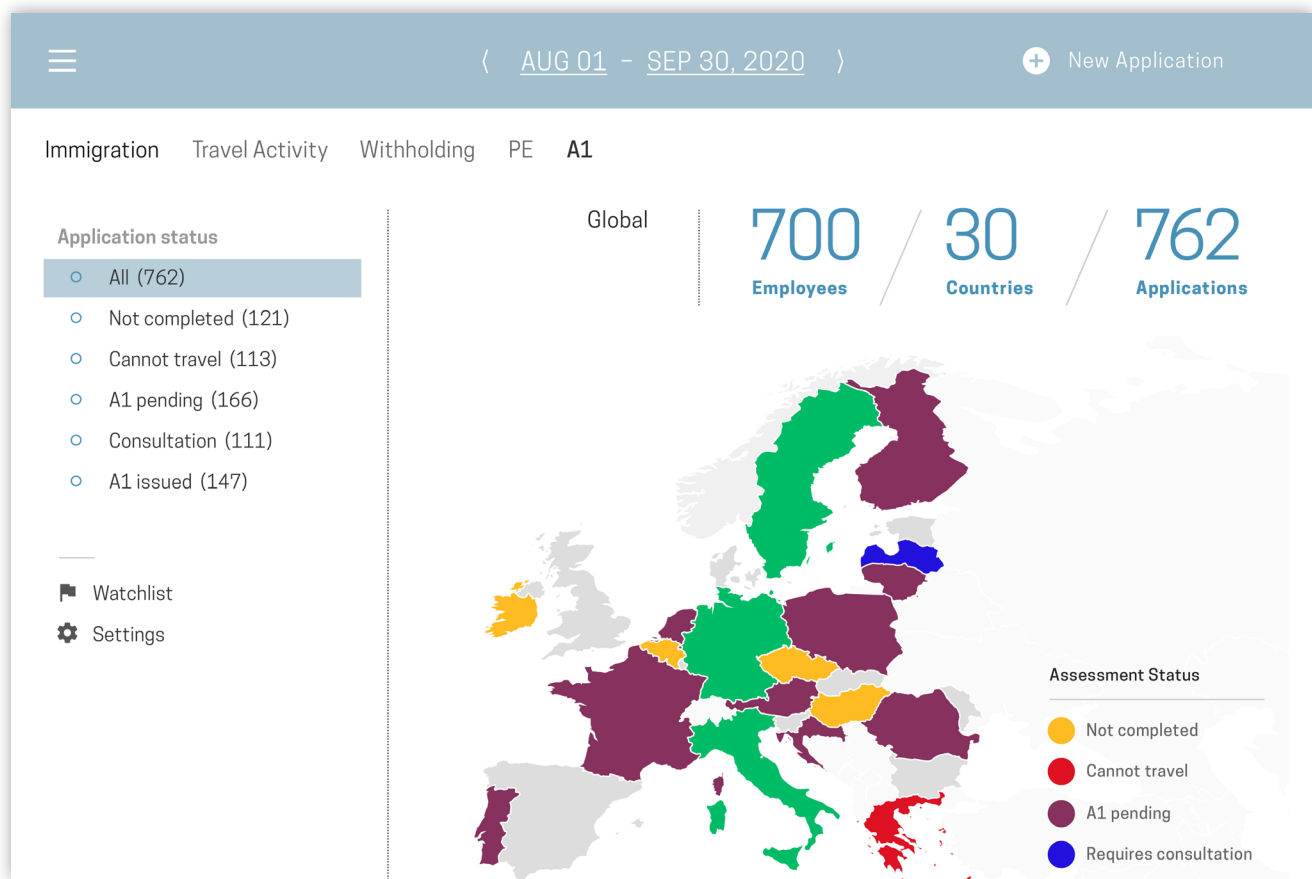


Prepare for Business Acceleration:

Get Ahead of A1 and Posted Workers Directive Regulations

The European Economic Area (EEA) A1 filing compliance requirements and the updated 2020 Posted Workers Directive (PWD) have broad implications for companies operating in Europe. Complex tax, immigration, social security, travel, and health insurance considerations require multi-domain expertise. A1 and PWD planning, data collection, and filing typically involve lengthy manual processes, multiple departments, and complex data requirements.

This can significantly hamper business travel fluidity, rapidly overwhelming your HR, legal as well as tax, risk management, and finance teams. It also exposes your company to costly audits, penalties (up to €10,000 per occurrence), and in some countries, social security and tax levies. For business travelers, this means added layers of stress and unnecessary complications. Longer processing and filling times mean employees risk being delayed, detained, turned away, or even fined when urgent business travel is required. Remove compliance requirements roadblocks, and ensure your employees are solely focused on executing flawlessly on their mission's success.





Key Capabilities

Assess your overall exposure: Get a comprehensive 360° view of your travel risk map across all of your employee population with advanced reporting and analytics. Leverage insights to optimize your policies and workflows based on travel patterns and changing requirements.

