

Global mobility is more complex than your spreadsheet can handle.

Horizon unifies relocation cost modeling, pre-travel compliance, remote work management, and policy intelligence in a single AI-powered platform, so your team can move people confidently, compliantly, and at scale.

-  **One platform**
Every dimension of mobility
-  **AI-powered**
Tax, immigration & policy engine
-  **Full audit trail**
20+ tables, field-level diffs

CORE CAPABILITIES

- 01**

Model with confidence

Simulate and compare relocation costs before decisions, with formal estimates, audit trails, and policy linkage.
- 02**

Move compliantly

Automated risk assessments across tax, immigration, social security, and PE, before every trip and remote request.
- 03**

Manage centrally

Employees, policies, simulations, trips, and analytics in one place, with RBAC, SSO, and multi-tenant architecture.

HOW IT WORKS

- 01**

Set origin & destination

Select countries, enter compensation.
- 02**

Run the calculation

Total employer cost, instantly.
- 03**

Clone & compare

Swap tax approach, package, or worker type.
- 04**

Export & share

Generate formal cost estimates for stakeholders.

WHAT YOU CAN MODEL

- **Employee assignments**
Origin to destination with full compensation.
- **Contractor & freelancer scenarios**
Compare employee vs. contractor side-by-side.
- **Net-to-gross & gross-up**
Powered by Topia's proprietary tax engine.
- **Housing, COLA & allowances**
Layered incrementally onto any base scenario.
- **Group, project-based simulations**
Batch analysis across an entire office expansion.

BUILT-IN INTELLIGENCE

- **AI Agent integration**
Ask about tax and immigration risks for any move.
- **Policy-linked simulations**
Tie scenarios to Gold, Silver, or Bronze tiers.
- **Field-level audit trail**
Every change tracked with before and after snapshots.
- **Collaboration built in**
Notes, @mentions, and notifications per simulation.
- **Formal cost estimates**
Generate and export polished reports in one click.

EXAMPLE USE CASES

- US to Germany relocation**

Full package vs. localized, compare total employer cost across both approaches.
- Singapore office expansion**

Group simulation across 10 moves, batch cost analysis with a single project.
- Employee vs. contractor**

Clone a simulation and swap the worker type to surface true cost differences.

Connect with us to see Horizon in action.

Speak with a representative today to learn more about what a modern compliance strategy could look like for your organization.

[Schedule a demo →](#)