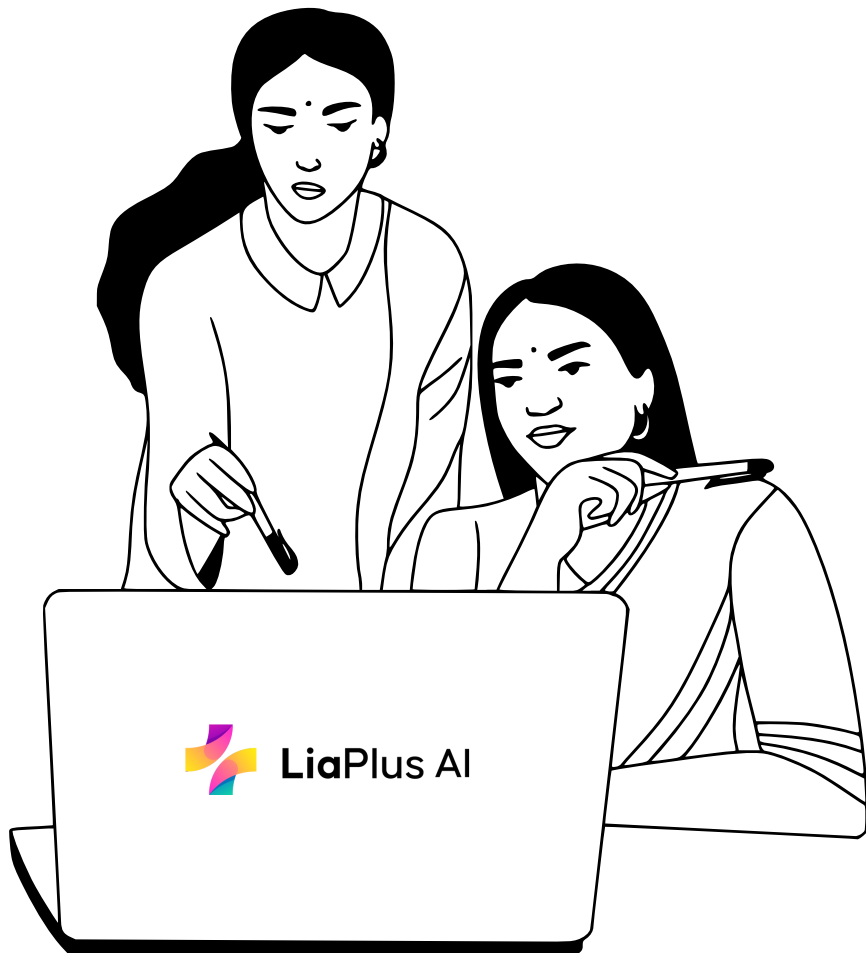
To keep everyone's devices safe and secure, we manage all our devices using MDM 🔒.

Your training schedules and onboarding expectations will be in your welcome project. You'll also find docs with helpful links to technical documentation, walkthrough videos, important Basecamp projects, and more.

Your welcome project will also contain a list of people to meet over the course of your first few weeks.

- Your manager. You and your manager will meet on your first day to sort out a recurring 1:1 schedule and to review your specific onboarding expectations.
- Your team. Most teams have a weekly call which you'll join your first week.
- Your LiaPlus AI buddy. Your buddy will be someone who's not on your immediate team, who's worked at LiaPlus AI for a while, and who can point you in the right direction when you have a question and don't quite know where to turn. They'll introduce themselves during your first week, to say hi and offer their help. They'll check in with you periodically throughout your first couple months to see how you're settling in.
- COO. You'll meet with **Smridhi Seth** to review LiaPlus AI's policies, benefits, and compensation.
- After your environment has been set up, expectations are clear, and you've met who you need to meet, you'll get to work! You'll begin working on real projects, with plenty of support and guidance, within your first week. Your responsibilities and impact will increase as you learn and gain confidence over the next few months, and most people are up to speed and feeling fully part of the team in about 3 months.





**Empowering You
to Make an Impact**

Chapter 2

Benefits & Perks

Benefits & Perks

At LiaPlus AI, we believe that supporting our team with the right tools, resources, and benefits is key to fostering a productive, happy, and healthy workplace. We strive to offer a range of benefits that not only help you do your best work but also support your well-being and career growth.

Here's a look at the benefits and perks we offer:

Career Guidance and Development

Your career growth matters to us. We're committed to helping you develop professionally, whether through new challenges, training programs, or mentoring.

- **Learning & Development:** We offer access to resources that support your ongoing education, whether it's technical courses related to AI, leadership development, or other areas that interest you. Our goal is to keep you learning and growing.
- **Career Guidance:** We provide personalized career guidance to help you navigate your growth within the company. Whether you're looking to move into a leadership role or become an expert in AI, we'll support your ambitions and help you create a path forward.
- **Mentorship Programs:** We offer mentorship opportunities where experienced team members can guide you through professional and personal growth, sharing knowledge and insights along the way.
- **Skill Building:** Attend workshops, webinars, and conferences to expand your skill set. We believe in continuous improvement, and we'll support you in your efforts to stay at the top of your game.

