



# Spring Release 18

## FAQ



## Topia: Spring 2018 Product Release

### HR Experience on Topia *Move*

#### What is the HR experience on Topia *Move*?

Part of our Topia *Move* module, our relocation management solution, the HR Experience on Topia *Move* empowers HR users by providing visibility into their mobility program activities and actionable insights to effectively manage employee (initiation) moves and assignments.

#### What problems and issues are HR users facing today?

HR users have difficulty tracking and visualizing progress on initiatives they care about most, and have little visibility the status of pending initiations as well as mobility program insights (e.g. mobile population). As organizations expand, it is increasingly difficult for HR to maximize use of their time.

#### What does the HR Experience on Topia *Move* provide?

The new HR Experience provides an easy-to-use centralized overview of mobility program insights (e.g. mobile population, To Do list for HR, which includes any pending tasks for the logged-in user).

- **Mobility data at-a-glance.** A new homepage surfaces data on in-progress moves, giving users a snapshot of current move status. A graphical interface makes it easy to gain a complete overview of the mobility program in real time and quickly see how moves are progressing.
- **Mobility tasks up front.** The new To Do list shows the most important tasks that require immediate attention, enabling HR and mobility managers to take action to prevent mobility tasks from falling through the cracks.
- **Simple, intuitive navigation.** Users can drill down into specific data by clicking on any of the relevant tiles to access detailed reports on assignments, initiations, open incidents, exceptions and more, which can easily be filtered, sorted and organized for maximum insight. Platform navigation is universally accessible with familiar top-level buttons that allow access to every function and report in fewer than three clicks.
- **Global actions at your fingertips.** Users can now conduct a move-related search and create a new move from every page in the dashboard for greater speed and ease of use.

## Fragomen Integration

### **What is the Fragomen Integration?**

Put simply, the Fragomen integration provides a unified view of all key immigration information in the Topia platform.

### **What does the integration provide?**

Within a seamless experience, teams can create immigration cases from within Topia at the time of booking, receive automatic updates on the cases' progression to different workflow milestones, and import visa and residency documents from Fragomen as soon as case workers upload them in the Fragomen portal.

### **Does the integration meet compliance with immigration policies?**

Compliant with immigration policies, this solution dramatically streamlines the immigration process by facilitating booking via the immigration service provider, and enabling secure, real-time document exchange, with automated updates directly in the HR Experience on Topia *Move*.

## The Topia Rebrand

### **I noticed that MOVE Guides is now called Topia. What does that mean and why are you rebranding?**

Our business has undergone significant growth and transformation over the past few years. We enable all parts of global mobility with a single solution - from scenario planning, cost projections and approvals; to relocation management and employee assimilation; to assignment administration; to immigration data and tracking; to expatriate compensation and payroll; to comprehensive analytics; and much more.

### **What is Topia?**

Topia means "place" in Greek, which more accurately aligns with our mission is to enable companies and individuals to work everywhere – in all places. Our "T°" logo represents how we move employees "to" places. The T is for talent and Topia and the degree symbol represents that we move people all over the world.

### **What does Topia mean for users?**

Topia provides the first full, end-to-end global mobility management suite. We provide an engaging experience that puts employees back in control of their lives, data and insight to make strategic business decisions, and automated processes that free up HR time to focus on strategic and value added activities.

### **What is the Topia product suite?**

We offer a simple-to-use, single-view mobility management platform that holistically unifies relocation logistics, taxation, immigration, employee records, and more.

- *Topia Move*: A technology-first relocation management solution, *Topia Move* brings together modern software tools for both HR, as well as the employee on the move. Our best-in-class global supply chain of relocation services and a team of dedicated Topia Advocates assisting employees complete the moves from idea to destination.
- *Topia Manage*: The single source of truth for all your mobility program data, *Topia Manage* allows you to manage and leverage automated and configured workflows around your assignment and expatriate programs to drive visibility, efficiency and compliance. Teams can generate reports and drill into the details with powerful Mobility Analytics.
- *Topia Plan*: A standalone mobility cost assessment tool for complex scenario planning across destinations and policies. *Topia Plan* combines relocation supply chain and destination cost data with built-in tax logic to provide companies with fast, more accurate cost estimates for employee moves. Teams can make informed decisions, justify and stay within budgets and execute moves quicker.
- *Topia Pay*: Built on our proprietary tax engine, *Topia Pay* provides highly configurable rules and cost codings and generates payroll instructions for the leading global payroll providers and deliver them through 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.

To learn more about the new HR experience on *Topia Move*, the Fragomen integration or the new Topia rebranding, please contact us at [info@topia.com](mailto:info@topia.com).