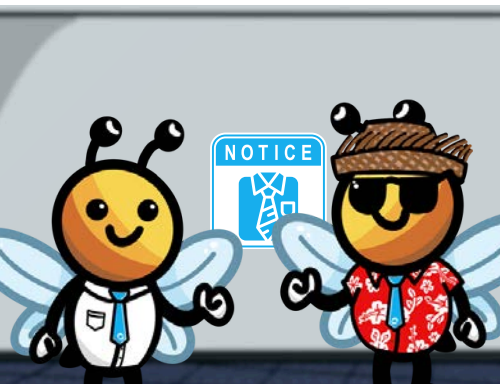


# 2025

## HR & Compliance Calendar



# Hello, and welcome to the BlueHive HR and Compliance Calendar for 2025!

Visit [bluehive.com/calendar](https://bluehive.com/calendar) or scan the QR code below for links to all the forms mentioned in this year's calendar!



## Disclaimers:

The dates and deadlines listed in this calendar are provided for informational purposes only and are subject to change. While we have taken great care to verify the accuracy of these dates, we recommend confirming all compliance requirements and event details with official sources to ensure timeliness and accuracy. If you notice a discrepancy, we welcome your feedback and will investigate promptly. BlueHive values your insights and appreciates your partnership in keeping resources accurate and helpful! Offers and promotions posted in this calendar are applicable once per employer. For more information about promotional programs, call our customer support team at [260-217-5328](tel:260-217-5328).



## Resolutions:

- Buzz more, sting less...
- Hive a positive attitude.



"I'll have to think about this..."



Don't worry,  
just wing it!















## Resolutions:




- Buzz more, sting less...
- Hive a positive attitude.
- Bee-lieve in myself  
(and avoid sticky situations...)



# January 2025
















Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Kick off the year with health awareness —10% off biometric screenings!  January is National Blood Donor Month!			 1 <b>New Year's Day</b> 	 2 <b>National Science Fiction Day</b>		 4 <b>National Trivia Day</b>
5	6	7	8	9	10	11
	 13 <b>National Clean Off Your Desk Day</b>		 15 <b>National Bagel Day</b> 			
 19 <b>National Activity Professionals Week</b>	 20 <b>Martin Luther King, Jr. Day</b>				 24 <b>National Compliment Day</b>	
26	27	 28 <b>Data Privacy Day</b>	29	30	 31 <b>National Fun at Work Day</b> 	

## Compliance and Work Observances



-  **January 1, 2025 (Wednesday):**
  - Start of OSHA reporting period for 2024 workplace incidents.
  - Employers begin preparing for compliance tasks, including injury and illness recordkeeping ([OSHA Forms 300 and 300A](#)).
-  **January 15, 2025 (Wednesday):**
  - Q4 2024 Estimated Tax Payment Deadline: Employers and self-employed individuals must submit their quarterly tax payments.
-  **January 31, 2025 (Friday):**
  - W-2 Distribution Deadline: Employers must provide W-2 forms to employees.
  - 1099-NEC Filing Deadline: Deadline for filing and distributing [Form 1099-NEC](#) to independent contractors.
  - OSHA Reporting Prep: Prepare [OSHA Form 300A](#) for workplace injury and illness summaries to be posted by February 1, 2025.



# February 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 February is Black History Month!		 Show your heart some love— <b>10% off</b> heart health screenings this February.		 February is American Heart Month!		 <b>1</b> National Freedom Day 
2  Groundhog Day	3	4	5	6  National Frozen Yogurt Day	7	8
9  National Pizza Day	10  Random Acts of Kindness Week	11  National Inventors' Day	12	13  Galentine's Day	14  Valentine's Day	15
16	17  President's Day (Federal Holiday)	18	19	20	21	22  National Margarita Day
23	24	25	26	27  National Chili Day	28	

### Compliance and Work Observances

-  **February 1, 2025 (Saturday):**
  - Reminder to monitor compliance deadlines and review OSHA reports.
  - [Post-OSHA Form 300A:](#) Ensure OSHA Form ([300A](#)) is posted in a visible location from February 1 to April 30.
-  **February (All Month):**
  - Early preparation for ACA form ([1095-C](#)) filing date (due March 31, 2025), if electronic.

### NOTES

[Click here to check out BlueHive's 2025 OSHA Compliance Checklist!](#)



All right, what's the buzz here? Let's talk it out.



I worked hard to pollinate this flower, and now they're hogging all the credit!

Well, I turned it into honey! That's the real work!



Hold on! Without pollination, there's no honey. Without honey-making, there's no hive. You're both bee-yond important!



You're right, we're better together!
















Now that's the kind of harmony that keeps the hive humming!

Let's bee friends again!






# March

# 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 <p>March is National Nutrition Month</p>		 <p>Stay on top of your nutrition—<b>15% off</b> glucose tests this month!</p>			 <p>World Compliment Day</p>	
2 	3	4	5	6  National Oreo Cookie Day	7  National Cereal Day	8
9	10  National Napping Day	11	12	13	14  Pi Day	15 
16	17  St. Patrick's Day	18	19	20  1st Day of Spring	21	22
23  National Puppy Day	24  SHRM Talent 2025 Conference	25	26	27	28  Respect Your Cat Day	29
30	31 					

### Compliance and Work Observances

-  **March 2, 2025 (Sunday):**
  - [OSHA Form 300A](#) electronic submission deadline for workplace injury and illness records.
-  **March 15, 2025 (Saturday):**
  - Deadline for corporate tax returns ([Form 1120](#)) for calendar-year business.
  - Deadline for partnership tax returns ([Form 1065](#)).
-  **March 31, 2025 (Monday):**
  - Electronic filing deadline with the IRS for ACA Forms [1095-B](#) and [1095-C](#).

