
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 fifth annual HR Games conference on June 27th, 2019. This year's theme was 'the HR Game of LIFE'. It took place at the Delta Burlington Hotel in S. Burlington and had over 100 professionals in attendance. The sessions covered a wide array of topics including 'The Game of Life - Let's Clean it Up', 'Marijuana Legalization & the Workplace: What Employers Need to Know', 'Vermont's Future: Adapting to Change in an Everchanging World', 'Companies



Employee Benefits

5 Ways for Mid-Sized Employers to Fight the Death Grip of the Health Care System

The death grip on employers by the health care system continues, and this month's blog discusses five ways to try and loosen the grip.

[Read More](#)

HR Technology

Technology Newsbyte - Billing Reconciliation

Let's explore the differences between a true benefits administration solution and an enrollment tool. Not all benefits administration solutions are created equally, and we want to break down some of these differences so you're better equipped to evaluate benefits administration technology.



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Preparedness for Retirement, Death or Disability of Key People', 'Developing a Holistic Wellbeing Culture', and 'The Top 10 List: What HR Professionals Need to Know About Medicare, Social Security, and the Aging Workforce'. All of the sessions were designed to help HR professionals win at 'the HR Game of LIFE'.



HR Compliance

Exempt or Non-exempt, which is it?

It's no secret that the FLSA has been a topic of conversation over the last few months. Where exactly the new threshold will land for exempt employees is yet to be determined, but what does it mean to be "exempt?" How do you know if a job is truly exempt or not?

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Workforce Engagement

Artificial Intelligence - Friend or Foe?

Artificial Intelligence will change the way we work and will likely shift the type of work we do away from algorithmic tasks (following a set of instructions down a defined path that leads to a single conclusion) towards more heuristic tasks (no instructions or defined path; requires creativity and experimentation with possibilities to complete the task).

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Strategic HR Services

Put me in Coach!

Employee engagement is the mutual commitment between employees and the organization. We love engaged employees because they are involved and enthusiastic about their work and they are emotionally invested in helping the organization achieve its goals.

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Client Testimonials

"We have worked with H&B HRIQ for several years. They are always available when we need them. They are up to date on all the changes with VT Healthcare and they always lead us in the right direction for our employees."

Upcoming Events

HRIQ Seminar Workshops:

July 24th Managing Difficult Conversations in the Workplace

[Register Here](#)

August 28th Benefits Compliance 101

[Register Here](#)

September 25th Results of the 2019 VT Benefits Survey

[Register Here](#)

July 30th, August 27th, September 24th HR Development & Coaching Series (in-person)

[Learn more and register here](#)

July 31st, August 28th, September 26th HR Development & Coaching Series (remote)

[Learn more and register here](#)

Twelve non-profits to receive charitable gift from Hickok & Boardman

The Hickok & Boardman Network of Companies is pleased to announce twelve non-profit recipients of their 2019 charitable gifts, including: Children's Literacy Foundation, Kids on the Ball, Cancer Patient Support Foundation, Steps to End Domestic Violence, Lake Champlain Committee, C.I.D.E.R. (Champlain Islanders Developing Essential Resources, Inc.), Hope Lodge, Mount Mansfield Village, H.O.P.E. in Lyndonville (Helping Other People Every day), Therapy Dogs of Vermont, Passion 4 Paws and an employee family member in need from the Town of Barre.

To read the entire article, please [click here](#).

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