

# Tax Engine

Topia's proprietary tax engine is a key component in powering our cost estimate and payroll technologies. Our proprietary global tax engine calculates the tax implications impacting a business when managing mobile employees.

## Key Features

- Global coverage across more than 106 countries, with regular additions and updates
- Countries and local states/provinces supported
- Covers all compensation and benefit items
- Powers tax calculations including gross ups and Hypothetical Tax
- Reviewed and updated in-house, by dedicated and experienced tax team
- Developed in partnership with global customers over the last 15 years
- A key component of Topia Manage, Plan, and Pay

## Key Benefits

- Significantly cheaper than specialist tax firms thanks to software algorithms and automation
- Calculations performed in real time
- Full transparency into calculations
- Reliable and accurate
- Ensures accuracy of budgeting and accruals
- Reduces tax risk associated with relocations
- Improved HR efficiency



## Understand the tax implications of every move

Understanding the tax implications of any relocation or assignment is the difference between staying on budget or being hit with potentially massive unforeseen costs - let alone a potential non-compliance event.

By leveraging our proprietary tax engine within our Cost estimation, Balance sheet generation and Payroll reporting features across the Topia products suite, you ensure the tax implications of every move are accurately accounted for up front.

## Pairing technology and tax expertise

The Topia Tax Engine is supported by a dedicated team of tax professionals. They ensure that the logic powering the engine is sound, and always up-to-date.

The tax logic is continually updated to ensure that whenever a revenue authority makes any changes they are accurately reflected in your cost estimates, payroll, balance sheets, etc.

## A key component to Topia Pay

Tax and payroll go hand in hand. Topia Pay is deeply reliant on our proprietary tax engine. Our solution is uniquely configured to your program needs. Your pay codes, your locations and your legal entities integrating with your payment providers, and data and reporting when you need it.

“First and foremost for us was the tax engine that they had included. Also the customization and the ability to change controls over the years ... and they just seemed to offer the greatest flexibility.”

-Global Mobility Director, Financial Institution