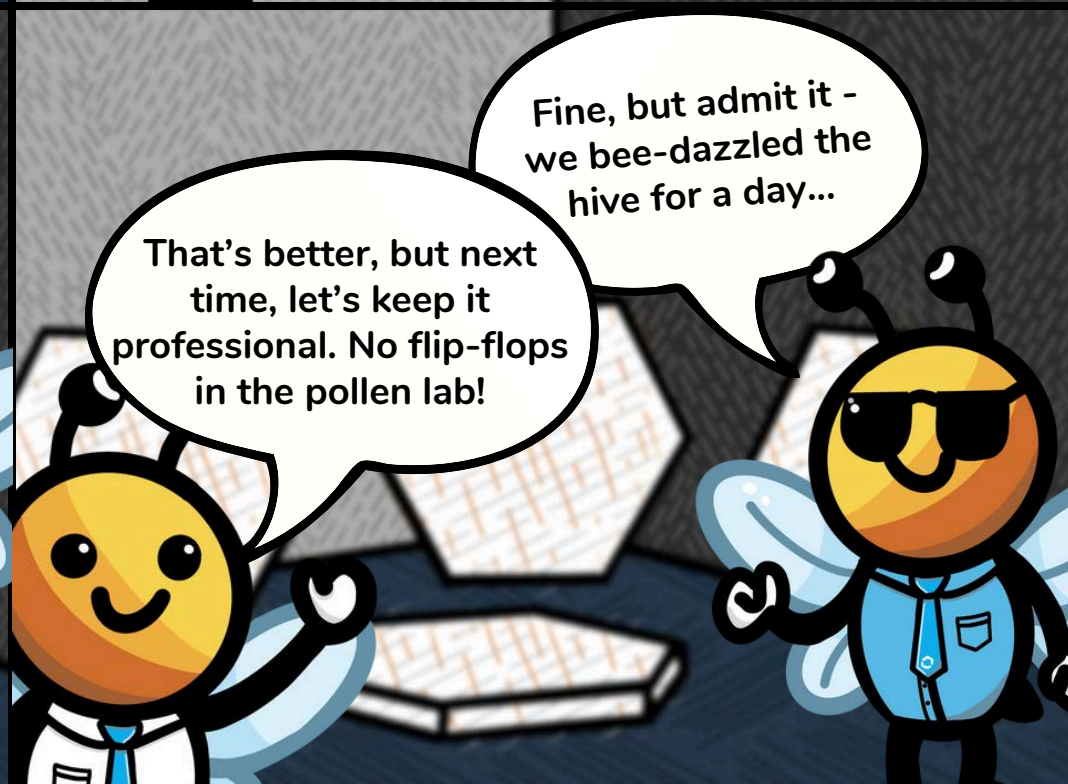
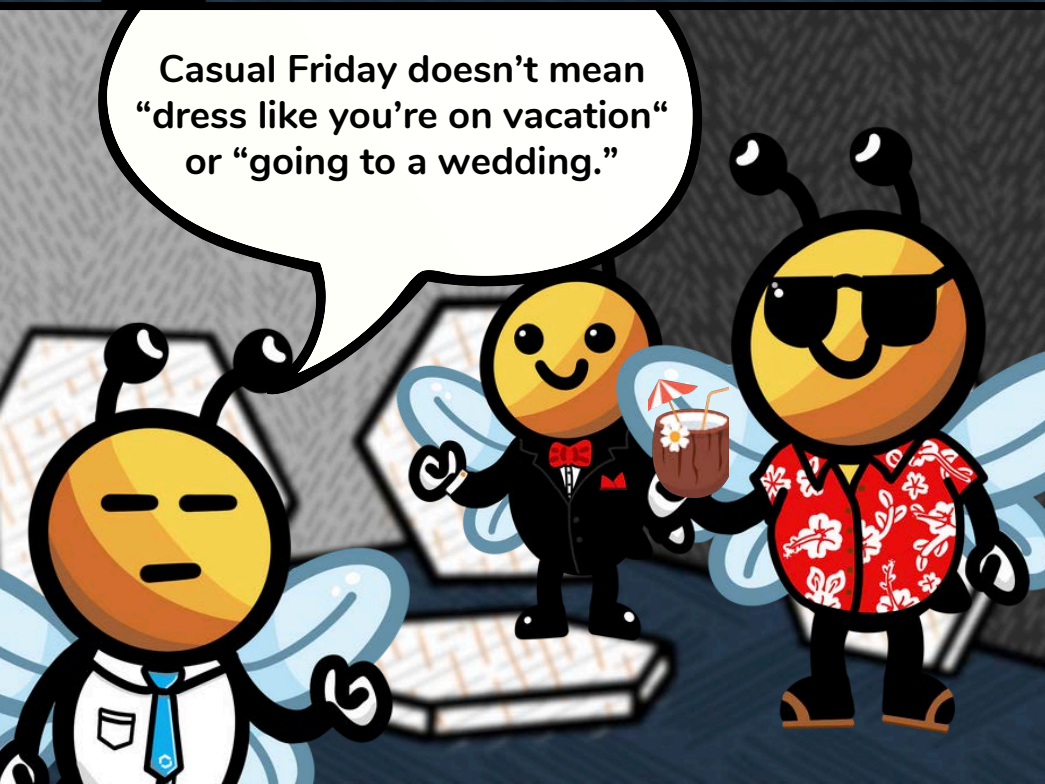
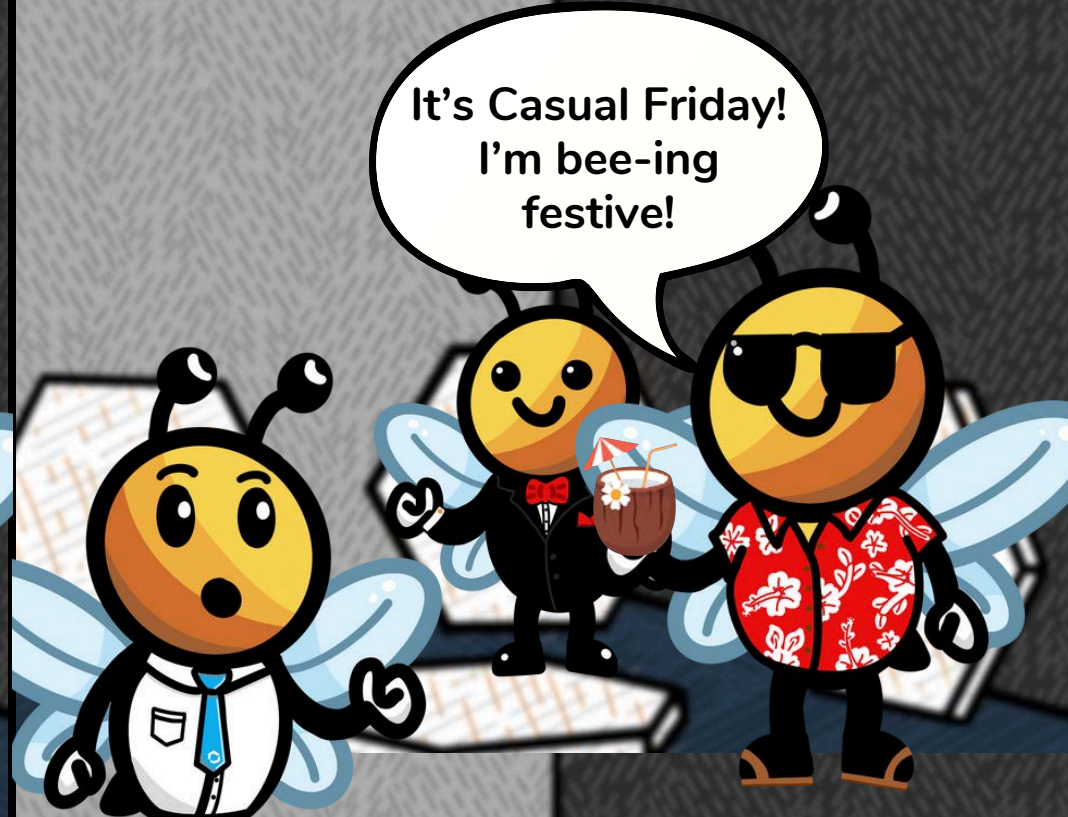
### NOTES

