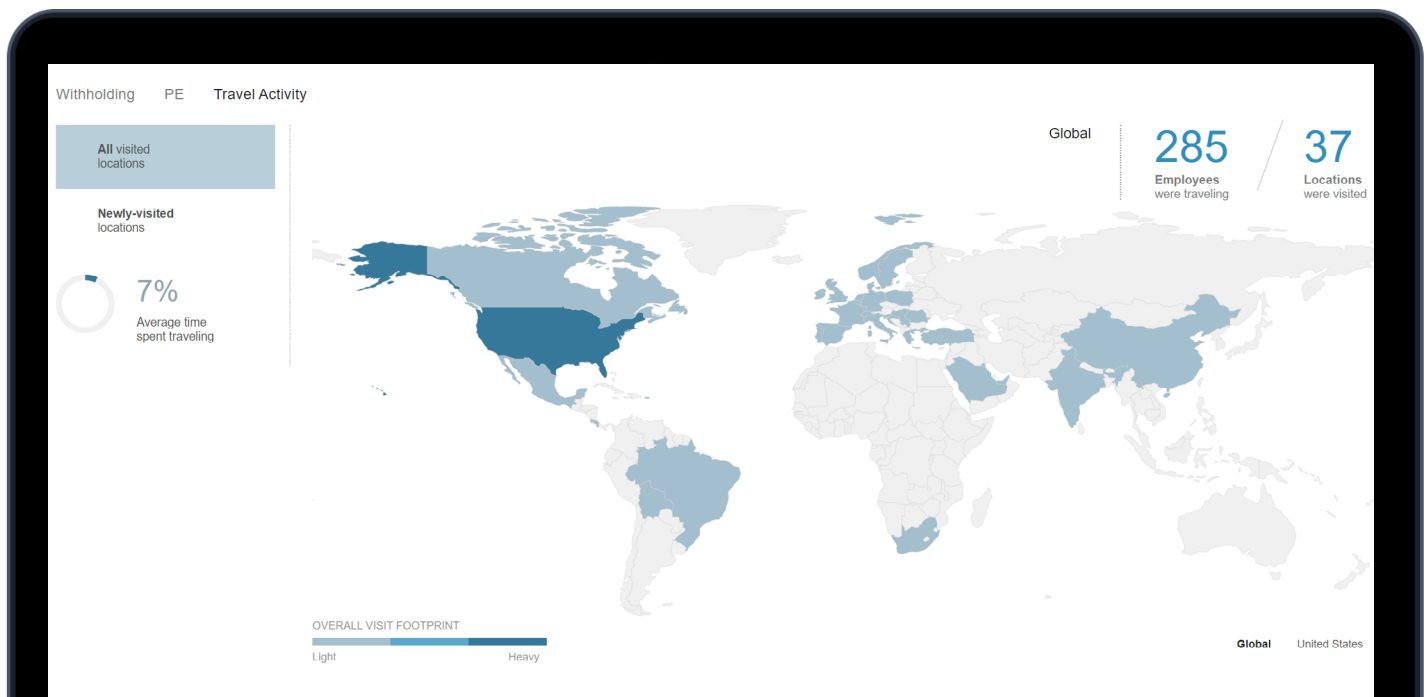


# Remote Work Risk Mitigation

As employers look to a post-Covid world, decisions must be made about how much flexibility they want to give their employees in where they work. Recent research indicates that 91% of employees feel they should be able to work from anywhere so long as they get their work done. This ability to work remotely is the second most important factor for employees when looking for a job - behind only high pay.

Allowing employees to work remotely can be a significant benefit for employers by opening up talent markets, attracting and retaining employees, reducing facilities costs, and more. But it also opens up to potential risk. How do you know your employees are working where they say they are? If an employee works from another state/country does that open potential tax or immigration obligations? To whom does our business need to register if we now have employees in a new state/country -- and what new regulations are we subject to?

Organizations today must make decisions about where they want to allow their employees to work, for how long, and how to monitor and administer new flexible work arrangements.





## How Technology Can Help

Some flexible work policy decisions may be fairly straightforward -- No working outside your home country for greater than two weeks. Others may be more nuanced -- You can work from either of these 7 states with prior approval from HR. Avoiding compliance risk for either situation, such as accurately withholding payroll taxes, requires understanding where your workforce has worked, where they plan to work, and where they are working at a given time.

Topia Compass is the leading compliance management solution that provides HR, payroll, finance, and compliance teams an accurate view of their global employee footprint. With Topia Compass it's easy to see if employees are working where they're not supposed to, or are approaching limits on how long they are allowed to work in a given location.

By integrating with your core HR systems, and analyzing location footprint in real-time, Topia Compass can identify when employees are working in new locations. It also allows employers to easily see how long an employee has spent in a given location and feed that information to necessary parties to action.

## The Topia Compass Advantage

Topia Compass seamlessly aggregates, analyzes, and visualizes business travel and remote workforce location to automatically identify and manage risk exposures.

### With Topia Compass you're able to:

- Monitor your global employee footprint at-a-glance via live dashboards
- Protect privacy by reporting location at the jurisdiction level only (typically state or country)
- Pick your data source from active monitoring via on-device apps or passive data collection via standard integrations via the leading T&E providers and more
- Analyze past, ongoing, and upcoming employee movement to identify potential compliance issues domestically and abroad
- Customize rules and alerts to reflect your company's risk tolerance
- Instantly access the data you need from robust analytics and reports
- Get early-warning alerts of growing risks as you approach key thresholds
- Feed results seamlessly into systems and vendors such as payroll or immigration service providers
- Retrieve hard data for greater credibility and effectiveness in the case of audits

To discuss your remote work programs and see how Topia can help you remain compliant contact us at [info@topia.com](mailto:info@topia.com) or learn more at [www.topia.com/compass](http://www.topia.com/compass).

## Connect with us

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