

Case Study

Customer

Investment Bank

400+ active assignments annually

Solution Spotlight

Increasing agility and tackling salary adjustments with Topia Manage & Plan

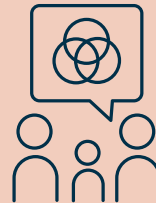
Challenges

- Creating a tailored assignment package for an employee would often take a month or more due to the custom nature of packages and the manual effort required
- Calculating local gross salary (U-calc) required a two-step calculation by Big 4 and was complicated by currency fluctuations in host country
- Reliant on mobility team to track down data points from the HR team to complete the calculation
- Heavily manual and iterative internal processes due to the custom nature of assignment packages

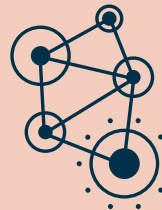
Results with Topia



Initial **offer letter generated in one day** automatically by the platform



Elimination of multiple manual processes, freeing up mobility team time for other tasks - **returning ~16hrs per assignee back to the mobility team.**



Automate local gross salary calculation, fixing exchange rate challenges and eliminating the need for offline Big 4 calculations



Reduced time to initial relocation offer **down from one week to one day**

Savings of \$1,000+

in outsourced calculation fees per assignee