[Click here to learn about the ROI of Occupational Health in your workplace!](#)





















# Bee-yond the Dress Code






# April

# 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Breathe easy—\$25 off respirator fit tests this April.  April is Stress Awareness Month		 1 <b>April Fools' Day</b> 	 2 <b>Employee Benefits Day</b>	 3 <b>National Burrito Day</b>		
	 7 <b>World Health Day</b>		 9 <b>The AI+HI Project 2025</b>	 10 <b>National Siblings Day</b>		
		 15		 17 <b>National High Five Day</b>		
		 22 <b>Earth Day</b>			 25	
 27 <b>National Tell a Story Day</b>	 28 <b>Occupational Health &amp; Safety Day</b>			 30 <b>April is National Financial Literacy Month</b>		

### Compliance and Work Observances

-  **April 1, 2025 (Tuesday):**
  - Begin Q2 2025 OSHA reporting.
  - Reminder to review workplace injury/illness logs.
-  **April 15, 2025 (Tuesday):**
  - Tax Day: Deadline for filing individual tax payments for self-employed individuals.
  - Deadline for Q1 2025 estimated tax payments for self-employed individuals.
-  **April 25, 2025 (Friday):**
  - Final day for employers to distribute 401(k) Plan Benefit Statements for Q1 2025.

### NOTES

Click here to check out how BlueHive can help streamline compliance in the oil and gas industry!



**Appreciation Day!**

Today, we honor the bee who's gone 365 days without a safety violation!



**Hive Appreciation Day!**

That's just a fancy way of saying "least fun"...



**Hive Appreciation Day!**

I'd like to thank my risk assessment spreadsheet...















**Hive Appreciation Day!**

I didn't realize we were awarding buzzkills now...






# May

# 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 <p>Take care of your team's well-being— <b>\$20 off</b> stress tests this month.</p>  <p>May is Mental Health Awareness Month!</p>				<p>1</p> 	2	3
<p>4</p>  <p>Star Wars Day</p>	<p>5</p>  <p>Cinco de Mayo</p>	6	7	<p>8</p>  <p>World Red Cross Day</p>	9	10
11	<p>12</p>  <p>International Nurses Day</p>	13	14	<p>15</p>  <p>International Day of Families</p> 	16	17
18	19	20	21	22	23	24
25	<p>26</p>  <p>Memorial Day (Federal Holiday)</p>	27	<p>28</p>  <p>National Senior Health and Fitness Day</p>	29	30	<p>31</p> 

### Compliance and Work Observances

-  **May 1, 2025 (Thursday):**
  - Start of Mental Health Awareness Month - Emphasize wellness initiatives in the workplace.
  - Reminder to post Q1 401(k) plan notices or benefit statements.
  - [OSHA Form 300A](#) can be taken down.
-  **May 15, 2025 (Thursday):**
  - Deadline for filing [Form 990](#) (Return of Organization Exempt from Income Tax) for non-profits operating on the calendar year.
-  **May 31, 2025 (Saturday):**
  - Deadline to complete workplace safety audits and ensure OSHA logs are updated for Q2.

### NOTES



Let me guess...  
Casual Friday,  
again?



Nope! It's just so hot  
outside, I thought I'd  
bee proactive!



I get it, but remember,  
we still have to bee  
professional. No leis in  
the pollen lab.




Close enough.  
Just don't spill  
honey on the tie!





Better?