Laptop Policy

We want to ensure you have the best tools for your job, so every employee is provided with a new Laptop when they join the team. You'll have the freedom to choose the model and specifications that best suit your role, within reasonable limits and requirements.

Upgrading Your Laptop: If your laptop is getting old, or if a new model would make your work more efficient, you can upgrade your Laptop at any time. Just get approval from

the Finance team before purchasing a new one, and we'll handle the rest.

Travel Reimbursement

We understand that travel can be part of your work, especially when visiting clients or attending conferences. We offer travel reimbursement to cover travel-related expenses.

Expense Reimbursement

We know that you may incur expenses related to your work, such as software, tools, or other business-related costs. To make this process smooth:

How to Claim: You can submit your work-related expenses using Zoho Expense. Simply upload your receipts and provide the necessary details, and we'll make sure you're reimbursed as quickly as possible.

Employee Stock Option Plan (ESOPs)

We want you to feel as though you're part of the company's growth and success. That's why we offer Employee Stock Option Plans (ESOPs) to eligible employees.

What This Means: ESOPs give you the opportunity to own a piece of the company, so you can directly benefit from its long-term success and own a share of profit.

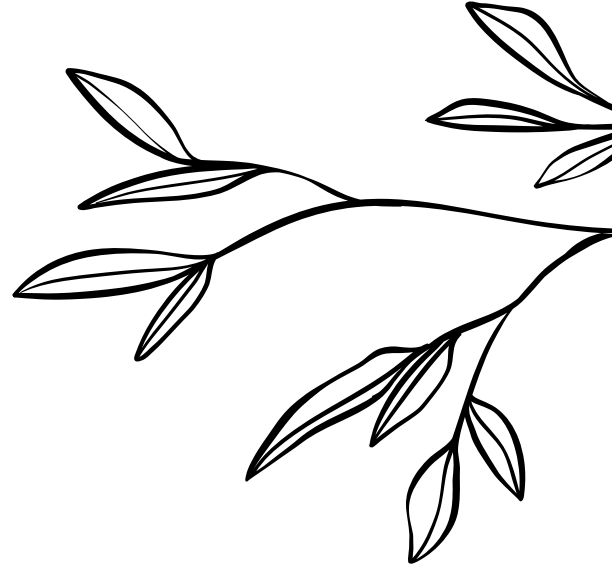
As we continue to grow and achieve our goals, you'll have the chance to share in that success.

Other Perks

Wellness Support: We care about your mental and physical well-being. You'll have access to wellness programs and activities within the organisation.

Team Building: We love to celebrate our team! Expect occasional team-building activities, both virtual and in-person, to keep things fun and foster collaboration.

Flexible Hours: We trust you to manage your time in a way that works best for you and your role. Whether you're an early riser or prefer to work late, we offer flexible work hours to help you stay productive while maintaining work-life balance.



Flexibility, Focus, and Communication for Success



Chapter 3

How We Work?

Location & Flexibility

We believe in providing a flexible work environment that allows you to balance your professional and personal life in a way that works best for you.

Remote & Hybrid Options

We offer a remote-first policy, meaning you can work from anywhere. Whether you prefer to work from home or a co-working space, the choice is yours. Office Space in Jhandewalan, New Delhi: If you prefer working in person, we also have a physical office in Jhandewalan, New Delhi, India.

Cycles

We work in 6-week cycles at LiaPlus AI. This fixed cadence serves to give us an internal sense of urgency, to keep projects from ballooning, and to provide us with a regular interval to make decisions about what we're working on.

Our cycle structure is particularly important for the product teams, since they approach feature and product development with scope and budget in mind up front. For more on this, all employees are encouraged to read Shape Up.

All teams operate on the same 6-week cadence.

Communication

Since we work asynchronously and remotely, it's important to radiate information about what we're working on. We have 2 chief mechanisms for doing that.

What did you work on today? You'll be asked this question every afternoon, and you're required to answer at least twice a week. You should describe what you're working on and give some context about why you're working on it or why it's important.

What will you be working on this week? You'll be asked this question every Monday morning, and you're required to answer every week.

These 2 mechanisms work together to free individuals and teams to run their days and cycles with confidence and independence. By having clear expectations for communication, it's easier for everyone to build trust in where we're going and why.

Heartbeats and Kickoffs are assigned to team leads well in advance of every cycle. Heartbeats, kickoffs, and automatic check-in answers can all be found in the What Works project for the current year.

Asynchronously

Most of the work you do at LiaPlus AI shouldn't require you to be in constant communication throughout the entire day with someone.

You should collaborate as though most things you ask of others will get an answer eventually, but not necessarily right this second. Your first choice of action should be to post a message, a todo, or a document about what you need to explain or need to know. Then others can read it on their schedule, when the natural lulls of the day allow it, rather than being interrupted right in their peak flow time.

