

ARE YOU
Ready?

IT'S TIME FOR
OPEN ENROLLMENT



Getting it from The Source



Greetings from Pat Hall Jaynes, SPHR, SHRM-SCP, CEO, The HR Source

As an HR professional, I know that changing seasons signal a shift in weather as well as the approach of Open Enrollment season. This critical period is your opportunity to showcase the value HR brings to your organization.

It's time to put on your strategic planning and communication hats to curate competitive benefit packages that address the diverse needs of your employees while balancing organizational objectives. Your job is to ensure that everyone understands their options and make informed decisions that will impact their health, wellness, and financial security in the coming year. As you prepare to launch your Open Enrollment campaigns, focus on clear communication, leveraging technology, and providing personalized support to make this process as smooth and effective as possible.

HELPING GREAT COMPANIES FIND GREAT PEOPLE

AUGUST / SEPTEMBER 2024

FROM THE SOURCE

Value Added Services

Diversology



Take a journey exploring Diversity, Equity and inclusion from three unique viewpoints: Awareness, Sensitivity, and Skills-building.

- A small group workshop
- An interactive learning adventure
- A safe space for sharing and growing, where personal stories are celebrated and encouraged.

If you missed the February workshop, keep an eye on our socials for our next offering. Click [HERE](#) to check out our website for more information.



Direct Hire Services

Do you have open positions to fill? Contact us for a FREE consultation and learn about The HR Source "Three Candidate Guarantee".

Resume Scams



Individuals involved in a job search understand the importance of having a strong resume, particularly since most employers utilize an ATS for initial applicant screening. In recent months, job seekers have shared that they have received urgent

emails "alerting" them that their resume is not ATS compliant. This is often a scam or money grab opportunity by recruiters to make haphazard resume updates. In most cases, there are no compliance issues with the original document. [Donna Shannon, MCD, NCOPE](#) is a career coach and resume expert who recently shared a post on LinkedIn that provides great guidance regarding resume ATS compliance and how to avoid being scammed by misleading emails. Click [HERE](#) to read more.

Employment Resources

US Department of Labor (DOL)

The DOL website is a valuable resource for all employees that provides current information regarding legislation, benefits and services. Read and subscribe to the department's weekly [Email Newsletter](#)

Are you seeking new/free job training?

Click [HERE](#) to learn about government job training programs that can give you new skills to reach your career goals. Most states offer job training programs. [Find your state labor department website to search for job training.](#)

Overtime Pay Changes - The DOL made a final rule that increases the minimum salary threshold that determines an employee's status as exempt or non-exempt. This in turn determines who is required to receive overtime pay at a rate not less than 1.5 times their regular rate of pay.



The HR Source

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Birthdays

8/14 Richard Bensimon
9/3 Armena Molla;
9/19 Reginald Page;
9/20 Alonzo DeMarco;
9/22 Alexander Starovoitov;
9/30 Fadia Mosri-Ayub

Cultural / Awareness Days

August

Black Business Month
Summer Sun Safety Month

September

9/2 Labor Day;
Global Company Culture Month,
Prostate Cancer Awareness Month

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NEWS YOU CAN USE

Kindness In The Workplace



Whether you are new hire or a seasoned employee, bringing kindness to the workplace is important to foster a culture of respect, empathy, and collaboration among colleagues.

Here are five ways to bring kindness to the workplace:

- Foster a culture of respect, empathy, and collaboration among colleagues.
- Offer help, show appreciation, and actively listen to others.
- Encourage open communication and recognize achievements.
- Practice patience and understanding in your interactions.
- Prioritize empathy and compassion to create a more harmonious work environment for everyone.

HR Events

Public Sector HR Association Annual Conference

Sept 4-6, 2024 Washington, DC



PSHRA24 is your opportunity to connect with HR professionals from across the public sector to share insights, learn about emerging trends and gain new perspectives on how to meet the challenges facing public sector HR today. Register [HERE](#). Registration ends Aug. 16, 2024



Northeast HR Association Annual Conference

Oct 15-17, 2024 Newport, RI

Join a community of peers dedicated to elevating the HR profession through connection and learning. You'll find your place at #NEHRA2024 - the most inclusive and insightful HR Conference in the Northeast! Register [HERE](#)

People 2030: Our Talent, Our Future October 29-30 New York Marriott at the Brooklyn Bridge, Brooklyn



With a focus on creating purpose for the workforce, developing potential, efficiency, innovation, and engagement, this HR conference will benefit HR professionals at any level.

@THEHRSOURCE | (301) 459-3133

