

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 – a sign of growth and expanding business opportunities. It can, however, lead to costly tax exposure, as employees can create tax liabilities every time they work in another country or state. With the recent adoption of Base Erosion and Profit Shifting (BEPS), more than 100 signatory countries will have a powerful new tool to collect taxes from foreign entities operating within their borders!

Complying with cross-border tax requirements isn't easy. And the consequences are significant. To ease the burden, Topia Compass connects directly to Concur™ Travel and Concur™ Expense, providing an integrated solution that automates compliance in real-time. Automate multi-jurisdiction tax compliance with little to no IT involvement.

Topia Compass automatically aggregates, analyzes, and visualizes Concur Travel and Expense data to identify and manage global and domestic tax exposures created by business travel.

- Analyze current and past travel and expense data to identify high-risk areas.
- 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.
- Customize tax rules to reflect your company's policies.
- Access the data you need from robust analytics and reports.
- Get early-warning alerts to warn you of growing risks as you approach key thresholds.
- Retrieve hard data in the case of an audit.
- Works for both domestic and international travel.

What's at stake?

- Millions in tax liabilities
- Penalties, interest, criminal charges
- Executive audits and assessments
- Reputational damage

Plan smarter with Topia Compass

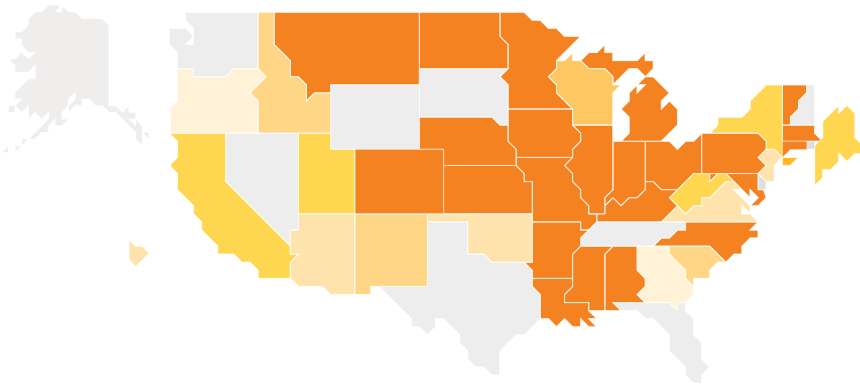
Getting visibility into who is traveling where and for how long is a challenge for most companies. Topia Compass leverages existing Concur Travel & Expense data to give you the full picture of your multi-jurisdiction tax, immigration and payroll risks created by distributed workforces, with minimal effort on your part.

- Comprehensive analysis of historic domestic or international travel
- Identify high-risk jurisdictions, travelers and employee groups
- Quantify your corporate tax liability and exposure
- Formulate business policies and processes based on risk
- Analysis is delivered in weeks, with no IT involvement

Learn more about Topia's Distributed Workforce solutions



topia.com/solutions/distributed-workforce/



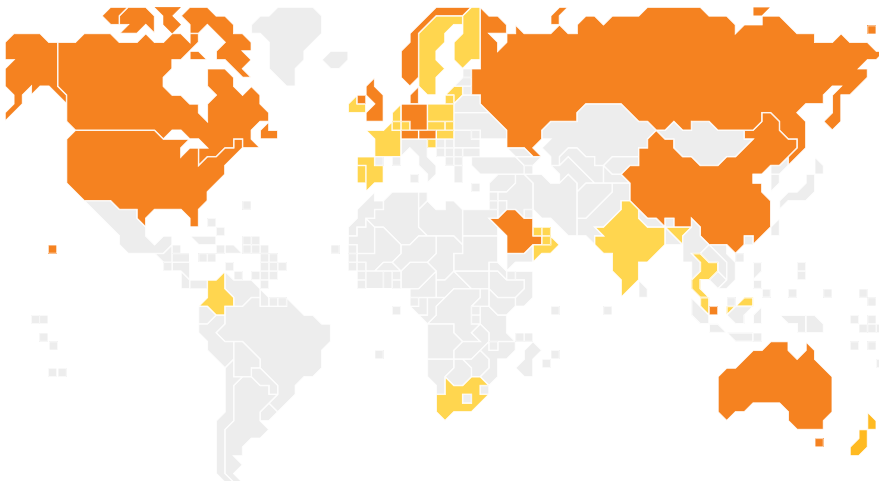
- Withholding liability on first day of travel
- Withholding after reaching specific threshold
- No general state income tax

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.

Executive Compensation

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



- High compliance requirements
- Moderate compliance requirements

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.

Permanent Establishment

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

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

Connect with us

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