Of course there will be times when you do need to tightly collaborate with someone in real time, but those cases should be infrequent. We have pings, video calls, screen-sharing, or even in-person collaboration for when async isn't efficient.

With managers of one

We rely on everyone at LiaPlus AI to do a lot of self-management. People who do this well are managers of one, and we expect everyone to embody this principle.

That means setting your own direction when one isn't given; and determining what needs to be done, and doing it, without waiting for someone to tell you to. A manager of one will spend their time well when left to their own devices. There's always more work to be done, always more initiatives to kick off, and always more improvement to be had.



Chapter 4

Making a Career

Your First Year

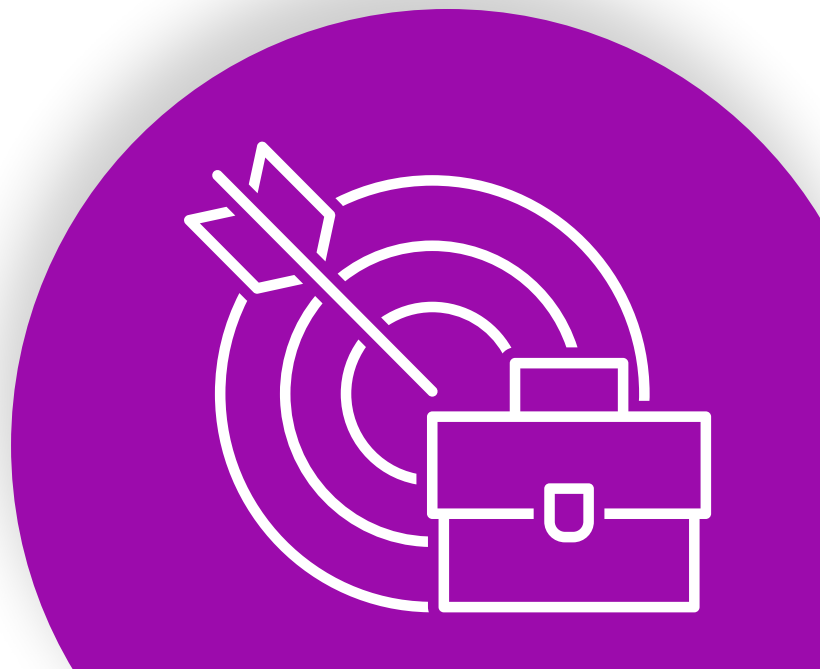
Congratulations on joining the team!

In your first few weeks, you'll align with your manager and team to understand the approach and expectations. You'll start doing real work and proving yourself. It's your manager's job to give you chances to show your skills, how well you work with others, and your ability to adapt to the startup culture. It's up to you to grab these opportunities and show you can meet the team's standards.

When you start, you'll get a clear idea of what's expected from you. Your performance will be checked regularly, and you'll get feedback to help you improve. There won't be any surprise performance improvement plans (PIPs) during your first year, but if it becomes clear you're not the right fit for the long term, your manager will talk to you about it early.

By the time you hit your one-year mark, we expect both you and the company to be excited about the journey ahead. If you're happy with the team and the work, you'll move into a less frequent performance review cycle —just once a year after your first year.

Your first year should confirm that you are a good fit for the job and that you're energized by the work. Do your best, seek feedback, and communicate openly if anything doesn't feel right.



Mastery & Career Growth

At LiaPlus AI, advancing your career isn't just about moving up a title ladder. You can grow in your role by getting better at the work itself. This is important because, as a startup, we have fewer layers of management, and we want everyone to get really good at what they do.

Here's how career growth works:

Growth Path: You can grow through increasing ownership of important tasks or projects. The more responsibility you take on, the more you'll grow.

Skill Mastery: Everyone starts with different levels of skills, but we encourage everyone to aim for mastery in their role. Whether you're a designer, programmer, or in another role, we want you to level up by improving your skills and making a bigger impact.

Titles: Titles in LiaPlus AI are not as rigid. You won't be expected to move from **Junior** → **Senior** → **Lead**. Instead, your growth will be about how well you're performing, solving problems, and contributing to the success of the company. If you're hired at a junior level, we expect you to reach a higher level (like Senior) in 2-4 years, depending on your role.

Once you reach a high level in your role (like Senior), there won't be pressure to keep climbing. The next step might be to become a Lead or Principal, but that's not for everyone. These higher titles go to people whose work creates a big impact, often after many years in the company.



Pay & Promotions

In a startup, we understand that pay may not always match big companies, but we aim to be fair and competitive. Here's how we handle pay and promotions:

Competitive but Sustainable Pay: We offer competitive pay within the market, keeping in mind the conditions of our industry and the stage of our startup. While we may not be able to match the salary levels of larger corporate companies currently, we aim to provide fair pay based on what's possible for us, taking into account the resources available and market conditions. We're transparent about how we determine compensation and encourage open conversations about pay and growth.

