



# Compensation Worksheet

available in Topia Plan

## Intuitive Compensation Worksheet - Making Mobility User-Friendly

Topia's Compensation Worksheet, included with Topia Plan, delivers the industry gold standard to support mobility teams in navigating the complex world of global mobility compensation. Calculating elements of compensation, explaining proposals to the business for approval and, most importantly, explaining to and reassuring employees using a modern, intuitive and engaging user experience. Topia's Compensation Worksheets help make talent mobility accessible for all business stakeholders.

### Key Capabilities:

- **Intuitive, illustrative worksheets** understandable by non-mobility experts
- **Generated instantly** as part of the initiation and approval process, saving time and money
- **Drive speed, agility and scalability** - embedded logic enables mobility teams to quickly and easily create and iterate complex calculations both individually or in bulk.
- **Streamline workflows & drive efficiency** - replace complex spreadsheets and consolidate employee communications in one place.
- **Empowered employee experiences** - our modern, intuitive interface provides visual comparisons to demonstrate the benefits and allowances an employee will receive as part of their move.



## Calculations

Cost Estimate

Compensation Worksheet

A Compensation Worksheet roughly calculates how much an employee can... The worksheet compares an employee's home-country income with estim... Benefits and adjustments may be added to ensure the employee is financi...

## Active Compensation Worksheet Go-Live: 1 Oct 2020

Stay at Home Net Income EUR 54,000

**Compensation** i 71,000

Salary 100,000

Bonus 1,000

Medical Contribution Overridden Included -20,000

Pension Contribution Manual -10,000

[Add Item](#)

**Tax Adjustments** i -10,000

Family Tax Credit -6,000

Alimony Deduction 23.55% -4,000

[Add Item](#)

**Taxes** i -17,000

Income Tax Excluded -2,000

Employee Social Contributions -17,000



## Compensation Worksheet calculations include:

- Calculation of 'stay at home'/hypothetical position
- Calculation of mobility package, including cost of living adjustments and mobility benefits
- Net to net comparison visualizations
- Quick, easy iteration and scenario planning
- Payment location modelling, including pay split planning

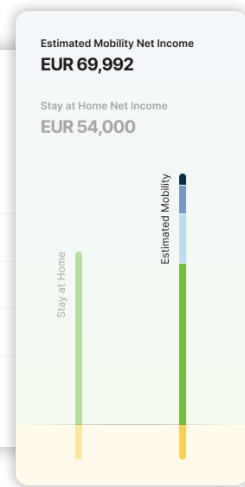
**Payment Location** Discard Changes Save Changes

Primary: Netherlands or Secondary: United States Split

Gross Salary	45 % EUR 45,000	55 % USD 46,750	<input checked="" type="checkbox"/>
Medical Contribution	EUR 20,000	USD 24,000	<input type="checkbox"/>
Pension Contribution	EUR 10,000	USD 12,000	<input type="checkbox"/>
Taxes	EUR 17,000	USD 20,400	<input type="checkbox"/>
Cost of Living Adjustment	EUR 7,392	USD 8,844	<input type="checkbox"/>
Housing Allowance	EUR 2,000	USD 2,400	<input type="checkbox"/>
Settling In Allowance	EUR 3,000	USD 3,600	<input type="checkbox"/>
<b>Estimated Payment</b>	<b>EUR 89,392</b> EUR 7,449 Monthly 62%	<b>USD 64,750</b> USD 5,395 Monthly 38%	

Cost of Living Adjustments **EUR 7,392**

Cost of Living Adjustment	7,392
Cost of Living Allowance	7,392
Spendable Income	55% 30,800
Cost of Living Index: Amsterdam	100
Cost of Living Index: New York City	124



## 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

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