TOPIA

Manage International and US Domestic Payroll Withholding Compliance

with Topia Compass

The right solution to remain compliant and avoid audit pain

With the increase in remote and flexible work alongside the return of business travel, managing tax withholding obligations is an incredibly complex task. Topia Compass's powerful technology intelligently determines where employees are working, calculating necessary withholdings and automatically feeding that information back to payroll and finance teams in the form of live dashboards and automated reports. Topia Compass provides audit-defensible data, and the insights needed to accurately withhold taxes in line with international and US domestic regulations.

Key Benefits

Know where work is getting done through Topia's market-leading location awareness engine

Provide visibility of employee footprint at a city, state or country level to streamline multi-jurisdictional payroll withholdings
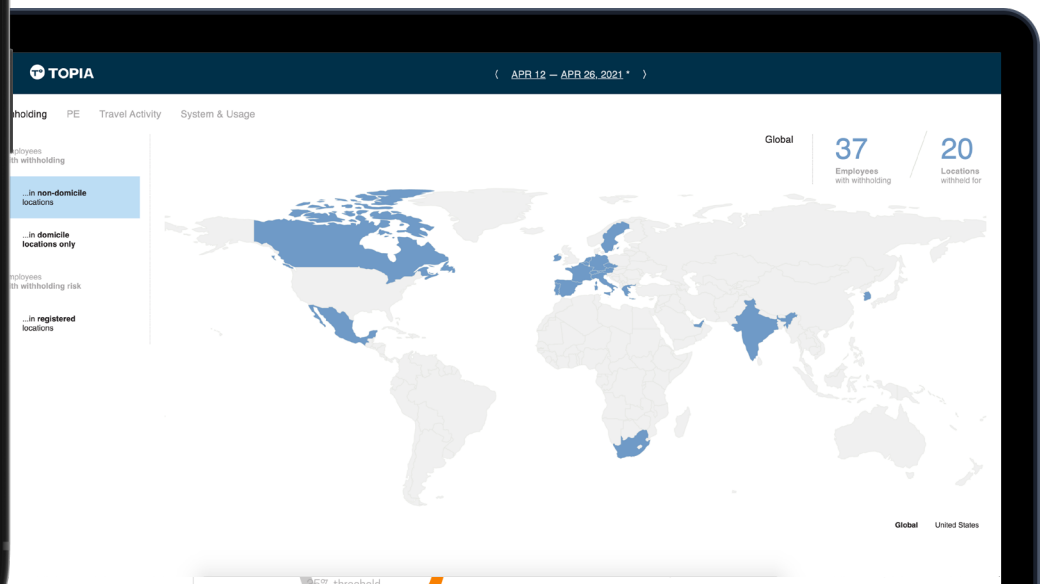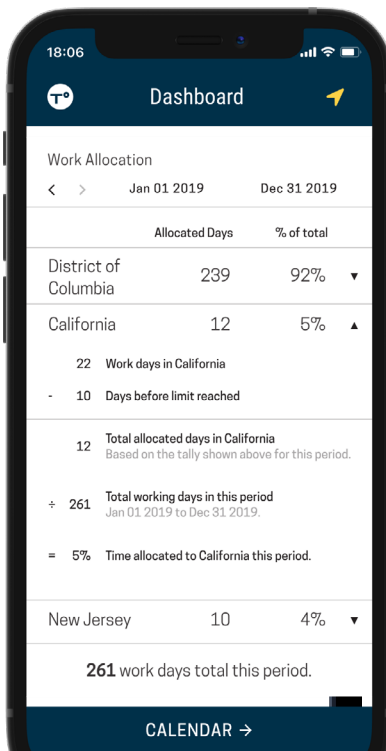
Manage risk for your globally distributed workforce and business travelers - know when you are approaching withholding thresholds

Easily withhold taxes for non-resident workers in states and countries where employees have crossed thresholds

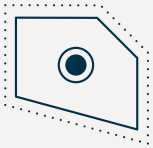Access audit-defensible data and minimize risk of non-compliance

How it works

Monitor

Topia Compass's patent-pending technology automatically leverages both active and passive location data to determine where employees are doing work - all while maintaining employee privacy.

Alert

Proactive threshold-based alerts and reports are generated for individual employees and program managers to help identify potential risk of creating withholding requirements before the threshold is passed and ensure the right amount of taxes are withheld in the right jurisdictions.

Report

Automatically calculates necessary withholdings and feeds the information back to payroll and finance teams in the form of live dashboards and automated reports.

Key Capabilities

Accurate Employee Location Data, Powerful Dashboards and On-Demand Reports

- Gain accurate visibility into your employee's physical footprint & travel activity at a jurisdictional level to enable early compliance notifications while balancing privacy needs.

- Automate the withholding process for business travelers and distributed employees providing accurate withholding information and reliable audit defense.

- Connect key organizational functions including HR, Payroll, Finance and Tax to seamlessly automate complex multi-jurisdiction tax withholdings.

- Access intuitive and modern employee-facing interfaces that enable individuals to view the number of days they have spent in different jurisdictions to help assess and act on risks.

- Reliable and accurate, with easy to understand downloadable reports provide full visibility into location history to give Payroll teams the information they need to do their job effectively.

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

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