

## Building a Smarter Workforce

Each month our experts will be covering a wide array of topics. We are happy to have you as a member of our community and hope you enjoy reading the articles below; if you would like to see something specific, don't hesitate to reach out!

### In Case You Missed It

We held a free 1/2 day seminar 'The Next Generation of HR: Managing Demands of a Multigenerational Workforce' in February. This seminar took place in Rutland County, but we will be holding it again April 6th, 2017 in White River Junction. This event has been approved for 2.25 credits for both SHRM and HRCI. This event is already more than half full, so be sure to reserve your spot today!

[April 6th](#)

### Save-theDate



Be sure to mark your calendars

### Wellness & Cost Containment



#### Performance Management as a Driver of Employee Engagement: It Requires a Coach

It is no secret that performance management is evolving. Gone (or almost gone) are the days when the annual performance review was the benchmark for evaluating employee performance. Indeed, managers don't like giving them and employees don't like receiving them; and in many organizations, they function almost solely as a means to grade an employee against their peers and determine the level of their compensation.

[Read More](#)

### HR Compliance & Payroll Services

#### Paid Family Leave

Both the Senate and the House have put forth legislative bills relating to paid family leave in Vermont. The House Bill has been discussed and is currently in committee hearings.



The basics of both bills would create a fund made up of contributions of a percentage of payroll wages from all employees in the State of Vermont. Currently the bill as proposed has no employer contributions included.

Called The Family Leave Insurance Special Fund, this has been described as similar to the current unemployment program.

[Read More](#)

### Employee Benefits

#### Are Millennials Really that Different?

There is a lot of talk right now about millennials and their

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29th. We are putting together another informative (and fun) conference. More information to come!

## 2016

VERMONT EMPLOYEE BENEFITS SURVEY



We will be conducting our annual VT Benefits Survey starting in April. We are the only VT company conducting this invaluable survey. Be sure to keep your eyes open for the invitation!

### Client Testimonials

"I have come to rely on the people of H&B HRIQ for their knowledge, experience and overall expertise in the benefits world. They are always able to answer any question(s) I have in an easy to understand manner and constantly have our best interests in mind. The H&B team has been great helping us navigate through the complexity of the ACA and are valuable resource regarding carrier negotiations.

Their hard work and dedication make this part of my job that much easier to handle".



major stat that millennials will make up more than 50% of the workforce by 2020. And no doubt you've heard all their negative characteristics – entitled, narcissistic, impatient, addicted to technology, unfocused, and undisciplined, to start.

[Read More](#)

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### Upcoming Events

#### HRIQ Seminar Workshops:

**April 6th, 2017**      The Next Generation of HR: Managing Demands of a Multigenerational Workforce

[Read More/Register Today](#)

**April 26th, 2017**    Normal is Not Enough: The Voluntary Component

[Read More/Register Today](#)

**May 24th, 2017**    Taming the COBRA Process!

[Read More/Register Today](#)

**June 28th, 2017**    The Next Big Thing - Fiduciary Outsourcing and MEPs

[Read More/Register Today](#)