Equity: In addition to your salary, you may get equity or stock options. This means you have a stake in the company's growth and success, and it can be a great long-term reward.

Promotion: Promotions are tied to what you bring to the company—how much responsibility you take on, how well you solve problems, and the impact you make. You'll get a raise and possibly a new title when you move up.

Performance Reviews

Regular performance reviews are important for your growth. You'll meet with your manager to discuss your progress, get feedback, and make sure you're aligned with the company's goals. In your first year, you'll have 1:1 sessions at the 3-month, 6-month, and 12-month marks.

Your manager will track your progress and make sure you understand what's expected from you. You'll also have the chance to ask for feedback and give your own input on how things are going.

Performance Improvement Plans (PIPs)

If your performance isn't meeting expectations, you might be put on a Performance Improvement Plan (PIP). PIPs are for short-term help in areas that can be quickly improved, like project management or teamwork skills.

If you have a core skill issue (like programming), a PIP might not be the right solution. Instead, we would focus on making sure you have the right skills to succeed in the role.

Grow with Us

Fair Pay, Shared Success, and Impact-Driven Promotions at LiaPlus AI!



Chapter 5

Our Culture

Teamwork First

Our culture is like a football team, an iterative cycle focused on collaboration, sprints, and rest. Everyone's role is equally important, and each team member contributes to our success. We win together by playing to our strengths and supporting one another.

We're not like a typical corporate environment where you have to go through layers of approvals. Here at LiaPlus AI, everyone has a voice. Share your suggestions, ideas, and opinions freely with the team. Your perspective matters, no matter your role.



Focused on Results

As a startup, our belief is simple: execution eats strategy for breakfast. We prioritize execution over endless planning. We value action and getting things done.

A poor strategy with great execution can succeed, but a well-planned strategy with poor execution rarely does. So we keep things simple, fewer meetings, more doing.

If there's a problem, we tackle it head-on. If there's an opportunity, we seize it without hesitation. We believe in learning by doing and adapting as we go.

Open Communication

Whether it's feedback on a project or brainstorming new ideas, communication is key. We encourage honest and constructive conversations that drive progress and innovation. There's no such thing as a bad idea just ideas we haven't explored yet.

Our culture is built to empower you to think big, move fast, and make an impact.

Chapter 6

Our Rituals

Meet-ups and Celebrations



We love a good party, and we don't need much of an excuse to throw one! Our entire team gathers once or twice a year to celebrate milestones and unwind together. Sometimes it's a Diwali bash filled with lights, laughter, and sweets; other times, it's a grand trip to mark a big achievement.

From beaches to mountains and who knows, maybe even Mars someday we pick the best spots to make these moments unforgettable. Most of the planning is handled for you, so all you need to do is pack your bags and show up. Lodging, activities, and all the fun details will be communicated in advance.

Whether it's exploring a new city, enjoying team-building activities, or simply relaxing together, these meet-ups are a chance to recharge, bond, and celebrate our journey as a team.

All Hands

At the end of every cycle, we hold an All Hands meeting. Everyone at the company gathers on a Zoom call (or in person, at meetups) to hear about product development, business operations, new hires, and anything else that's happened recently that's worth sharing.

Our COO runs the All Hands, but many people across departments may present on topics close to them during these meetings.

Everyone on Support (EOS) and Adopting Design Thinking

At LiaPlus AI, we believe in putting the user at the center of everything we do. This is why we encourage Everyone on Support (EOS), where every team member, regardless of role, participates in customer support shifts. Directly engaging with customers helps us better understand their challenges, needs, and the user experience.

By adopting Design Thinking across our teams, we integrate the insights gathered from EOS into a structured problem-solving process. Design Thinking allows us to empathize with our customers, define the core issues they face, ideate potential solutions, prototype ideas quickly, and test them to refine our products. This approach ensures that customer feedback drives innovation and improves both the product and user experience. Whether you're in development, design, or operations, engaging with customer support gives you a firsthand understanding of how we can better serve our users and align with their needs.

An illustration of three stylized human figures in a celebratory pose. On the left, a woman with dark hair wearing a purple long-sleeved top and a light blue skirt. In the center, a man with a yellow head wearing a light blue long-sleeved shirt and teal pants. On the right, a woman with dark hair wearing a teal long-sleeved top and a purple skirt. They are all reaching their hands up towards each other in a high-five gesture. The background is white with a large purple circle containing text and a dashed purple line that loops around the scene.

**Celebrating
Milestones,
Crafting
Memories
Together We
Grow at
LiaPlus AI**

Chapter 7

Managing Work Devices

Everyone receives a new laptop when they join LiaPlus AI. We centrally manage and secure these devices with MDM which reduces our exposure to security incidents. MDM applies a standard configuration to every device (e.g. enable disk encryption, firewall, password rules), it installs essential apps, and it will ensure the apps have the latest security updates applied.