# June

# 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
1	2	3	4	5	6	7	
8	9	10  National Forklift Safety Day	11	12	13	14  Flag Day	
15 	16	17	18	19  Juneteenth	20  First Day of Summer	21	
22	23	24	25	26  SHRM Annual Conference & Expo Start Date	27  Industrial Workers of the World Day	28	
29	30 	 June is National Safety Month  June is Pride Month  Keep your team compliant—Save 15% on OSHA annual exams!					

## Compliance and Work Observances

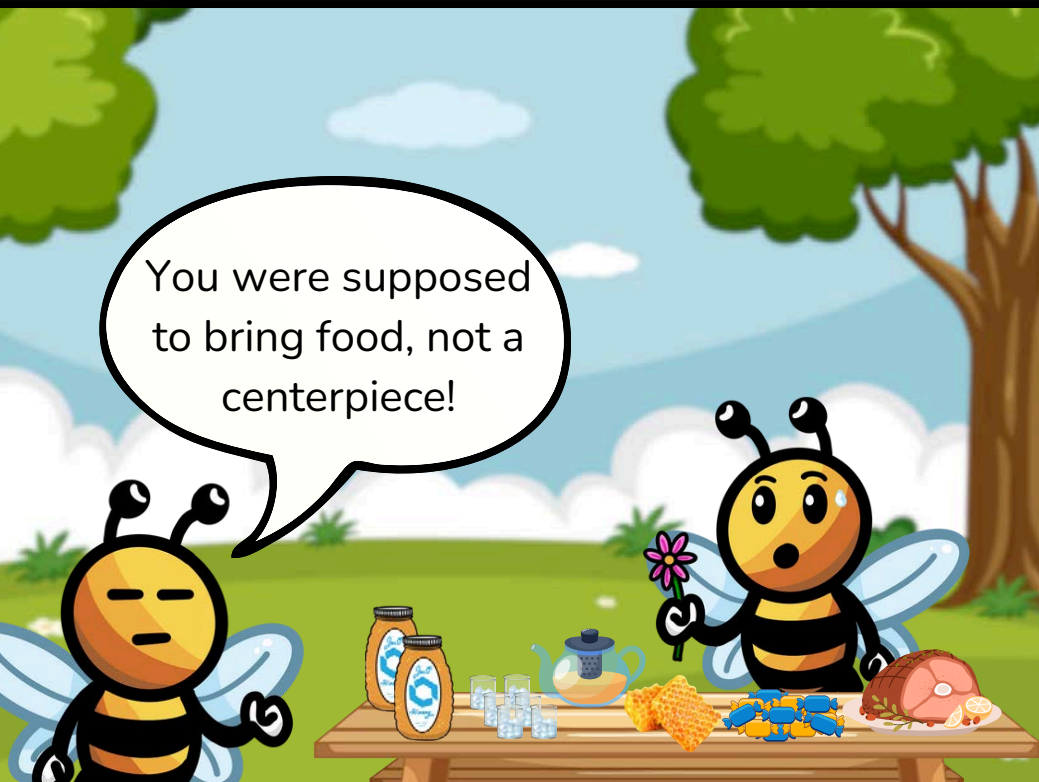
-  **June 15, 2025 (Sunday):**
  - Q2 Payments: Self-employed individuals and small business owners must file [Form 1040-ES](#) for income earned April 1–May 31.
  - Foreign Filers: U.S. citizens abroad and certain foreign entities may also have tax or estimated payment deadlines, unless extended.
-  **June 30, 2025 (Monday):**
  - [EEO-1 Reporting](#) (if applicable): Confirm submission if required for employers with over 100 employees or federal contractors.

## NOTES

Dealing with turnover and rapid onboarding? Click here to see how BlueHive can help with that!















# Bee-yond the BBQ




*Good thing I was able to whip up some honey dip real quick!*

# July

# 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 July is National Fireworks Safety Month  July is UV Safety Awareness Month		 1 National Postal Worker Day	2	3	 4 Independence Day (Federal Holiday)	5
6	 7 World Chocolate Day	8	9	10	11	12
13	14	 15 Gummi Worm Day	16	 17 World Emoji Day	18	19
 20 National Moon Day	21	22	23	24	25	26
27	 28 World Nature Conservation Day	29	 30 National Cheesecake Day	<div style="border: 2px solid orange; padding: 5px;">  31           </div>	 Protect your team's eyes— <b>10% off</b> vision screenings this July!	

