

Take Control of Tax and Compliance Risks Created by Talent Mobility

Save taxes, increase compliance and protect against tax and payroll audits

By most accounts, doing business in multiple states and countries is a good thing—and increasingly necessary for growth and expanding business opportunities. It can, however, lead to costly tax exposures, as employees can create many different types of tax liabilities every time they work in another country or state. Within the U.S., the tight fiscal environment is driving many of the largest states to enforce multi-jurisdiction tax laws ever more aggressively. Meanwhile, with the recent adoption of international frameworks such as Base Erosion and Profit Shifting (BEPS), more than 100 signatory countries will soon have a powerful new tool to collect taxes from foreign entities operating within their borders.

Topia Compass' integrated compliance solution



Topia Compass seamlessly aggregates, analyzes, and visualizes business travel (from travel and expense data, timesheets, devices, or other systems) to automatically identify and manage tax exposures created by travel.

- Analyze past and upcoming travel data to identify high-risk areas domestically and abroad.
- Customize rules to reflect your company's risk tolerance.
- Manage payroll withholding, permanent establishment, nexus, corporate tax apportionment, identify ghost expats, calculate expat taxes, and avoid employee residency issues.
- See your travel footprint at-a-glance via customizable dashboards.
- Access the data you need from robust analytics and reports.
- Get early-warning alerts of growing risks as you approach key thresholds.
- Feed results seamlessly into an onward process or system.
- Retrieve hard data for greater credibility and effectiveness in the case of audits.

Adapt to the New Distributed Workforce Normal:

Topia Compass gives you the full picture of your multi-jurisdiction tax, immigration, and payroll risks with minimal effort on your part and no IT help. We leverage existing data you may have at your firm (e.g. travel and expense reports, timesheets, or other records) and analyze it according to tax rules. Topia Compass helps you:

- Get a comprehensive analysis of historic domestic and/or international travel.
- Identify high-risk jurisdictions, travelers, and employee groups
- Quantify corporate tax liability and exposure
- Define and refine business policies and processes

Learn more about Topia's Distributed Workforce solutions

topia.com/solutions/distributed-workforce

Enforcement Landscape

Types of Exposures

Permanent Establishment

Business travelers can inadvertently create Permanent Establishment conditions for a legal entity, making its corporate profits subject to taxes in the host country.

Payroll Withholding

Each state and country sets its own threshold for the company's obligation to withhold payroll taxes; for many, it is on the first day of travel.

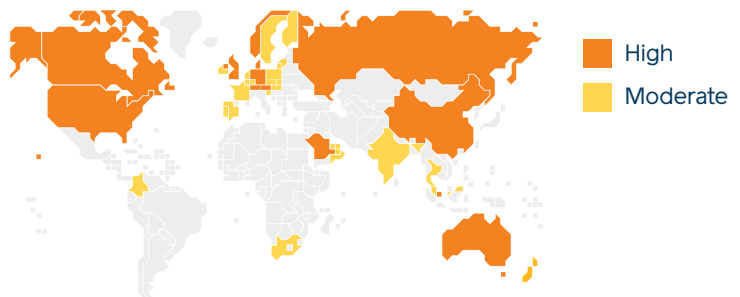
BEPS

With the BEPS project, over 2,000 new bilateral tax treaties will be implemented — meaning travel activities that in the past did not trigger tax liabilities, may soon do so.

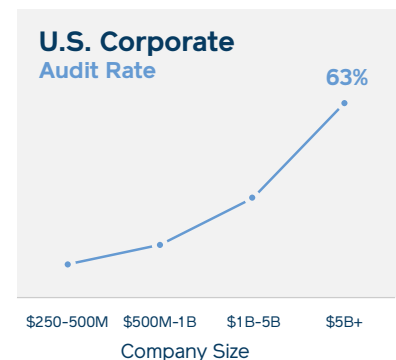
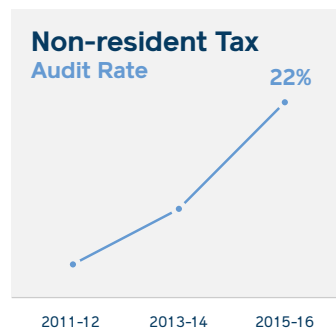
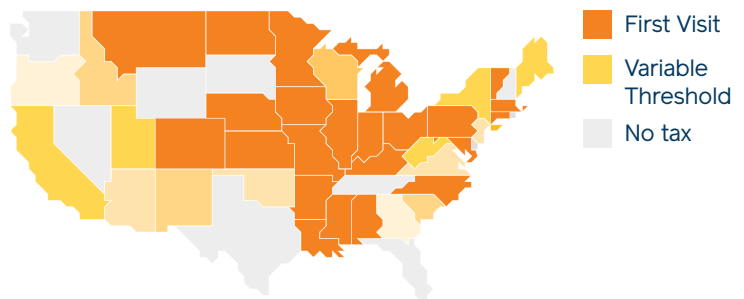
Executive Compensation

Executives are 5x more likely to be audited today than 5 years ago. Business travel can adversely impact an executive's personal taxation on stock and deferred compensation, carried interest, as well as residency status.

Global Compliance Requirements



U.S. Withholding Liability Trigger



Get visibility into your high-risk jurisdictions and business travelers so you can effectively mitigate tax and payroll exposures efficiently.

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