

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



Hickok & Boardman HR Intelligence participated in the 5th annual Counseling Service of Addison County (CSAC) bocce ball tournament. This is the 3rd year H&B has been involved in this amazing event. From volunteering, to donating, to playing - this is an event everybody should participate in. To learn more about this organization, please use the following link:

[Read More](#)



Voluntary Worksite Benefits

Meeting with Employees: The Most Important Piece of Voluntary Benefits Implementation

The rising impact and importance of voluntary benefits within an overall benefits strategy has been a hot topic in the last few years. Employers are increasingly understanding how voluntary benefits compliments and can round out their company's overall benefit strategy. However, the strategy behind enrolling these benefits is just as (if not more) important than the decision to offer them.

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Organizational Wellness

Creating Your Best Day, Every Day: Strategies for Individual and Organizational Wellbeing

In September, I co-presented with Porter Knight on Creating Your Best Day, Every Day: Strategies for Individual and Organizational Wellbeing. In this workshop we unveiled Seven Key Components that we believe are the key elements that drive positive change. These components offer a conceptual framework to transform organizational culture and unlock employee productivity to create workplaces where employees are well and enjoy their best days every day. These components are:



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Client Testimonials

"We are so thrilled with you - for negotiating down the BC/BS rate increase, doing all the comparisons, getting the dental renewal done and now this UNUM good news as well. This is the earliest our renewals have been done and it gives us the time we need to prepare employee communications, adjust payroll deductions, etc. I also appreciate your immediate response to all my questions - which seem to have become a daily occurrence during all this reform business."



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Employee Benefits

What is the Future of Employer Sponsored Health Care?

When is enough enough? For years now, employers offering health insurance have repeatedly said that their biggest challenge in managing employee benefits is dealing with health insurance increases.

HR Technology

The Promise of Private Benefit Exchanges

Much has been said the past two years about expected growth in the use of private benefit exchanges. These were envisioned and used prior to the ACA and introduction of public health exchanges but have now taken hold and are on the rise.

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HR Compliance and Payroll Services

Impacts of Offering Domestic Partner Coverage

Do you currently offer Domestic Partner coverage on your health insurance plans? If so, should you continue? Many employers offered this coverage to their employees as they often felt some employees in same sex relationships didn't have options for health insurance coverage. Here in Vermont, the

Civil Union law was passed in 2000 allowing same sex couples who were in legal civil union to be treated as spouses for all purposes, including health insurance and the taxation of such.

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Upcoming Events

HRIQ Seminar Workshops:

October 28th Are you Discriminating Against Employees with your Benefit Plans?

[Read More/Register Today](#)

November 18th Taking a Strengths-Based Approach to Wellness

[Read More/Register Today](#)

Recent Blogs

[Is More Technology Always a Good Thing?](#)

[What Does Employee Engagement Have to do With Wellness?](#)

[3 Tips for a Successful Voluntary Benefits Roll Out](#)



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