Access to code and secrets

Knowing our devices are safe and secure allows us to entrust our work computers with access to sensitive systems like Gitlab, and our servers. This means installing the necessary software, checking out LiaPlus AI code, and storing secrets must only be done on a managed work device, not a personal device.

Please do not keep any personal data on your LiaPlus AI - issued laptop. You should maintain a separate, personally-owned machine if you need a home computer. The company reserves the right to and may be required to confiscate your laptop or its data at any point.

Mobile devices, Windows and Linux

Devices running Android, iOS/iPadOS, Windows or Linux are currently unmanaged. It's fine to install our BC4 and HEY apps on these devices to access work projects and email, but since they're unmanaged – and therefore 'untrusted' – it's not okay to store LiaPlus AI code or secrets on them. If you're coding or accessing secure systems, you should be doing so on a MDM managed computer.

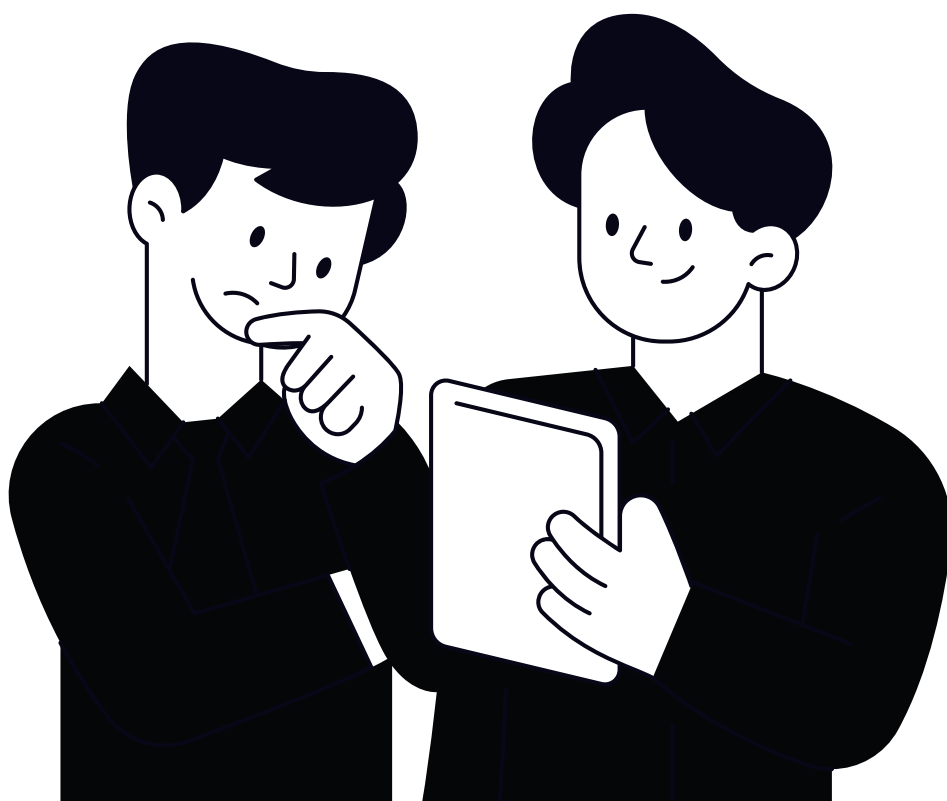


Chapter 8

A Note About Moonlighting

At LiaPlus AI, we understand that personal growth and external professional experiences can be valuable. However, as a growing startup, we must be mindful that anything outside of work does not compromise your commitment to our mission or create conflicts of interest. Our success relies on everyone being fully engaged and dedicated to their roles here, which is why we do not encourage moonlighting or working for other paid professional jobs while employed with us.

While we value personal development and side projects, we must ensure that they do not affect your performance, energy, or focus on your work at LiaPlus AI. Therefore, we expect employees to prioritize their responsibilities with us over any external commitments.



What's Not Okay:

- ⊘ **Full-time or Part-time Jobs in Our Industry:** You cannot work for another company within our industry, as this presents a direct conflict of interest. If you're unsure about what qualifies as a conflict, please reach out to Shailesh or Smridhi for clarification.
- ⊘ **Frequent Speaking Engagements:** If speaking at events or conferences requires regular travel or long hours that disrupt your ability to meet your responsibilities here, we won't be able to approve it. Your primary focus should be on your work at LiaPlus AI.
- ⊘ **Consulting for Competitors:** Consulting for other companies in our industry, especially competitors, or related products, presents a serious conflict of interest and is not permitted.
- ⊘ **Aggressively Marketing Your Availability for Side Work:** While it's fine if opportunities come your way through personal connections, actively seeking side work or promoting yourself for freelance projects can create distractions and conflicts with your role here at LiaPlus AI.
- ⊘ **Commitments That Affect Your Focus at Work:** Taking on side projects that require significant attention or could impact your performance during your working hours—such as running a business that requires customer support or significant time outside of your regular job—will not be allowed. We want to make sure you're fully focused on your role with us.