## Compliance and Work Observances

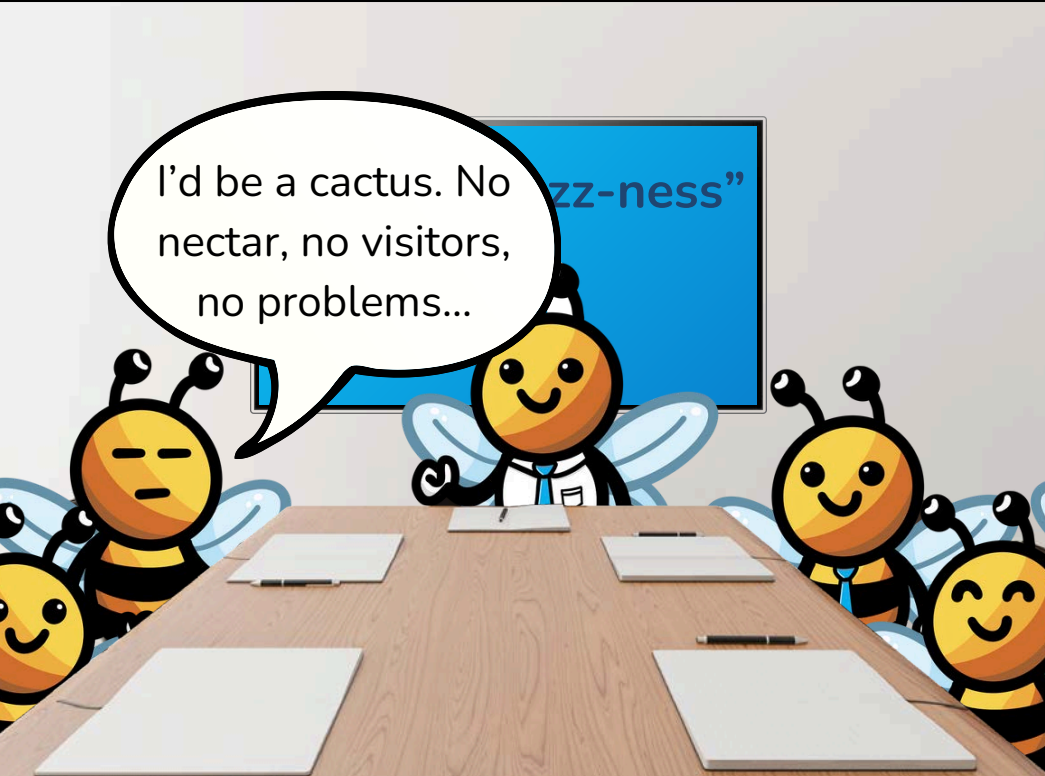
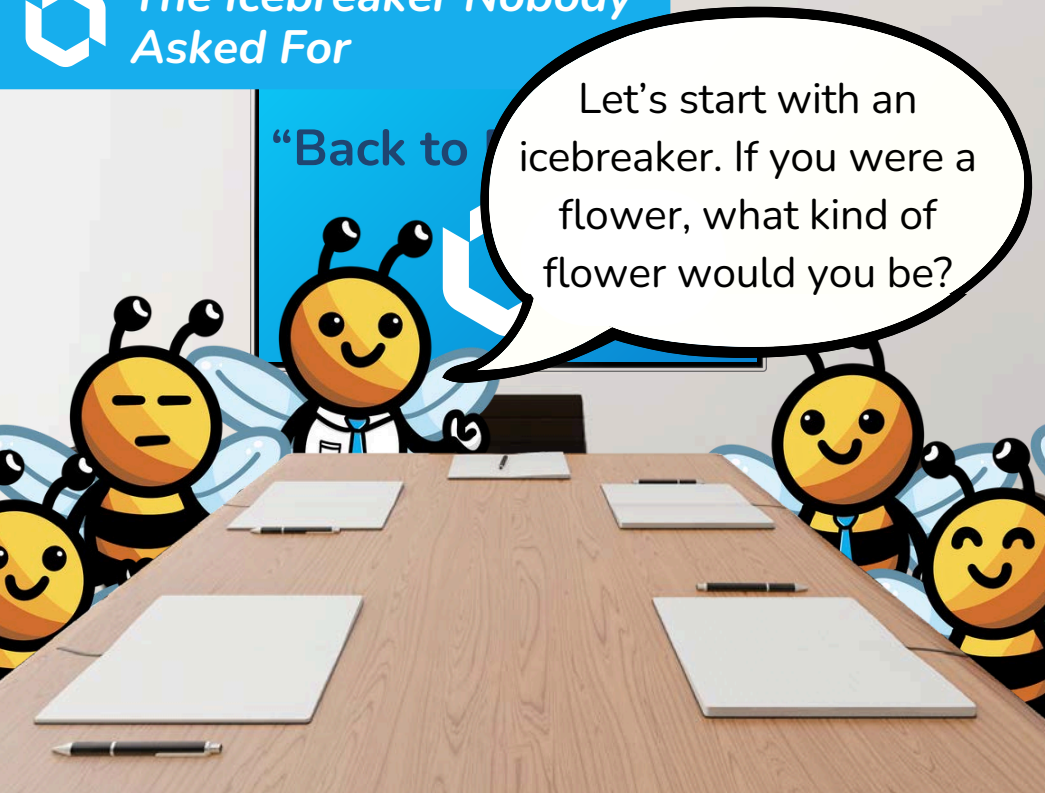
-  **July 31, 2025 (Thursday):**
  - Calendar year employee benefit plans must file [Form 5500](#) to report financial condition, investments, and operations.
  - Federal Unemployment Tax Deposit due date.

## NOTES

Have remote workers? [Click here for some handy tips and tricks for managing occupational health outside the office!](#)





















# August

# 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 August is National Immunization Awareness Month		 Protect your workforce—Save 15% on flu and Tdap vaccines this August!		 1 National Minority Donor Awareness Day		 2 National Coloring Book Day
 August is Back to School Month						
 3 International Day of Friendship	4	 5 National Work Like a Dog Day	6	7	 15 National Relaxation Day	9
10	11	12	13	14	15	16
17	18	 19 World Humanitarian Day	20	 21 Senior Citizen's Day	22	23
 24 National Waffle Day	25	 26 Women's Equality Day	27	28	29	30
 31 International Overdose Awareness Day						

