Simplify the complexity of your global workforce with a comprehensive platform designed specifically to handle the challenges of talent mobility.

Your workforce is more distributed than ever before, whether it’s taking a temporary assignment abroad, a permanent relocation, hitting the road for business travel, or allowing employees the flexibility to work remotely. With so much potential for cross-border employee movement, organizations today struggle to manage their global footprint and the associated compliance risk while operating with agility and delivering a world-class employee experience.

Topia helps industry leaders deploy, manage, and engage employees around the world by providing solutions to:

- Understand and visualize employee footprint
- Plan, initiate and manage ongoing assignments and relocations
- Mitigate risk by monitoring and alerting to potential business travel and distributed workforce compliance events before they occur
- Seamlessly connect the complex web of providers and systems across HR and talent mobility
- Automate redundant manual processes with flexible workflows and embedded business logic
- Empower all stakeholders with the data, insights, and calculations needed for strategic decision making
- Reduce reliance on costly 3rd party services such as cost estimates or balance sheets
- Deliver a great employee experience for both those on the move and those administering your talent mobility programs

The leading platform for Global Talent Mobility

The Topia Advantage

- Increased efficiency
- Actionable insights
- Cross-border compliance
- Integrated ecosystem
- Cost optimization
- Privacy and security
- Single source of truth
- User-friendly design
A modern platform with modular applications to meet your needs

The Topia offering is built on Topia One, a cloud-based open platform that provides an integrated data standard across global talent mobility. Implement the right combination of Topia Plan, Manage, Pay, Go, and Compass based on the unique requirements of your global talent mobility initiatives.

**Topia One: The Global Talent Mobility platform**

The backbone of modern talent mobility programs, Topia One connects your disparate HR, payroll, travel, and relocation systems and vendors to unlock insight-driven decision making, program automation, and unparalleled global compliance.

**Topia Plan: Interactive scenario and financial planning**

A scenario planning and cost assessment tool combining relocation supply chain and destination cost data with built-in tax logic providing organizations with fast, accurate cost estimates, balance sheets, and other key calculations needed for deploying talent.

**Topia Manage: Talent mobility delivery, workflow automation, and reporting**

Modern case management in a single source of truth for your distributed workforce. Automate, route, and complete tasks, generate documents, and trigger initiations to third-party vendors, systems, and Topia applications. Access actionable insights with powerful reporting and analytics.

**Topia Pay: Payroll delivery and compensation reporting**

Global payroll and compensation collection for employees moving between countries. Built on our leading tax engine, Topia Pay's highly configurable rules and cost codings can generate payroll instructions for the leading global payroll providers and deliver them via flat files or direct API integrations.

**Topia Go: Employee command center for relocation and assignments**

A configurable, mobile-friendly employee portal with the tools to manage their mobility experience. Topia Go empowers your employees with personalized task lists, online expense management, and unique City Guides and Neighborhood explorer.

**Topia Compass: Remote work and business travel compliance**

The leading compliance solution for distributed workforces. Automated technology pulls from multiple data sources to identify location-based risk exposures, trigger alerts, and initiate assessments for tax, immigration, social security, and other cross-border regulatory concerns.
Solutions for all shapes and sizes of talent mobility programs

**Results With Topia**

**Traditional Mobility**

165,000 Employees with ~3,000 moves/assignments annually

- Advanced Simulations Cost and Talent View Business Case in Hours (vs. weeks)
- Optimizations via insights
- Frictionless Experience
- Increased Satisfaction
- Continuous Engagement (via Topia Go)

- Cost Estimates: From Days to Seconds
- ~8,000 hours Saved
- $1.5 million+ Saved

- Compensation / Payroll Reconciliation
- Less Than 1% Error Rate (vs. 96% pre-Topia)

- 8,750+ Hours Saved in Initiation Mobility Team: 50% Load Decrease.
- Focus on Talent, Strategic tasks

**Results With Topia**

**Business Travel & Distributed Workforce Compliance**

15,000 employees operating in 40 countries

- Accurately track 6,000+ business travelers annually
- Support international payroll in 33 countries

- Identify non-resident US state-to-state travelers and appropriately withhold taxes
- Minimized Permanent Establishment Risk

- Audit ready data at hand with the click of a button
Results With Topia
Remote Workforce Management

100 employees Headquartered in New York City and operating remotely

- Accurately identify the working location of all employees
- Calculate the portion of work done in NYC for local tax requirements
- Saving ~$3M in local taxes due to remote work
- Comfort in knowing where employees are located so as to not trigger other tax obligations

Connect with us

Contacts: North America +1 (888) 989-0210
Europe +44 (0) 203 808 6350
https://www.topia.com/contact

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

More information: topia.com

Copyright ©2021 Topia. All rights reserved.