



HR Insights and Trends

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 hosted our second annual HR Conference on June 23rd at the DoubleTree. Over 75 HR professionals attended the HR Games. Attendees were able to hear presentations on legal issues, compensation and benefits, leadership, FLSA and non-discrimination testing among others. Prizes were awarded throughout the day, including an iPad Mini. Sponsors of the event included Paul, Frank and Collins, Cigna, Northeast Delta Dental, Wright/Jones, Healthy Dollars, and Unum. The event was certified by both SHRM and HRCI.

HR Technology

Software-as-a-Service in the Cloud

What are these techie terms “cloud” computing and software-as-a-service? The basic definition of cloud computing is the delivery of computing as a remote service rather than a nearby installed product. Companies do not need to buy and install their own software and hardware connecting to their internal private network.

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Employee Benefits

Are You Ready for 5 Generations in the Workplace?



In 2020, there will officially be five generations in the workforce as Generation Z enters the labor market, which is the first generation that will be made up of true digital natives. Times they are a changing and the gold watches and pension plans of yesterday are being replaced by the employee experience and social media connections of today.

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H&B Hosts Monthly HR Workshops

Did you know that we host monthly workshops on a variety of topics to keep you informed on all items related to Human Resources? Many of them are also certified for HRCI and SHRM credits! To look at our next few upcoming events, please use the following link:

[H&B Workshops](#)

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.

HR Compliance and Payroll Services

It's Summertime! Are You Planning on Hiring Interns?

Internships are great for some students to apply their learnings to actual real job experiences. However, while it may be tempting to just bring on interns without pay, the Department of Labor (DOL) often considers internships "employment" that is subject to the [Fair Labor Standards Act \(FLSA\)](#) as it pertains to minimum wage and overtime rules.

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Organizational Wellness

Why Culture Matters



Culture matters a great deal in wellness. In well workplaces, a strong organizational culture is one where employee wellbeing goals are aligned with organizational values, vision and mission. Powerful leadership and management, emphasis on employee wellbeing and company culture are crucial to employee health, performance and safety.

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Upcoming Events

HRIQ Seminar Workshops:

July 27th, 2016 HR Technology: **Creating a Modern Workplace**

[Read More/Register Today](#)

August 24th, 2016 Benefits: **Defined Contribution and Voluntary Benefits: The Future of Benefits**

[Read More/Register Today](#)

September 28th, 2016 Compliance: **Fringe Benefits - Taxation & Reporting Requirements**

[Read More/Register Today](#)

Recent Blogs

[3 Myths About HRIS for Small Businesses](#)

[How to Move Off Paper-based Forms and Records](#)

[To Outsource or Not to Outsource](#)



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