What's Okay (With Conditions):

- ☑ **Occasional Side Gigs or Projects:** A small, personal project, such as helping a friend with a website or working on a hobby-related project, is fine as long as it doesn't interfere with your work commitments.
- ☑ **Occasional Speaking Engagements:** If you're invited to give a talk and it doesn't involve excessive travel or time away from work, this can be fine, but it should not regularly interfere with your core responsibilities.
- ☑ **Volunteer or Pro-Bono Work:** Volunteering or offering pro-bono services to a cause you care about is fine, but you should avoid making it a full-time commitment or something that takes time away from your role here.

Why We Have This Policy?



As a startup, we need everyone to be fully invested in their roles and in the success of the company. Moonlighting or taking on side jobs that distract from your performance can hinder both individual and team success. Our focus is on building a strong, engaged, and productive team, and that requires each person's full attention during work hours.

If you're ever unsure about whether a side project or external work might interfere with your role at LiaPlus AI, please talk to us. We're committed to helping you grow both professionally and personally, but always with a focus on the success of the team and the company.

Chapter 9

Code of Conduct

We expect all active LiaPlus AI employees and contractors to:

- Assume good intentions. Approach work relationships defaulting to trust and positivity.
- Work “in the open” and be open to teaching and learning from others.
- Be respectful and empathetic, especially when it comes to differing viewpoints and experiences.
- Gracefully accept constructive criticism and direct feedback, and offer feedback in the same spirit.
- We expect LiaPlus AI to be a healthy place for all staff. LiaPlus AI prohibits all forms of discrimination and harassment.

If you experience or witness something that violates our Code of Conduct, please report it to your manager or to your People Ops team via email or chat. All reports will be reviewed and investigated, and your confidentiality will be as protected as possible during the investigation.

If an employee is found to have violated our Code of Conduct, it will be permanently documented in their personnel file. Depending on the severity of the offense and the findings of the investigation, additional responses may include mandatory training, a formal reprimand, or termination. The reactive measures taken will be shared with the reporting employee when possible.

In extreme circumstances, you can report an incident anonymously. Anonymous complaints should be reserved for incidents in which you fear for your safety.

LiaPlus AI prohibits retaliation against any LiaPlus AI employee who participates in a Code of Conduct report or investigation. If you believe you are being retaliated against, please contact the People Ops team.

An important note:

Most interpersonal conflicts do not rise to the level of a Code of Conduct report. If you find a colleague rude or difficult to work with, you should address that with your manager or better yet with that colleague directly. Code of Conduct reports are reserved for serious transgressions – illegal or egregiously unethical behavior.

Politics at work

We respect everyone's right to participate in political expression and activism, but we avoid having political debates on our internal communication systems. LiaPlus AI as a company also does not weigh in on politics publicly, outside of topics directly related to our business. You should be at peace with both of these stances.

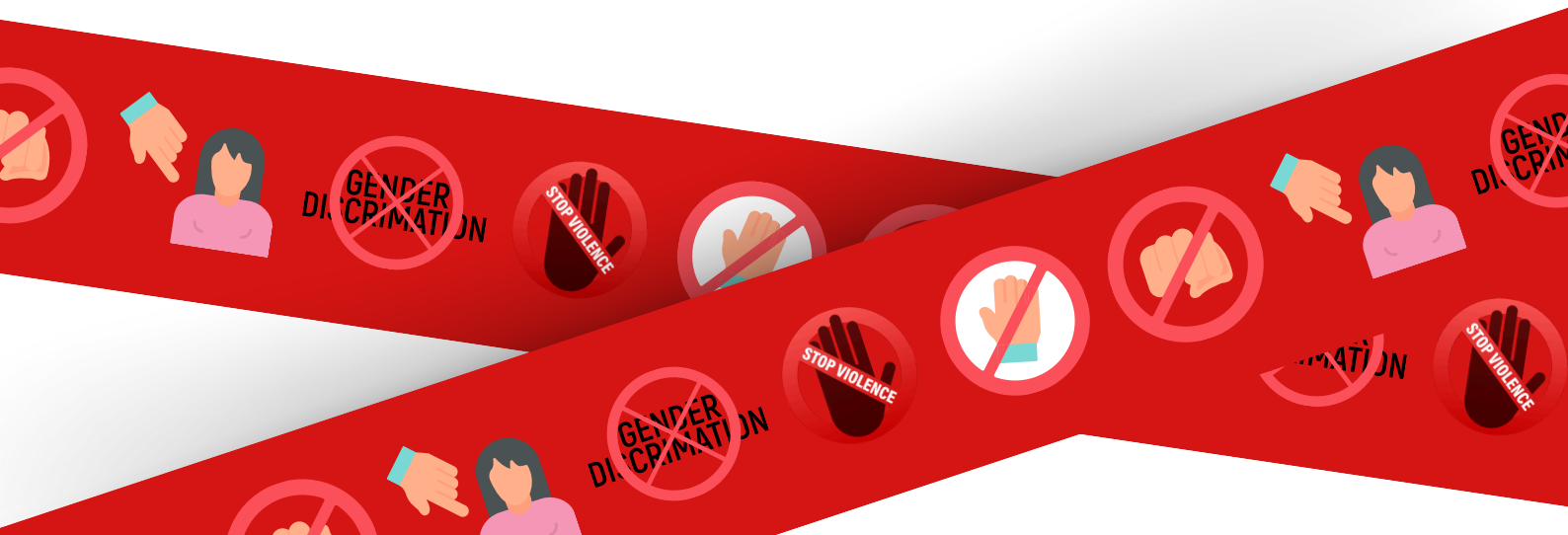
Anti-Discrimination, Harassment, and Reporting Policy