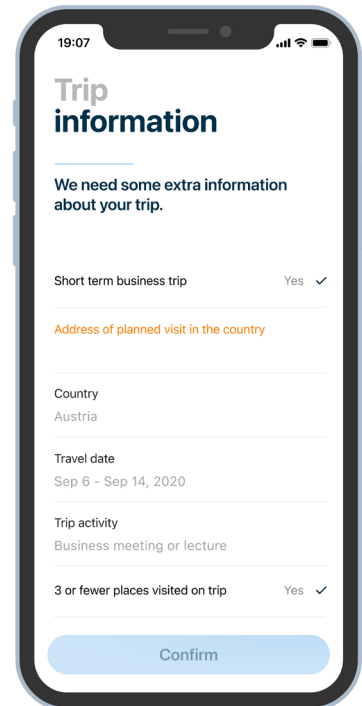
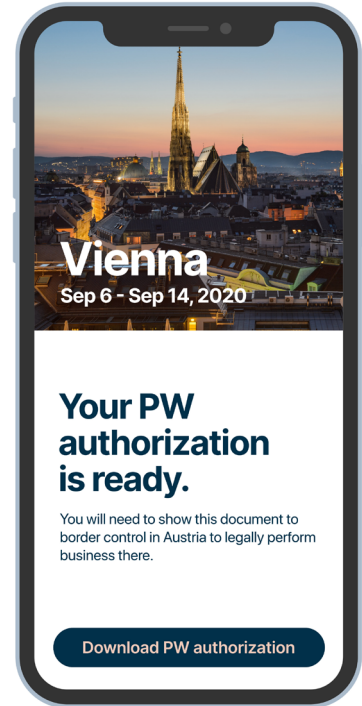
Ensure business travel readiness: Prevent accidental A1 and PWD violations with Topia Compass. Leverage the extensive integrations with SAP/Concur and the leading travel management companies and platforms to proactively identify imminent travel requiring the initiation of A1- or PWD-related workflows. Empower your HR, risk, and legal departments, or your preferred third-party service organizations to qualify, override, and/or manually add additional ad-hoc tasks and required approvals as needed.

Access extensive country-specific compliance logic: Integrate seamlessly with the leading legal, compliance, and tax services globally. Leverage home and host country regulations to focus on compliance in a rapidly evolving EU rules and regulations landscape. Have the option to configure and update the rules based on your internal policies.

Automate document collection: Automate data collection by leveraging the extensive integrations with the leading HCM and travel management platforms and vendors. Minimize manual data entry or staff intervention, while ensuring all required pre- and post-travel information (customs, tax, immigration, insurance, social security) is captured and made available in one place.

Streamline assessment, approval, and local filing workflows: Ensure that both home and destination country assessment and approval workflows are initiated. Ensure the data produced is in the required format (electronic or paper filing, digital or printed certificates, etc.) and adhere to the local online and offline A1 filings and PWD registrations requirements.

Deliver a friction-free journey: Remove anxiety and stressful border-crossing delays by delivering a fluid, consumer-grade experience. Set your employees up for success by making the necessary documentation and instructions available and easily accessible from the palm of their hands.





The Topia Advantage

The Topia Product Suite makes executing on the global talent mobility imperative a reality by enabling operational efficiency, providing actionable insights and compliance management with a premium employee experience for human resources, tax, risk professionals, and employees alike.

Topia Compass' automated location engine combines multiple data sources to determine where your employees have been and where they are going. This allows us to automatically trigger the required workflows to tackle the comprehensive A1 and PWD planning, collection, and in close collaboration with our partners, filing requirements with increased confidence. Avoid traveler delays and costly penalties and accelerate processing times by moving away from manual approaches and outdated business processes.

Topia offers advanced technology capabilities (planning and collection) and presents the leading legal, compliance, and tax service organizations with pre-filing information so they can apply their advanced country-specific tax, immigration, and legal know-how via automated review and approval workflows.

The Topia applications also offer extensive cross-border payroll and financial service capabilities (\$250M/year), and process data for more than 275,000 employees yearly. Topia also offers "day one" global payroll system integrations with the leading vendors, including ADP, NGA, SAP, and Workday.

Whether you have in-house specialists or leverage third-party services, the Topia technology solution accelerates and de-risks A1 and PWD filing and compliance, providing a "single source of truth" that can keep your HR, tax, immigration, and risk management departments one step ahead. You can do so while delighting your employees with a modern interface that empowers them and puts information at their fingertips.

The Topia Suite of Products

Topia One

Cloud-based open platform that provides an integrated data standard across global talent mobility.



Topia Plan

Interactive move simulation and financial planning



Topia Manage

Talent mobility delivery, automation and analytics



Topia Pay

Payroll delivery and compliance automation



Topia Go

Command center and location discovery for mobile employees



Topia Compass

Business travel, tax and immigration compliance

Connect with us

Contacts: North America +1 (888) 989-0210
Europe +44 (0) 203 808 6350
<https://www.topia.com/contact>

Request a demo: <https://www.topia.com/request-a-demo>



@topia_official



topiaofficial1



topiaofficial

More information: [topia.com](https://www.topia.com)

Copyright ©2020 Topia. All rights reserved.