



# Topia Plan

## Interactive Move Simulation and Financial Planning

Support agile talent planning in your business with Topia Plan's powerful simulation capabilities. Easily compare the cost of different locations, relocation policies, or talent pools as you partner across your lines of business to prepare to deliver a delightful mobility experience. Simplify complexity and focus on rapidly responding to changing business needs with the ability to easily forecast the cost of talent mobility. Calculate sophisticated cost estimates across all policy types - from permanent transfers to Short-Term (STA), Long-Term (LTA), and local assignments. Topia delivers these capabilities across a market-leading list of 110+ countries and growing.

### Key Capabilities

**Build the Business Case:** Embed talent data, business rationale, and expected outcomes into a comprehensive business case for mobility.

**Powerful, Out-of-the-Box:** Instantly configure your move policies and benefits and skip lengthy implementations to focus on enabling a frictionless mobility journey.

**Comprehensive Policy and Global Coverage:** Obtain cost estimates configured to match your policies (STA, LTA, one-way, etc.) and locations while leveraging the broadest tax coverage on the market (110+ countries).

**Intuitive for Employees:** Automatically create simple employee-facing compensation summaries - eliminating confusion.

**Unlimited Scenario Building:** Run unlimited scenario calculations for different employees, policies, and factor-in deferred compensation and beyond, without the need for costly provider estimates.

**Consumer-grade User Experience:** Sophisticated cost estimates and simulations are finally presented in a way that non-mobility experts can understand. Share with one click with the relevant stakeholders.

**Embedded Cost Detail:** Use our powerful global rate data, embed your own vendor rates, or seamlessly integrate with industry-leading data providers. Save your team from managing spreadsheets and flat file exchanges.

### Key Benefits



Instant Cost Estimates

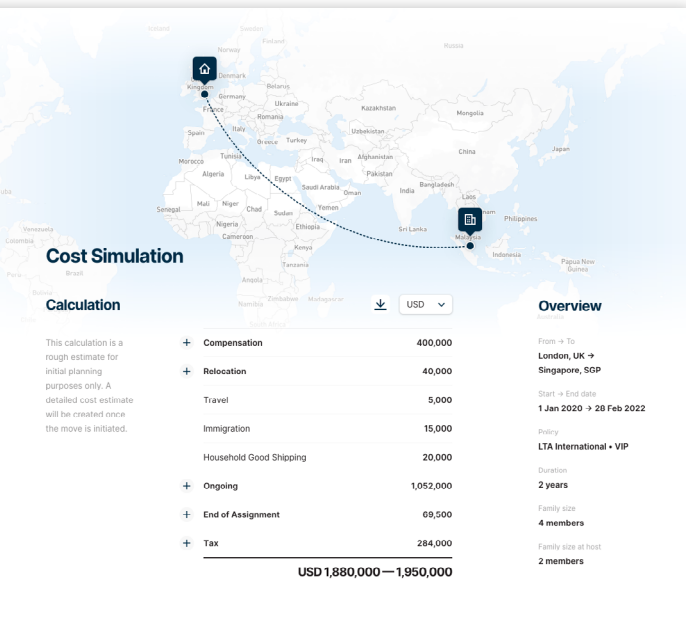


Intuitive Self-Service Experience For Everyone



Compare Simulations for Talent Mobility

The screenshot displays the 'Initiation' page for Stephanie Bailey, an International Long Term assignment. The interface includes navigation tabs for People, Places, Insights, and Payroll. A progress bar shows six steps: 1. Key Details, 2. Employee Details, 3. Move Details, 4. Policy, 5. Cost Estimate, and 6. Review. The 'Cost Simulation Comparison' section allows users to compare scenarios based on family members (1, 3, or 5 members). A table shows the total costs for each scenario: 1 member (USD 4,600), 3 members (USD 13,800), and 5 members (USD 23,000). A detailed breakdown of costs is provided, including Annual compensation (4,600), Travel (4,600), Immigration (3,200), and Household Good Shipping (12,800). The 'Talent Profile' section at the bottom shows various ratings: Last Performance Rating (Exceeds Expectations), Potential Rating (Promotable), Loss Impact Rating (Significant), Retention Risk Rating (Medium Risk), and Talent Development Program (United States).



## The Topia Plan Advantage

Topia Plan simplifies global tax and compensation calculations, shifting the focus to making the right talent mobility decisions. You can run rapid simulations – comparing different assumptions, policies, and situations without countless hours of manual effort. Recalculate on-demand or as part of a regularly scheduled workflow to suit your business needs: Accruals will adjust automatically as salary, family size or other variables change.

Topia Plan also offers the industry's only deferred compensation computation tool: You can manage vesting schedules of deferred compensation grants as employees move internationally, avoiding millions in budget surprises.

The close integration of Topia Plan with the rest of the Topia Suite means you can deliver the talent insights CHROs need and the financial details CFOs demand.

## The Topia Suite of Products

### Topia One

Cloud-based open platform that provides an integrated data standard across global talent mobility.



### Topia Plan

Interactive move simulation and financial planning



### Topia Manage

Talent mobility delivery, automation and analytics



### Topia Pay

Payroll delivery and compliance automation



### Topia Go

Command center and location discovery for mobile employees



### Topia Compass

Business travel, tax and immigration compliance

## Connect with us

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