

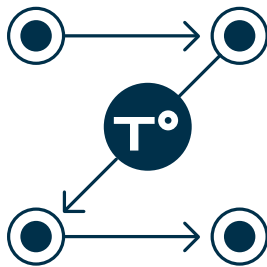
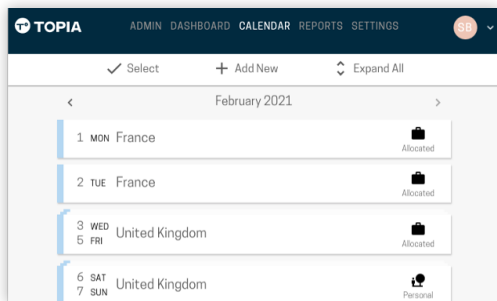


# Manage Schengen Compliance

## With Topia Compass

Topia Compass aggregates location information from numerous data sources and can intelligently determine how much time non-EU domiciled employees spend in the Schengen area to ensure the 90/180 day rule is not breached. Topia Compass delivers live dashboards, alerts and instant reports that will help to protect employees and employers against immigration risk.

## How It Works



Last Name	Home Country	Days in EU+	Days Remaining in EU+
Agrawal	UK	75	15
Murphy	UK	39	51
Black	UK	77	13
Crane	UK	20	70
Lopez	UK	30	60
McLoughlin	UK	46	44
Bouvet	UK	30	60
Burris	UK	27	63
Holloway	UK	46	44

## Identify

Topia's location engine uses active data sources to determine employee location (at the country level) each day.

## Assess

Location data is processed by Topia's configurable rules engine to determine current day counts (by country or groups of countries). Day counts are combined with employee demographic / domicile data likely from your HRIS.

## Alert

Schengen Area risk report generated based on rolling 180 day window, automatically adjusting based on employee country location history (including weekends and PTO).

## Key Benefits



Monitor global employee footprint to manage immigration compliance for your business travellers and distributed workforce



Prevent key immigration risks before they occur



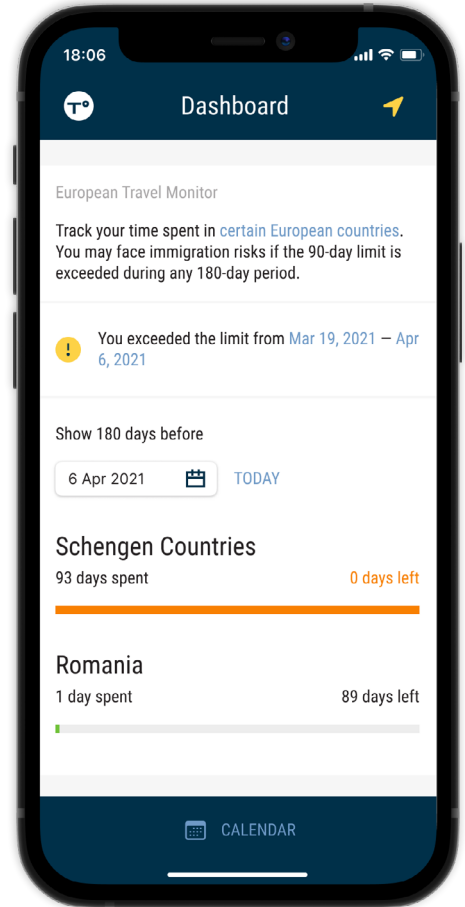
Tracks personal days spend in Schengen countries whilst maintaining employee privacy



## Key Capabilities

Track travel days across Schengen Area countries to ensure UK-based employees stay compliant with travel post-Brexit. Also supports non-EU global organizations with remote work and travel in the Schengen Area.

- Monitor your global employee footprint at-a-glance with live dashboards
- Analyse past and ongoing to identify potential compliance risk within the rolling 180-day period
- Customise rules and alerts to reflect your company’s risk tolerance
- Intuitive, easy-to-understand dashboard within the Compass app that allows employees to view the number of days they’ve spent in the Schengen Area and get early-warning alerts of approaching risks
- Reliable, advanced reporting capabilities provide downloadable reports with built-in calculations to identify employees that are approaching the 90-day threshold



## 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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