

Case Study:

Managing Multi-Country Tax and Compliance Risk with Topia

The Challenge

The Client has operations and projects spanning across Asia, EMEA and North America. The multi-national nature of work left them with the daunting task of attempting to manually log employee locations to stay on top of potential tax withholding, permanent establishment, and posted worker compliance issues. Although distributed workers were core to their business, the Client found it challenging to collate information from various fragmented systems to manage mobile employees. They needed a way to create a single source of truth and automate multiple workflows across various departments, regional headquarters, and offices.

The Client historically worked with “Big 4” tax and accounting firms and often built IT solutions in-house. This proved to be a costly endeavor, as the number of projects, locations and employees grew. The Client also found that the in-house IT implementations could not meet the speed, agility, and adaptability required to support the needs of the fast-changing environment, accompanied by shifting global fiscal and immigration policies and third-party integrations.

Limitations and challenges before Topia Compass

- Time-consuming, disjointed and error-prone manual data collection processes
- Gaps in visibility of work happening across multiple countries and jurisdictions
- Unable to easily generate reports for analysis and insights
- Challenges keeping up with rapidly changing regulations and fiscal policies across growing international footprint
- Highly reactive to issues after the fact, unable to prevent them from occurring
- Unable to integrate with existing HR and IT systems
- Lengthy response time due to reliance on third-party services

The Company

One of the world's largest global alternative asset management companies, headquartered in Europe with a fast-growing international footprint across the globe.

Solution Spotlight

Manage multi-country tax risk and compliance challenges with Topia Compass



The Solution

The Client needed a solution that would automate country-level employee location monitoring, streamline payroll withholding across Europe, the United States and Asia, and provide reliable data for future audits.

The solution must also help streamline and automate internal processes for tracking employee movements while remaining compliant. They wanted to eliminate the need for manual efforts such as traditional travel calendars, emails, and spreadsheets, while protecting employees and the business from audits. Lastly they wanted the ability to easily analyse data to identify risks before compliance events occurred and make improvements to their ongoing programs. After reviewing the market, they selected Topia Compass as the best solution to address their needs.

Key Stakeholder and Decision-Makers:

- Head of worldwide tax
- Regional tax analysts
- Human resources
- Security team
- IT/HRIS team

Results with Topia

- Real-time, unified view of the global compliance risk across the entire employee population
- Proactive threshold monitoring to prevent compliance breaches with advanced reporting and alerts
- Eliminated duplicate work efforts across multiple teams, saving hundreds of hours
- Enhanced employee experience by eliminating manual work and providing access to consumer-grade technology
- Eliminated the need to budget for and procure expensive third-party services.
- Streamlined integrations with existing HRIS, expense and travel management platforms, including SAP Concur



About Topia

Topia is the leader in Global Talent Mobility. We empower companies to deploy, manage and engage employees anywhere in the world.

The Topia platform enables organizations to deliver mobility as part of a broader talent strategy encompassing all types of employee movement – remote and distributed workforces, business travel, and more traditional relocations and assignments. This drives enhanced employee experiences and competitive advantage by ensuring the right people are in the right place at the right time, while staying compliant no matter where they are.

The Topia platform automates the entire global talent mobility process, including scenario-based planning, expat payroll, tax and immigration compliance, reporting and more.

Topia powers global talent mobility programs for world-renowned brands such as Schneider Electric, Dell, Veolia, Equinor and AXA. Topia has raised over \$100M from NewView Capital, Notion Capital and others, and is a global company with offices throughout the Americas and EMEA.

Connect with us

We are ready to conduct a 30-minute analysis of your specific situation, demonstrate how you can ensure minimised compliance risk, and have you operational within weeks.

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Request a demo: <https://www.topia.com/request-a-demo>
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