

## 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 our third annual HR Games Conference. This year's theme was "It's Not a Sprint, It's a Marathon". It took place at the DoubleTree in S. Burlington and had over 100 professionals in attendance. The sessions covered a wide array of topics including Technology, Vermont's Healthcare Delivery System, and Leave of Absence. They were designed to help HR professionals "get across the HR finish line".



Have you visited the new section on our website? You should! We have Wellness newsletters, information on upcoming trainings, and other items of interest.

[Visit today!](#)

### Client Testimonials

"You rock! I so appreciate all that you have done to get us over all the hurdles for this year's health coverage".

### HR Technology

**Where do You Bank? HR Technology Advisers Survey Results**

Some 47% of employers are currently without an HR Technology solution, and the need for automation and efficiency is growing rapidly. More than 90% of these organizations indicated they would be seeking out new technology platforms within the year.

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### Employee Benefits

**The Results of the 2017 Vermont Employee Benefits Survey**

As health care reform continues to dictate market changes in Vermont and health care costs continue to rise, employers are working to find new solutions to old problems.

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### HR Compliance & Payroll Services

**Taxability of Wellness Incentives & Rewards**

As a general rule, wellness incentives are subject to the same federal tax rules as any other employee reward or prize. They are generally taxable. The IRS has no specific exemption for wellness incentives such as incentives to employees who complete a task (example: a health care assessment form) or paying for gym memberships for example.

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### Wellness & Cost Containment

**Do You Trust Me? In High Performing Organizations, the Answer is Yes**

Have you ever observed, or if lucky, been a part of, an organization that is engaging, productive and innovative? Have you ever wondered what the common thread is – what is the element in these organizational cultures that allows them to be so successful. The science would tell you that the common thread is trust.

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### Voluntary Worksite Benefits

**Workplace benefits: The new employer battleground**

**Aflac survey reveals employees want new and diverse perks**

All's fair in love and war, as the saying goes. But on the employment battlefield, there's another arena where all is fair: in the battle for the best and brightest employees.

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### Upcoming Events

**HRIQ Seminar Workshops:**

**July 26th, 2017** Wellness Programs and Compliance Issues: What Employers Need to Know

[Read More/Register Today](#)

**August 23rd, 2017** HR Technology: Have Your Cake and Eat it Too!

[Read More/Register Today](#)

**September 27th, 2017** The Results of the 2017 Vermont Employee Benefits Survey

[Read More/Register Today](#)



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