



Work everywhere

# The leading platform for Global Talent Mobility

Simplify the complexity of your global workforce with a comprehensive platform designed specifically to handle the challenges of talent mobility.

Your workforce is more distributed than ever before, whether it's taking a temporary assignment abroad, a permanent relocation, hitting the road for business travel, or allowing employees the flexibility to work remotely. With so much potential for cross-border employee movement, organizations today struggle to manage their global footprint and the associated compliance risk while operating with agility and delivering a world-class employee experience.

Topia helps industry leaders deploy, manage, and engage employees around the world by providing solutions to:

- Understand and visualize employee footprint
- Plan, initiate and manage ongoing assignments and relocations
- Mitigate risk by monitoring and alerting to potential business travel and distributed workforce compliance events before they occur
- Seamlessly connect the complex web of providers and systems across HR and talent mobility
- Automate redundant manual processes with flexible workflows and embedded business logic
- Empower all stakeholders with the data, insights, and calculations needed for strategic decision making
- Reduce reliance on costly 3rd party services such as cost estimates or balance sheets
- Deliver a great employee experience for both those on the move and those administering your talent mobility programs

## The Topia Advantage

- Increased efficiency
- Actionable insights
- Cross-border compliance
- Integrated ecosystem
- Cost optimization
- Privacy and security
- Single source of truth
- User-friendly design

The screenshot displays the Topia platform interface. At the top, there are navigation tabs: People, Places, Insights, Payroll, Accounting, and Expenses. Below these is a world map with a focus on the North Atlantic Ocean. A profile card for Christine Nguyen (VIP) is shown, indicating an assignment from San Francisco, CA, US to London, GB. The assignment ID is 21088, under an International Long Term Assignment Policy, starting on 19 Jan 2021 and ending on 1 Feb 2023. The status is 'On Assignment' with a 'Project Need' tag. Below the profile, there are tabs for Overview, Tasks, Benefits, Library, Finance, and Details. The 'Spend' section shows a comparison between Actual and Estimated costs across various categories: Compensation (0 vs 295,499), Relocation (39,623 vs 59,816), Ongoing (5,539 vs 224,857), End of Assignment (0 vs 28,012), and Tax (0 vs 329,617). The total actual spend is GBP 65,268 (7%) and the total estimated spend is GBP 937,801. The 'Calculations' section includes tabs for Cost Estimate, Compensation Worksheet, and Payroll Worksheet. The 'Active Cost Estimate' is set to 'Go-Live: 19 Jan 2021 (00:00 GMT)'. A table below shows the cost estimate breakdown for 2021, 2022, 2023, and a Total column.

	2021	2022	2023	Total
<b>Compensation</b>				
+ Salary and Allowances	114,194	120,000	10,357	244,551
+ Incentive Compensation	23,790	25,000	2,158	50,948
Subtotal	137,984	145,000	12,515	295,499
<b>Relocation</b>				



## A modern platform with modular applications to meet your needs

The Topia offering is built on Topia One, a cloud-based open platform that provides an integrated data standard across global talent mobility. Implement the right combination of Topia *Plan*, *Manage*, *Pay*, *Go*, and *Compass* based on the unique requirements of your global talent mobility initiatives.

### Topia One: The Global Talent Mobility platform

The backbone of modern talent mobility programs, Topia One connects your disparate HR, payroll, travel, and relocation systems and vendors to unlock insight-driven decision making, program automation, and unparalleled global compliance.

### Topia Plan: Interactive scenario and financial planning

A scenario planning and cost assessment tool combining relocation supply chain and destination cost data with built-in tax logic providing organizations with fast, accurate cost estimates, balance sheets, and other key calculations needed for deploying talent.

### Topia Manage: Talent mobility delivery, workflow automation, and reporting

Modern case management in a single source of truth for your distributed workforce. Automate, route, and complete tasks, generate documents, and trigger initiations to third-party vendors, systems, and Topia applications. Access actionable insights with powerful reporting and analytics.

