



Getting it from The Source



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

With summer just around the corner, and thoughts of lemonade, pool days, and the beach filling our minds, we wanted to share some warm-weather tips from The HR SOURCE team.

- It's a great time to review policies. Consider updating summer-hour guidelines, flexible schedules, vacation requests, warm weather dress codes, and hiring seasonal staff like interns.
- Enhance employee engagement with summer team-building activities, wellness programs, or diversity and inclusion training.
- For working parents juggling kids out of school, offer flexibility while upholding leave policies and addressing childcare conflicts.
- Prepare for summer turnover by implementing retention strategies, fall recruiting plans, off-boarding best practices, and succession planning.
- Remember to uphold workplace compliance and nurture a positive employee experience all year round despite the relaxed summer vibe. Rest assured, The HR SOURCE is here to assist you with all your HR needs.

HELPING GREAT COMPANIES FIND GREAT PEOPLE

JUNE / JULY 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".

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](#)

Termination of Employment

The website [usa.gov](#) is a valuable resource that provides current information and guidance regarding employer and employee rights related to termination.

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.](#)

Do Employees *Feel Valued?*



The **HR** Source

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Based on our LinkedIn community polls in April and May this year, 63.5% of the respondents said they do not feel valued. Performance recognition resonated with most (~70%) as an effective tool to bolster an employee's sense of appreciation. It has been shown that public and private recognition as well as peer-to-peer

recognition are also important ways to foster team building.

Nectar reports the following statistics:

- 83.6% of employees feel that recognition affects their motivation to succeed.
- 87% of the employees felt that meaningful recognition impacts their job satisfaction.

Click [HERE](#) to read the full report.

As employers seek ways to retain valued talent, supporting employee performance recognition is an investment that pays dividends.

Birthdays

Gannel Ouattara 6/3

Duoc Nguyen 6/16

Victor Araujo Vialogo de Castro 6/23

Yvette Garcia 7/3

Renee Campbell 7/20

Michelle Ampong 7/24

Robert Muir 7/24

Kassandra Daniels 7/31

Cultural / Awareness Days

Pride Month; 6/7 National Donut Day;
6/16 Father's Day

7/4 Fourth of July

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NEWS YOU CAN USE

Tips for 1099 Employees

1099 Employee Tips for Mid-Year Planning

The [Bonsai](#) website provides an easy tax estimator as well as important information for 1099 employees. Remember the remaining deadlines for estimated tax payments.

- June 17, 2024 - Q2 2024 Estimated payment due
- Sept. 16, 2024 - Q3 2024 Estimated payment due
- Oct. 15, 2024 - Deadline to submit returns for individual filers with an extension
- Jan. 17, 2025 - Q4 2024 Estimated payment due



HR Events

SHRM24 Annual Conference June 23-26, 2024 Chicago, IL



This event will empower you to embrace change, drive innovation within your organization, and equip you with the tools to advance your career's success. Join forward-thinking HR professionals who are committed to creating a better HR landscape. Register [HERE](#)

Talent Acquisition Week July 26- 29, 2024 | Virtual



Talent Acquisition Week® brings sourcing, recruiting and employer branding strategies together to provide you with the most comprehensive learning experience in the industry. **EARLY BIRD REGISTRATION ENDS JUNE 13, 2024**

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

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