

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 Financial Planning & HR Intelligence was recently named as one of the **2018 Best Places to Work in Vermont**. The final rankings were announced at a special awards presentation on March 21, 2018 at the DoubleTree Hotel in Burlington.

[Read more](#)



We are proud to announce that we just received the Accredited Engaged Organization Award. The Accredited Engaged Organization Award is independently verified and awarded by Engagement Multiplier – a global leader in improving employee engagement in the workplace.

[Read More](#)

Client Testimonials

"As always...you do SUCH a great job so clearly explaining complicated issues. I learn something every time during your workshops."



Employee Benefits

The Runway of an Employee Experience

One of the HR terms we keep hearing about is the "employee experience" and some are calling 2018 the year of the employee experience. As the war for talent continues, both understanding and nurturing the employee experience has become more important for organizations in getting talent on the runway, and making sure the end of the runway is a long way away.

[Read More](#)

Workforce Engagement

Benefit Programs – a Key Tool for Improving Employee Retention and Engagement



The employment landscape has changed. With 5 generations in the workforce and a scarcity of workers in our region, strategies for retaining and engaging employees are of the utmost importance.

When developing a comprehensive strategy for retaining and engaging employees, benefit programs can be a key differentiator for employers. When structuring your benefits program, keep the following in mind:

[Read More](#)



HR Compliance & Payroll Services

How the New Tax Law Affects Fringe Benefits

On December 22, 2017, President Trump signed the Tax Cuts and Jobs Act (TCJA), which eliminated tax breaks for several fringe benefits for both the employer and the employee in various ways. Changes in the law affected benefits such as moving expenses, commuter expenses and offers a tax credit for those employers who offer paid family leave (not including state mandated laws).

[Read More](#)

Strategic HR Services

The Pursuit of Talent: How will your organization fare?



We know the talent landscape is more complex and most employers are no longer able to attract top candidates using traditional passive recruiting methods. Described as a "buyers" market, strong applicants enjoy the ability to be more selective when considering a new position. Don't think your employees are actively looking? Even if that were true, your employees are still likely to get calls and messages from recruiters and contacts at other organizations looking to poach your top talent.

[Read More](#)



Voluntary Worksite Benefits

One Size Fits All: Or Does It?

It's no secret that great employees are tough to find. The search for them can be arduous and costly, and when they are finally on the payroll, there is no guarantee they won't be stolen away by a more competitive salary or benefits package offering. It's truly a tug of war for the best people.

[Read More](#)

Upcoming Events

HRIQ Seminar Workshops:

April 24th [Total Rewards: What is it and why it matters](#)

May 23rd [The New Workforce and the Importance of Technology](#)

June 27th [The Convergence of Health Care and Retirement Strategies: Dealing with Vermont's Aging Workforce](#)

Recent Blogs

[Wellness Newsletter - Cold or Flu? What to do?](#)



Share this email:



Manage your preferences | Opt out using TrueRemove™

Got this as a forward? Sign up to receive our future emails.

View this email online.