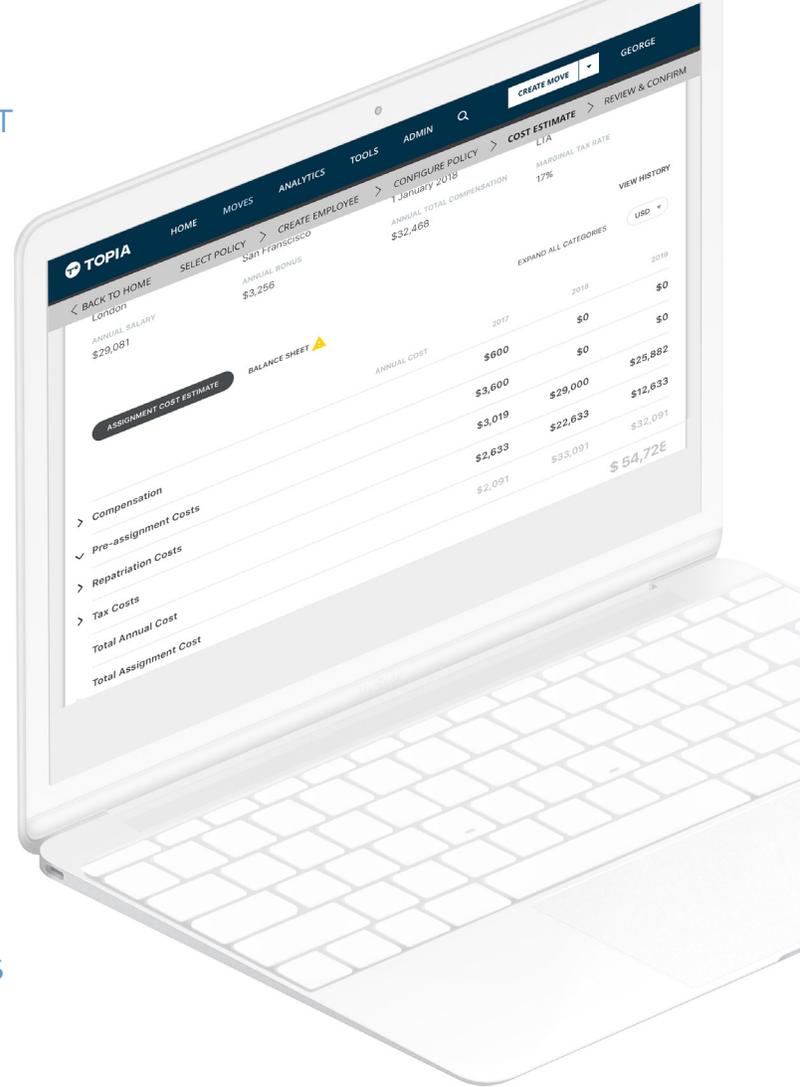# Topia *Plan*

Topia *Plan* is a powerful tool for complex scenario planning across destinations and policies, with automation for workflows and approvals. Generate instant cost estimates and balance sheets for upcoming relocations with relocations supplier spend, compensation and taxes through our deeply configured self-service engine.

Key Features

- Instantly calculated and versioned cost estimates and balance sheets

- Available 24/7 on any internet connected device - no consultants required

- Tax logic for 106 countries/provinces and growing

- Configured to your program including the COLA and supplier rate data you prefer

- Tracks version history for comparison between nuanced policy, benefit and location options

- Supports for all policy types

- Includes balance sheets

- Optional support for deferred compensation

- Pairs with Topia *Manage* (embedded as part of the pre-authorization process) or in a stand-alone capacity

Key Benefits

- No waiting days or weeks for cost estimates or revisions

- Significantly cheaper than specialist firms or service providers

- Easily track estimate vs actual spend

- Increased efficiency for HR Teams

- Provide better insight into available scenarios to business partners, even for early ideation of mobility possibilities

- Easily share with required parties for approval

Instant and configured detailed cost estimates and balance sheets

Topia *Plan* allows HR and mobility professionals to instantly configure, create, and share personalized cost estimates and balance sheets. No more waiting days or weeks to get the forecasts you need to manage your mobility program.

Our estimates are powered in part by our proprietary tax engine. Based on the tax profile, the system will also calculate home, host, and hypo taxes including appropriate gross-ups, identifying applicable treaties, assignee profiles, and specific client tax positions.

Support for all types of moves

Topia *Plan* supports all types of relocation policies including short term and long term assignments. It can provide cost estimates for the purposes of initial approval, annual budgets, forecasting and assignment extensions.

Our cost estimates also maintain current budgets, leveraging current assignment bonuses, salaries and allowances. It supports templates for each of your policy types and auto-fills to automatically calculate every line item in the estimate including COLA, relocation, home leave, hardship, vendor fees and, where appropriate, deferred compensation.

Improve HR efficiency and insight to the business

Topia *Plan* drastically improves HR team efficiency and the ability to provide insight to their business partners. Cost Estimates are built into the automated pre-authorization workflow, allowing them to be run, edited and shared for approval instantly.

Any changes to the cost estimate are tracked to allow for scenario planning and determining the right policy and benefits to offer an employee. The result is better informed business decisions without the hassle or delay of traditional cost estimates.