### Compliance and Work Observances

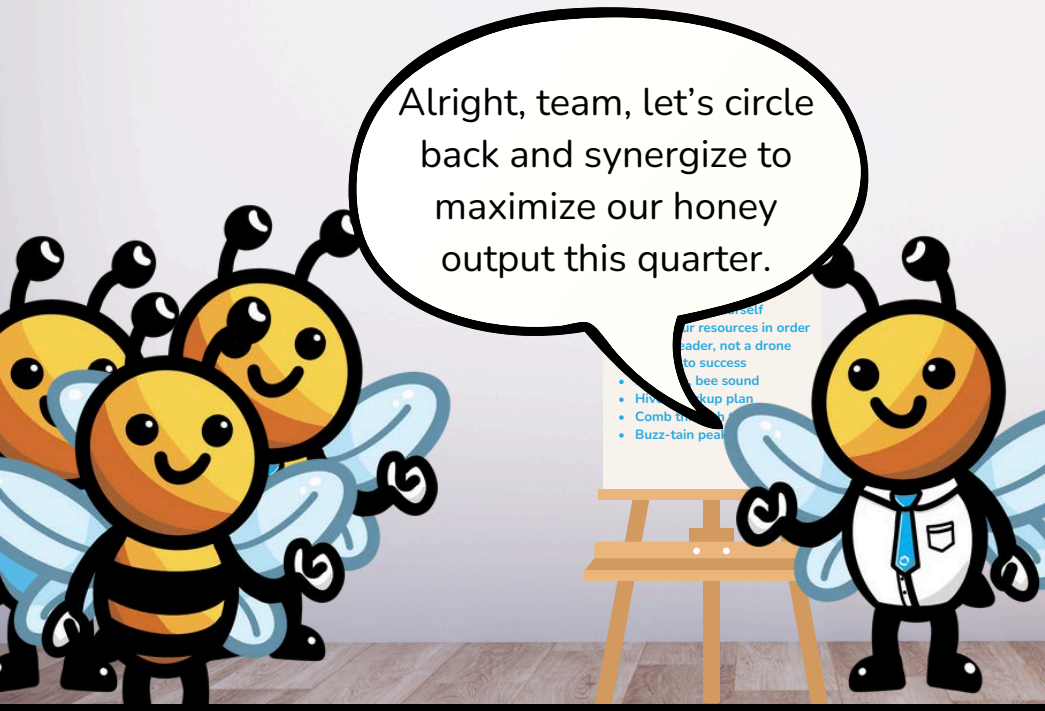
 **August 1, 2025 (Friday):**

- Mid-Year Compliance Check - ensure all company policies and practices are up to date with any regulatory or legislative changes.












### NOTES

Do you work with temporary staff? [Click here to see how BlueHive can help you keep your talent compliant!](#)







# September 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1  <b>Labor Day</b> (Federal Holiday)	2	3	4	5	6
7  <b>National Grandparents Day</b>	8	9	10  <b>World Suicide Prevention Day</b>	11  <b>Patriot Day</b>	12	13
14	15 	16	17	18	19	20
21	22  <b>First Day of Fall / Rosh Hashanah</b> (begins at sundown)	23	24	25	26  <b>HR Appreciation Day</b>	27
28  <b>SRM Women in Leadership Institute Start Date</b>	29	30 	 <b>Start strong—\$50 off</b> pre-placement evaluations for new hires.  <b>September is National Preparedness Month</b>			

## Compliance and Work Observances

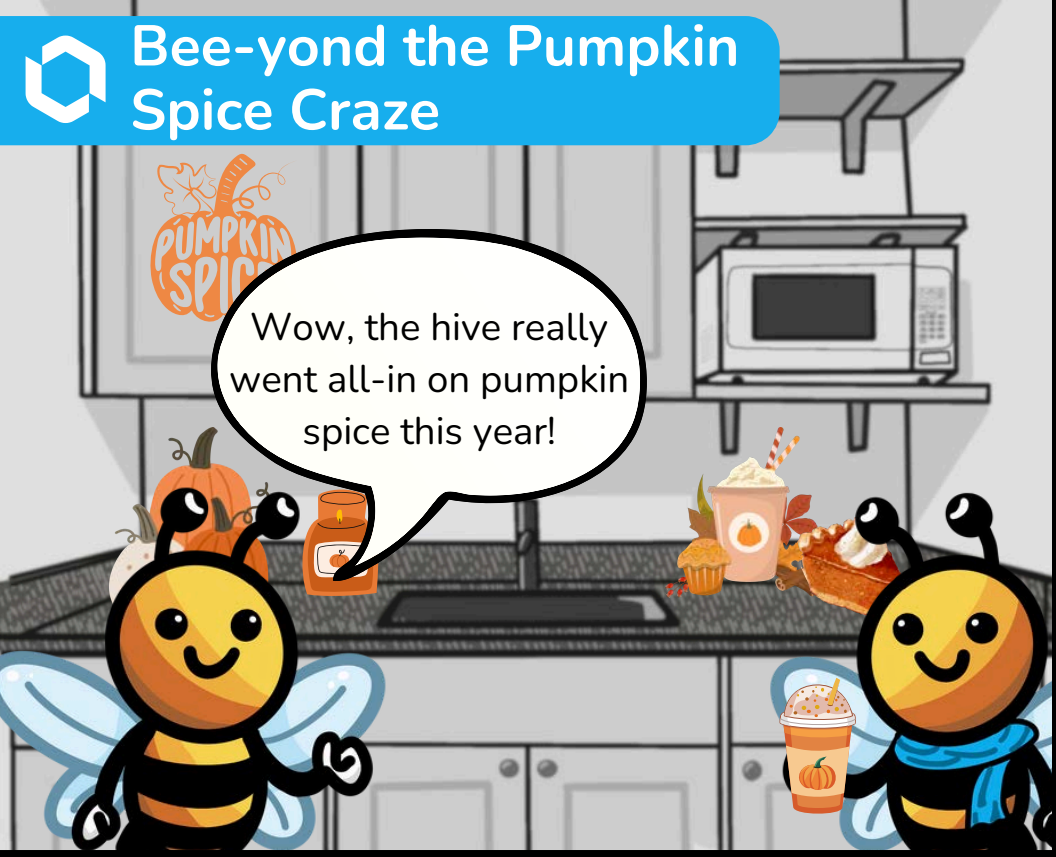
-  **September 15, 2025 (Monday):**
  - Estimated tax payments due for Q3 2025.
-  **September 30, 2025 (Tuesday):**
  - Provide employees and beneficiaries a Summary Annual Report of benefit plan's financial health and operations.

## NOTES

[Click here to learn how BlueHive can help you manage drug testing and health screening in the transportation sector!](#)



# Bee-yond the Pumpkin Spice Craze



Wow, the hive really went all-in on pumpkin spice this year!



It's the best season of the year! Everything tastes better with a little pumpkin spice.



Even honey? Isn't that bee-yond necessary?















Fine, but if I start buzzing in basic, it's your fault...



