



# Topia Compass

## Remote work and business travel compliance

### The industry leader for managing distributed workforce compliance

Meet opportunities where they arise and take advantage of a global workforce without worrying about breaching tax, immigration, social security, or other compliance regulations with Topia Compass.

Topia Compass's powerful technology aggregates location information from numerous data sources and intelligently determines how much time employees have spent in different jurisdictions. It automatically assesses risk to identify and prevent issues in advance, and it provides the insight needed to accurately pay taxes while remaining compliant with local and international regulations.

Topia Compass delivers live dashboards, active notifications, and instant reports that protect businesses and employees from audits, fines, and painful compliance breaches. With Topia Compass you have the full picture of your global employee footprint at the click of a button.

### The Topia Compass advantage

Topia Compass seamlessly aggregates, analyzes, and visualizes business travel and remote workforce location to automatically identify and manage risk exposures.

#### With Topia Compass you're able to:

- Monitor your global employee footprint at-a-glance via live dashboards
- Pick your data source from active monitoring via on-device apps or passive data collection via standard integrations via the leading T&E providers such as SAP Concur and BCD Travel
- Analyze past, ongoing, and upcoming travel data to identify potential compliance issues domestically and abroad
- Customize rules and alerts to reflect your company's risk tolerance
- Instantly access the data you need from robust analytics and reports
- Get early-warning alerts of growing risks as you approach key thresholds
- Assess trips for risk *before* employees travel
- Feed results seamlessly into systems and vendors such as payroll or immigration service providers
- Retrieve hard data for greater credibility and effectiveness in the case of audits



## Key Benefits



Easily comply with new and evolving cross-border regulations (Country and US States)



Optimize your tax footprint and obligations



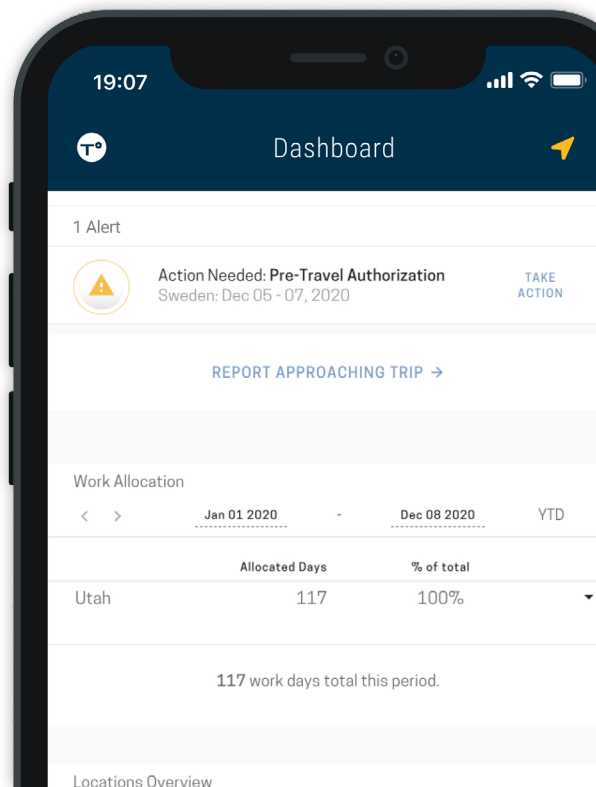
Avoid audits and defend tax positions with hard data



Adopt flexible working policies without the risk



Integrated across the travel, HR, and services ecosystem



19:07



Dashboard

1 Alert



Action Needed: **Pre-Travel Authorization**  
Sweden: Dec 05 - 07, 2020

TAKE ACTION

[REPORT APPROACHING TRIP →](#)

Work Allocation

	Jan 01 2020	Dec 08 2020	YTD
	Allocated Days		% of total
Utah	117		100%

117 work days total this period.

Locations Overview



## Key Compliance Use Cases Supported

Topia *Compass* offers a modular approach to support your unique compliance needs.

### Employee Footprint & Travel Activity

Visibility into your employee's physical footprint & travel activity at a jurisdictional level to enable early compliance notifications while balancing privacy needs.

### Payroll Withholding

Calculate non-resident payroll withholding apportionment across US state (domestic withholding) or country lines (international withholding) based on where employees are working and seamlessly deliver to payroll processors.

### Permanent Establishment

Manage PE and OECD BEPS risk globally by getting early visibility into which employees are performing work that may create nexus.

### Schengen Immigration Compliance

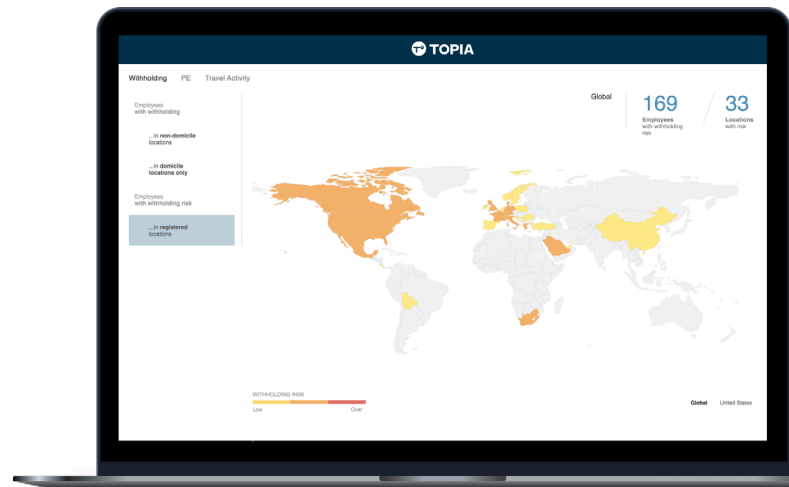
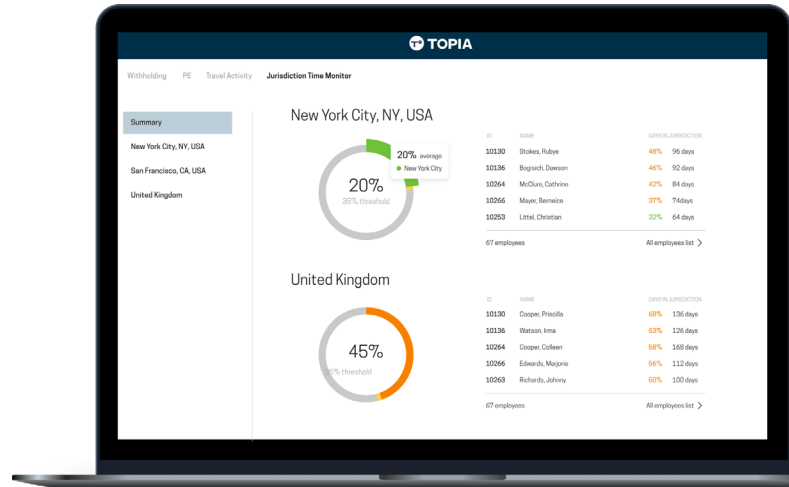
Track travel days across Schengen Area countries to ensure UK-based employees stay compliant with travel post-Brexit. Also supports non-EU global organizations with remote work and travel in the Schengen Area.

### Jurisdiction Time Monitoring

Track working days in and out of city or local/country jurisdiction to optimize and comply with local tax laws as remote work becomes commonplace.

### Pre-Travel Assessments

Manage immigration, tax, social security, and labor law risks before your employees travel. Automatically identify trips that may require compliance documentation, assess risks, and initiate downstream compliance services.



## Connect with us

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