Discrimination

Discrimination refers to unfair or unequal treatment of employees or applicants based on their race, religion, caste, sex, gender, sexual orientation, disability, or any other characteristic protected by law. At LiaPlus AI, we are committed to fostering a work environment that is inclusive, diverse, and free from any form of discrimination.

Harassment

Harassment is any unwelcome behavior or conduct that creates an intimidating, hostile, or offensive work environment. This includes verbal, physical, or visual conduct that affects an individual's dignity or creates a toxic atmosphere. Any form of harassment based on a protected characteristic is prohibited under Indian law.



Sexual Harassment

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, or any verbal, non-verbal, or physical conduct of a sexual nature that affects an individual's work environment. As per Indian law, sexual harassment is strictly prohibited, and it is the responsibility of the organization to ensure a safe and respectful workplace for all employees.

Retaliation

Retaliation is when an employee faces adverse actions like demotion, termination, or other punitive measures after reporting discrimination, harassment, or any other workplace violation. Retaliation against individuals who raise concerns or file complaints is illegal and goes against the values of LiaPlus AI.

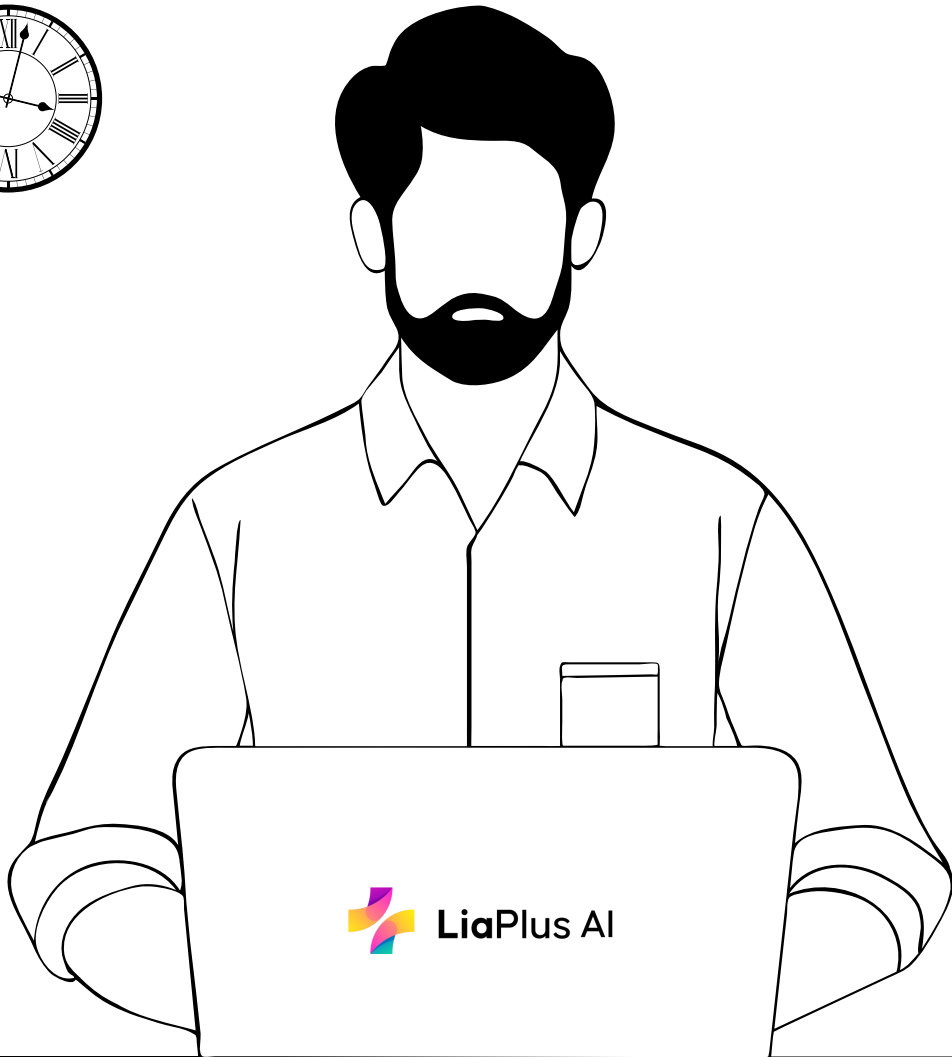
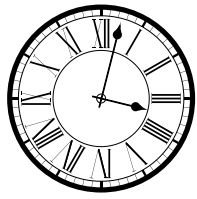
Employee Rights & Reporting