### Topia Pay: Payroll delivery and compensation reporting

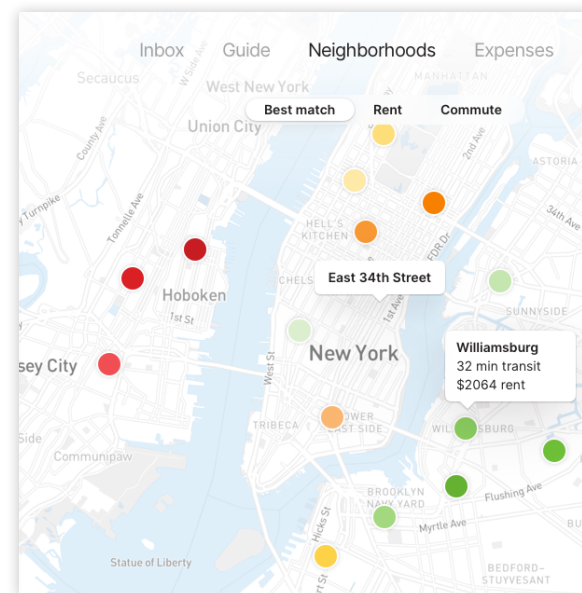
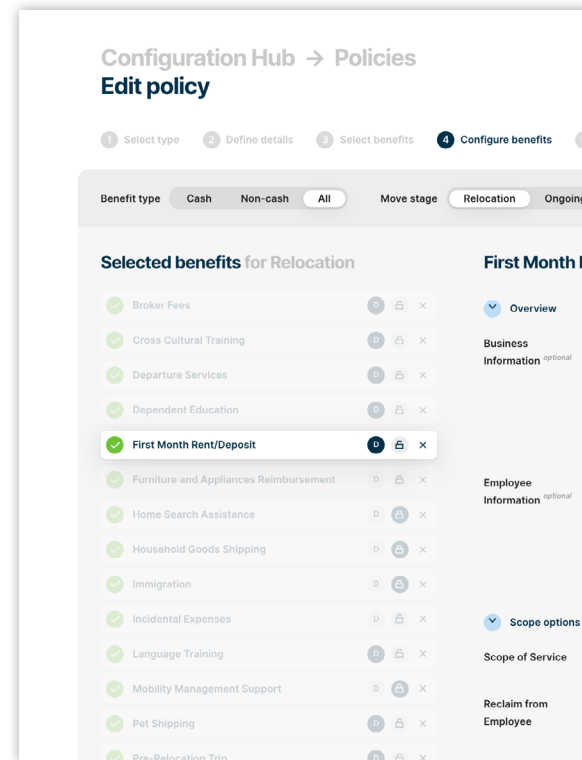
Global payroll and compensation collection for employees moving between countries. Built on our leading tax engine, Topia Pay's highly configurable rules and cost codings can generate payroll instructions for the leading global payroll providers and deliver them via flat files or direct API integrations.

### Topia Go: Employee command center for relocation and assignments

A configurable, mobile-friendly employee portal with the tools to manage their mobility experience. Topia Go empowers your employees with personalized task lists, online expense management, and unique City Guides and Neighborhood explorer.

### Topia Compass: Remote work and business travel compliance

The leading compliance solution for distributed workforces. Automated technology pulls from multiple data sources to identify location-based risk exposures, trigger alerts, and initiate assessments for tax, immigration, social security, and other cross-border regulatory concerns.





# Solutions for all shapes and sizes of talent mobility programs

## Results With Topia Traditional Mobility

**165,000 Employees with ~3,000 moves/assignments annually**



**Frictionless Experience  
Increased Satisfaction  
Continuous Engagement**  
(via Topia Go)



**Advanced Simulations Cost and Talent View Business Case in Hours (vs. weeks)**  
Optimizations via insights



**Cost Estimates:  
From Days to Seconds  
~8,000 hours Saved  
\$1.5 million+ Saved**



**Compensation / Payroll Reconciliation  
Less Than 1% Error Rate**  
(vs. 96% pre-Topia)



**8,750+ Hours Saved in Initiation  
Mobility Team: 50% Load Decrease.  
Focus on Talent, Strategic tasks**

## Results With Topia Business Travel & Distributed Workforce Compliance

**15,000 employees operating in 40 countries**



**Support international payroll in 33 countries**



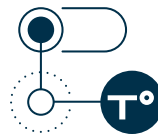
**Accurately track 6,000+ business travelers annually**



**Minimized Permanent Establishment Risk**



**Identify non-resident US state-to-state travelers and appropriately withhold taxes**



**Audit ready data at hand with the click of a button**



## Results With Topia Remote Workforce Management

100 employees Headquartered in New York City and operating remotely



Accurately identify the working location of all employees



Saving ~\$3M in local taxes due to remote work



Calculate the portion of work done in NYC for local tax requirements



Comfort in knowing where employees are located so as to not trigger other tax obligations



### Connect with us

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