



RAIma – AI Companion "From Day 1 to Day forever"

Goal:

Deliver a seamless, proactive, and personalized HR experience across the employee lifecycle.

Primary Users

- Candidates
- Employees
- People Managers
- HR Partners

Responsibilities: Automate and support processes across:

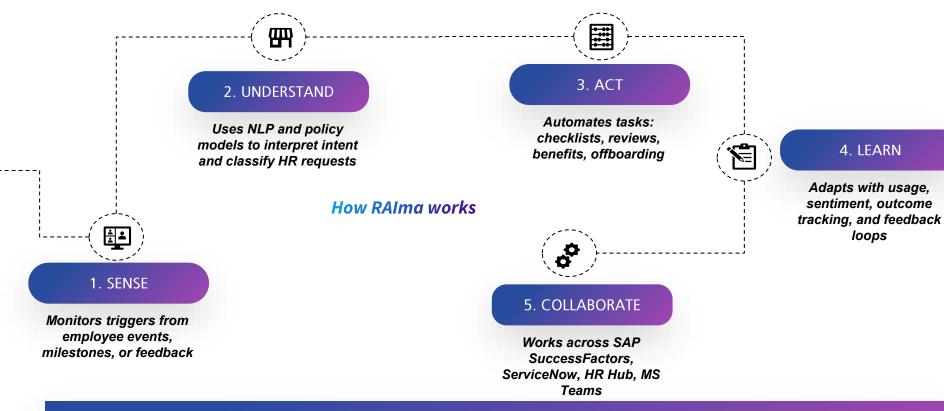
- Hiring
- Onboarding
- Learning & Development
- Performance Management
- Wellbeing
- Retention
- Offboarding

Challenges Solved

- Disconnected HR workflows
- Manual delays and inefficiencies
- Inconsistent employee experiences
- Reactive service delivery models



Meet RAIma – AI Companion for the 'One HR' Experience



Why RAIma is Key to LTIM Future of Work

One HR Experience Connected journeys, not fragmented tasks

Agentic & Autonomous - Smart enough to lead, not iust assist

Policy-Aware & Compliant – GDPR and **Enterprise Guardrail** ready

Scalable & Explainable – Built on modular, secure microservices

Always-On & Self-Improving – Continuously learns from feedback. behavior, and outcomes

Journey Stages:







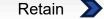














Retire & Re-engage



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Onboard Me

- Company Induction
- Meet the manager
- Business Induction
- Connect till 30-60-90

Empower Me

- AI infused goals
- Continuous Feedback
- Performance Appraisal

Grow Me

- Learning Assignment basis Skil gap, Performance
- Goal Creation basis the development plan



RAIma



Reimagining

Employee Journey with RAIma

My Engage

- Milestones with RAIma (Promotion, Finishing Project
- Rewards & Recognition
- Total Wellbeing

Alumni

- Enrollment
- Regular Communication
- Referral

Offboard Me

- Resignation
- Clearance
- Exit Interview

Connect with Me

- Call / Chat with RAIma
- Service desk enabled RAIma
- Employee Modometer
- Grievance & Case Management