Don't knock it till you try it. One sip, and you'll fall for it too!

# October

# 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 October is National Breast Cancer Awareness Month  October is National Cybersecurity Awareness Month			1	2	3 	4
5	6  Customer Service Week	7	8	9	10	11
12	13	14	15 	16  World Food Day	17	18
19	20	21	22	23	24	25  Make a Difference Day
26  SHRM Inclusion 2025 Conference	27	28  National First Responders Day	29	30  Candy Corn Day	31  Halloween	 Secure health and data—15% off executive physicals.

## Compliance and Work Observances

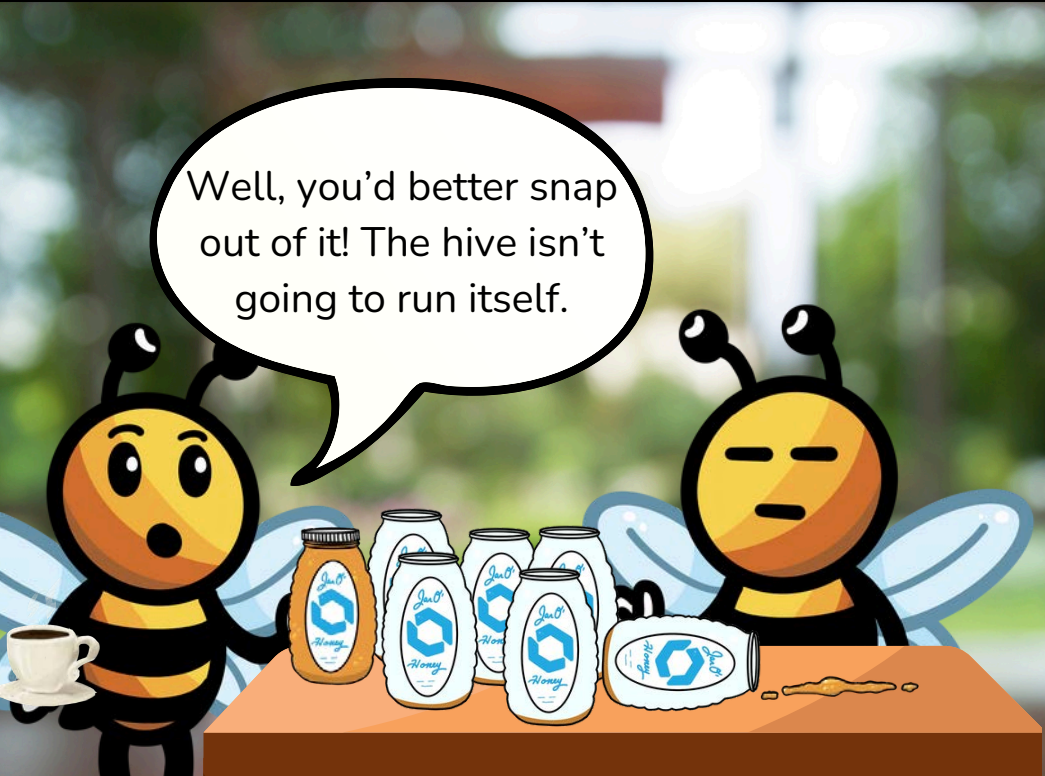
-  **October 3, 2025 (Friday):**
  - QSEHRA (Qualified Small Employer Health Reimbursement Arrangement) written notice deadline.
-  **October 15, 2025 (Wednesday):**
  - Medicare Part D Creditable Coverage Notices due.
  - Extended Federal Income Tax Returns due for employees who requested an extension.

## NOTES











What do you know about ergonomics? [Click here to learn how it is a crucial part of maintaining a healthy workforce!](#)





# Bee-yond the Food Coma



# November 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Keep your team ready— <b>15% off</b> fitness for duty exams  November is Men's Health Awareness Month						<div style="border: 2px solid yellow; padding: 5px; text-align: center;">  </div>
2	3	4	5	6	7	8
9	10	 <b>Veterans Day</b> (Federal Holiday)	12	 <b>World Kindness Day</b>	 <b>World Diabetes Day</b>	15
16	17	<div style="border: 2px solid yellow; padding: 5px; text-align: center;">  </div>	19	 <b>Universal Children's Day</b>	 <b>Substitute Teacher Appreciation Day</b>	22
23	24	25	26	 <b>Thanksgiving</b> (Federal Holiday)	28	29
30						

### Compliance and Work Observances

-  **November 1, 2025 (Saturday):**
  - Distribute open enrollment announcements communicating benefit options, updates, and deadlines.
-  **November 18, 2025 (Tuesday):**
  - Distribute federal and company holiday guidelines

### NOTES

[Click here to see how BlueHive can help you leverage health data to build a resilient workforce!](#)





# The Holiday Spirit

I bet this tree cost half our bonus budget...

Happy Holidays, everyone!


Where's my pollen bonus? I've been buzzing overtime all year...

The real bonus is the friends we made along the way. Now, enjoy your honey!

# December 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Stay prepared —\$20 off post-trip health consultations!	 World AIDS Day 			 National Cookie Day		
			 Human Rights Day			
 Hanukkah Begins	 International Tea Day				 National Ugly Sweater Day	
				 Christmas Day	 Kwanzaa Begins	
			 New Year's Eve	 December is National Safe Toys and Gifts Month  December is HIV/AIDS Awareness Month		

## Compliance and Work Observances

-  **December 1, 2025 (Monday):**
- Notify employees of any changes to compensation or benefits that start at the beginning of 2026.
  - Deadline to distribute 401(k) safe harbor, QDIA, and automatic enrollment required notices to plan participants.

## NOTES

# Meet BlueHive: Your All-in-One Platform for Simplified Occupational Health



## HRIS Integration

Connect your existing HR platforms to BlueHive, keeping employee rosters up-to-date without extra effort.



## Order Creation

Manage various services, set limits, and create recurring orders for physicals, labs, vaccines, and more.



