

# Providing a unified mobility management system with Topia Manage & Plan

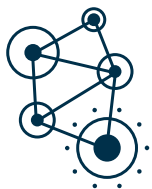
Industry Pharmaceutical

720 cases annually across international & domestic

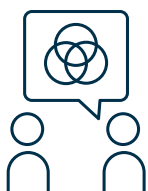
## Challenges

- Inefficient, manually driven processes lead to significant delays initiating moves with proper budgeting and cost insight.
- Without a central system, the mobility program was being managed on spreadsheets and other offline tools resulting in a lack of insight into program data and spend.
- Regular issues providing payroll instructions and accurate compensation delivery which impacted employee satisfaction and willingness to take assignments.
- Reliant on outsourced service providers for items like cost estimates, budget sheets and other mobility calculations - a significant cost and time delay.

## Results with Topia



The entire mobility program is now managed using a single technology platform with **centralized data and reporting**.



The system was configured to match the existing required business processes, streamlining the end-to-end mobility process with no negative impact to other mobility stakeholders.

- Moved from slow and costly offline Big 4 calculations to automation within the platform with no per-calculation fees - **saving ~\$500 per cost estimate**.
- A cost estimate is now performed for every relocation and assignment.
- Vendors such as the RMC are now instantly initiated via automated workflows within the system, **saving 1,000+ hrs of mobility team time** spent filling out forms to authorize relo providers.
- Automated document generation ensures a timely and consistent experience for employees.

# Four product modules for your mobility program.

Implement the right combination of Topia applications to Plan, Manage, Pay and Go, based on the unique requirements of your mobility programs.

## Topia Plan

A standalone mobility scenario planning and cost assessment tool combining relocation supply chain and destination cost data with built-in tax logic provides companies with fast, more accurate cost estimates and balance sheets for employee moves. By comparing scenarios, companies make informed decisions, within budgets.

## Topia Manage

A standalone mobility scenario planning and cost assessment tool combining relocation supply chain and destination cost data with built-in tax logic provides companies with fast, more accurate cost estimates and balance sheets for employee moves. By comparing scenarios, companies make informed decisions, within budgets.

## Topia Pay

Run global payroll and compensation collection for employees moving between countries. Built on our proprietary 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

A configurable, mobile-friendly employee portal, Topia Go empowers your mobile employees with online tools to manage their relocations and assignments. The employee experience combines task lists adaptive to their specific move policy, progress notifications, digital expense management and a dynamic timeline. Our unique City Guides pair editorial content mixed with visual content and data widgets about your new city and new office to be.

