

# Case Study

## Customer

Pharmaceutical & Healthcare

**1,200** assignment cases reviewed each year

## Solution Spotlight

Automating year end compensation review with Topia Manage, Plan, & Pay

## Challenges

- Annual global mobility compensation review process was taking more than 6 FTEs nearly a month of full time and overtime to complete.
- Inefficient process: Multiple third-party tools and resources required to perform the compensation review process.
- With assignees often on back-to-back assignment, the absence of a central system for assignee data caused many errors and issues.
- Lacked self-service tools for employees to update change of life events, impacting compensation and resulting in escalations and significant effort recalculating compensation.

## Results with Topia



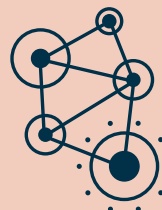
Reduced compensation review duration from weeks to days and the process can be managed by a team of two.



Moved from slow and costly offline Big 4 calculations to automation within the platform with no per-calculation fees - **saving ~\$500 per cost estimate**



Assignees can make self service updates and decide if they want their bonus split between home and host country - **simultaneously improving data quality and employee satisfaction.**



Consolidation to a single integrated software tool saves time and money while generating insight across the mobile population

“In previous years, we quite often did not record well. People did not fill in well. But this year, it's really, really quiet. If things went wrong, people would be contacting us, asking, ‘Where is my money?’ And it's really quiet on that front. For me, I am quite happy with this year's process.”