

Employee reset, *measured.*

A three-zone reset room, installed inside your own office. Nobody books it and nobody signs in. A resident Zen Expert is present every working day, and a usage report reaches you every Friday whether the number is rising or not.

Prepared by Zariyaa Happy Wellbeing Pvt Ltd, Bengaluru. Six years of rooms, each designed, installed, staffed and measured by the same company. What is asked for is a conversation about your floor, then two days of it. Installation is quoted only after that.

91% of first-time visitors to our permanent rooms come back within the same week How we know A week-one return rate, taken from zone-level visit counts in our permanent rooms. It measures first-time visitors returning inside the same week. It is not a lifetime figure, not a workforce-wide one, and never a trial: two days has no second week to count.	6 years in operation How we know Zariyaa's own installation record. There is no subcontractor between us and your floor, so if a room underperforms there is nobody else for you to ask about it.	from ₹15L installation, sized to your floor What is not in that An ongoing operating cost, quoted separately, which depends on office size and headcount. You hold that figure before you commit to anything.	25% lower decision fatigue on one Flipkart floor How we know Flipkart Bengaluru at month six, measured against that floor's own month-zero baseline. Not against another client, and not against an industry benchmark.
---	---	---	---

The problem

Why wellbeing spend rarely shows up *in the numbers.*

Read the right-hand column as a single question: what does this ask of somebody who is already depleted, at the moment they have least to give?

A gym subsidy	Asks for a habit formed, and then held through the hardest quarter of the year, outside the working day.
A wellbeing app	Asks to be opened on precisely the day it is least likely to be opened.
An employee assistance line	Asks for a phone call from somebody who has nothing left to make it with.
A quiet corner with nobody in it	Asks for nothing and returns nothing. With nobody in the room and no count kept, it becomes the place the spare chairs live, and you never find out which month that happened in.
A staffed reset room, ten steps from the desk	Asks for nothing. Somebody walks in. That single difference is what the rest of this brief is about.

The honest limit of that argument. We have put no usage figure against any of the first four. Figures of that kind circulate freely and we cannot show you the working for one of them, so they are not ours to quote. The only number we will put in front of you is one taken from a floor, ideally yours.

What is actually installed

Three zones, a resident Zen Expert, *nothing to book.*

A real, built room inside the office you already have: a converted meeting room, a spare section of floor, a corner that is not currently earning its keep. Zariyaa designs it, builds it, and then runs it.

- 01

Balance
A visitor arrives carrying the charge of the working day. Sound, breath and touch discharge it first, because nothing after this works while the body is still braced.
- 02

Blossom
Once the body has settled, the mind can name what it is carrying and set some of it down. An emotion wheel, journaling, mirror work.
- 03

Bliss
No prompts, no guidance, nothing required. Grounding underfoot, live planting, stillness. The zone nobody uses in week one, and the one people say they cannot do without by month two.

The room alone is not enough

A well-designed room with nobody in it becomes a lounge, and then it becomes storage. A resident Zen Expert is present **every working day**. Not a visiting rota, not a booking system.

They report to Zariyaa rather than to your HR department, and they are not a therapist or a coach. That is why people trust the room enough to walk in unannounced. If you ask us to have them flag struggling employees to you, we will say no.

Every number here is a log, not a survey

Each visit is recorded at zone level: which zone, how long, first-time or returning. No logins, no badge scans, no identity captured at any point. It is DPDP-compliant by construction, because there is nothing identifying to protect.

That is the commercial mechanism rather than a compliance posture. The moment a visit can be attributed to a person, the walking-in stops, and there is nothing left to measure.

Put in writing before any contract

Four commitments. *Every one is about us.*

Not one of these is a promise about how your people will behave, because that is not something anybody can honestly promise, and a guarantee that cannot be kept is worse than no guarantee at all.

- The resident Zen Expert is present every working day, or the contract extends free.**
- A usage report reaches you every Friday, unasked, whether the number is rising or not.**
- If the room underperforms by week six, it is redesigned at Zariyaa's cost.**

- Obligation on Zariyaa. Checked against our own attendance record, not yours.
- Obligation on Zariyaa. No approval step that could quietly become a filter.
- Obligation on Zariyaa. Which is why a bad week is evidence the measurement works, rather than something to manage.

You can end the agreement with 30 days' notice. There is no lock-in.

Obligation on Zariyaa. A room kept in place by a contract is bad for everyone standing in it.

The asymmetry is the point. Every commitment above can only be broken by us, and can only be checked against our own conduct. That is the entire reason they are worth anything to you, and if one is ever broken the Friday reports are the record. There are four and there is no fifth: anonymity is a property of the product rather than a promise.

The finance case, stated plainly

One senior exit costs more than the room.

We are not going to claim the room prevents any particular person from leaving, and you will not find a retention percentage anywhere on this site, because we do not have one that is a log rather than a guess. What we can hand you instead is a weekly record of whether your people use it, which is more than any other line in the wellbeing budget produces.

The next step

A room you can stand in, before you decide anything.

01 See a working room

About an hour at Embassy Golf Links Business Park, Bengaluru. No presentation. You walk the three zones, meet the resident Zen Expert, and sit in the room yourself.

02 Run a two-day trial on your own floor

A working room in your own office for two days, with a Zen Expert present. No mandate and no internal campaign: your people find it on their own, or they do not. ₹2,00,000, confirmed in writing before anything is installed.

03 Decide from your own data

You end holding a usage figure measured on your own floor, using the same definitions we use in a permanent room, with the window and population stated plainly. It is yours whether you go ahead or not.

Nothing written here argues the case as well as ten minutes inside the room does. Both routes begin before any commitment, and both end with data rather than a pitch.

₹38 to 62 lakh

to replace one senior employee

What is counted

The search, the gap while the seat sits empty, and the ramp before the replacement is productive. This is a cost comparison, not a saving we are claiming.

Against that sits the installation figure at the top of this brief, from ₹15,00,000, sized to your floor, with the ongoing operating cost quoted separately. Both are agreed in the trial conversation, before anything is installed.