The LiaPlus AI Code of Conduct aims to create a respectful and inclusive workplace, but it is not a substitute for your legal rights under Indian law. You are fully entitled to pursue complaints through LiaPlus AI's reporting channels. In the event of discrimination, harassment, or sexual harassment, you are encouraged to report the issue directly to either the Chief Operating Officer (COO) or the Chief Executive Officer (CEO). Both the COO and CEO are responsible for addressing such matters with the seriousness and confidentiality they require.

LiaPlus AI has a zero-tolerance policy for any form of discrimination or harassment. Any complaints you raise will be treated with respect and handled promptly. Both the COO and CEO are committed to ensuring that your concerns are addressed and will take necessary actions to investigate and resolve the situation.

At LiaPlus AI, we are committed to ensuring a work environment where every employee feels safe, heard, and valued. We encourage you to report any concerns without fear of retaliation, as any retaliatory actions will not be tolerated and will be dealt with severely.





**Join the
Future of AI
with LiaPlus AI**

Chapter 10

So, Why LiaPlus AI?

At LiaPlus AI, we're not just building a company we're building a movement. A place where innovation thrives, where every voice is heard, and where you are more than just an employee, but a vital part of a vision that's shaping the future.

So why LiaPlus AI? Here's why you'll never want to leave:



A Place to Grow and Thrive

At LiaPlus AI, your growth is our growth. We're not just invested in what you can do today; we're excited about where you'll be tomorrow. Whether you're sharpening your skills, exploring new technologies, or taking on bigger challenges, we ensure that you're always evolving. We believe in promoting from within and providing every team member the tools, resources, and opportunities to grow to their fullest potential. Here, your learning never stops, and your growth is limitless.



Purpose-Driven Work

We don't just want to succeed—we want to make an impact. Every project, every task, and every line of code is part of a bigger mission to create something meaningful. Your work here has purpose, whether you're innovating on cutting-edge AI solutions or collaborating to improve our products. You're not just doing a job; you're contributing to the future of technology and making a difference for our customers and society.



Freedom to Innovate

At LiaPlus AI, we don't just follow the path—we carve new ones. We encourage you to challenge the status quo and think outside the box. Want to experiment with new ideas? Go for it. Have a bold solution to a problem? We're listening. Innovation isn't just a buzzword here—it's a part of our DNA. We trust you to take ownership, take risks, and explore new possibilities. When you innovate here, you'll see your ideas come to life.



A Team That Supports You

At LiaPlus AI, you're never alone. We're a tight-knit, high-performing team that's committed to each other's success. No matter the challenge, we're in it together. We celebrate wins, learn from setbacks, and always have each other's backs. There's no room for ego here—it's all about collaboration, mutual respect, and lifting each other up. You'll always find the support you need, whether it's from your team or from the leadership.



Fast-Paced and Fun

Life here moves quickly, and so do we. In a startup environment, there's no time for complacency. Every day brings new challenges, new opportunities, and new reasons to grow. But we don't just move fast—we move smart. We're results-driven, focused on action, and passionate about delivering excellence. We embrace the hustle but never forget to enjoy the journey along the way. The thrill of startup life is real—and it's one of the most exciting rides you'll ever be on.



Real Impact, Real Recognition

At LiaPlus AI, your contributions matter. We don't wait for annual reviews to recognize hard work and dedication. We celebrate your wins in real time, and we ensure you're given the recognition you deserve. You won't be just another face in the crowd—you'll be a key player in our success. Your ideas will drive change, and your work will leave a lasting impact. We make sure every team member feels valued and appreciated for the unique role they play in our journey.



Flexibility and Balance

We understand that life isn't just about work—it's about balance. We believe in giving you the freedom to manage your time in a way that works for you. Whether it's working from home, flexible hours, or taking time off to recharge, we ensure that your well-being comes first. When you're at your best, LiaPlus AI is at its best, and we want you to have the freedom and support to be your best, both professionally and personally.



A Future of Endless Possibilities

LiaPlus AI isn't just about the present; we're focused on building a future that's bright, exciting, and full of opportunity. As we grow, we grow with you. The future here is not just a vision—it's something we're creating together, and you're a critical part of that creation. Your journey at LiaPlus AI is just beginning, and there's no limit to what we can accomplish together.

When you join LiaPlus AI, you're not just taking a job. You're choosing a path filled with growth, innovation, collaboration, and purpose. This is more than a workplace; it's a movement—and we're building it with you. So if you're looking for a place where you can truly make an impact, where your voice is heard, and where your future is as bright as your ambition, LiaPlus AI is the place to be.

**We're in this together.
We win together.
And we'll succeed
together.**



Get in touch with us!



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