## Service Management

Auto-accept referrals, utilize discounted fee schedules, maintain service inventory, and more.



## Provider Directory

Access an 18,000+ provider directory, where information, appointments, and pricing are efficiently handled.



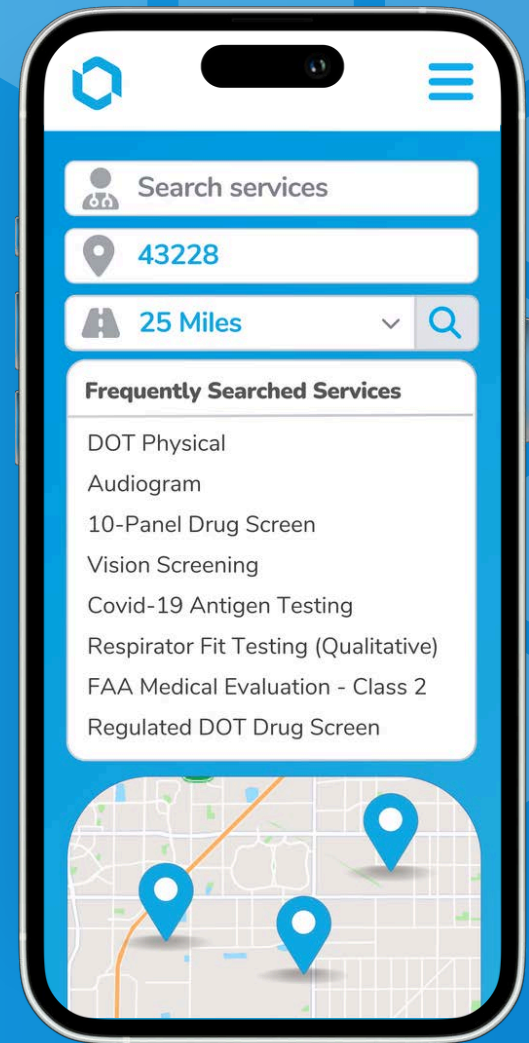
## Simplified Invoicing

Easily access your balances and invoices, with the option to make immediate credit card payments.

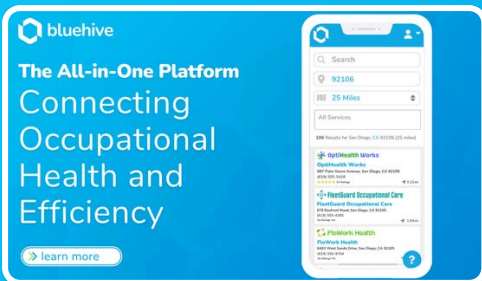


## Single Sign-On

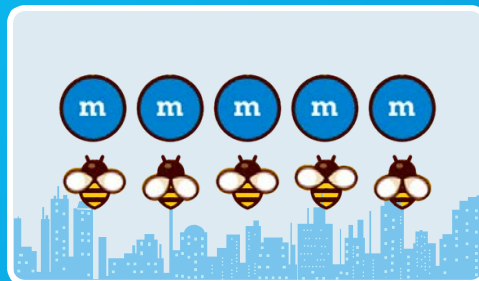
Customizable SSO authentication and secure emails for results, orders, and direct provider chats.



## Get to Know BlueHive Better: Watch Our Featured Videos



BlueHive: An Introduction



The BlueHive Story



Service Sourcing in 3 Simple Steps



Staffing & Onboarding Testimonial



(260) 217-5328



contact@bluehive.com

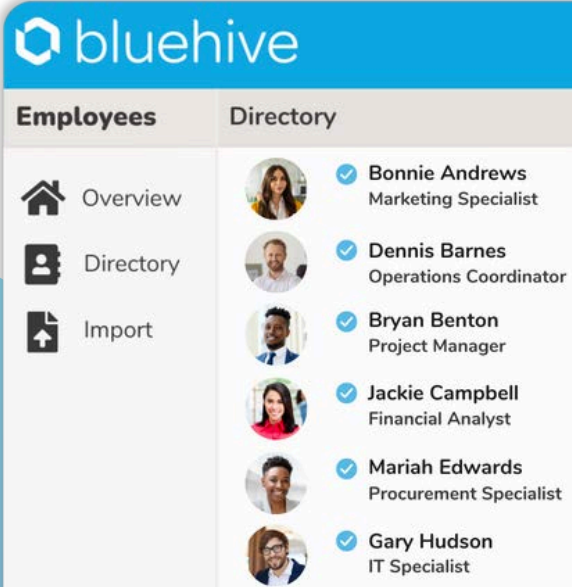


bluehive.com

# Source Occupational Health Services in 3 Simple Steps

## 1 Easily Populate Employee Details

- **Effortlessly Import Data:**  
Auto-sync seamlessly from supported platforms or manual CSV imports.
- **Comprehensive Data Inclusion:**  
Name, birthday, phone number, email, job title, department, etc.
- **Enhanced Efficiency:**  
Automated syncing ensures a swift and efficient management process.



## 2 Select Your Service Preferences

- **Diverse Service Selection:**  
BlueHive offers a comprehensive array of 100+ occupational health services to choose from.

### Frequently Searched Services

- DOT Physical
- Audiogram
- 10-Panel Drug Screen
- Vision Screening
- COVID-19 Antigen Testing
- Respirator Fit Testing (Qualitative)

- **Recurring Services Options:**  
Employers can easily set up and manage recurring services, ensuring compliance, continuity, and efficiency.
- **Bulk Employee Assignments:**  
Assign multiple employees to specific occupational health services, optimizing workflow and saving time.

## 3 Choose Your Preferred Provider



- **18,000+ Clinic Locations:**  
Effortlessly locate the services you need with our comprehensive database, curated by our dedicated provider representative team.
- **Provider Selection Criteria:**  
Select a provider based on specific criteria, including distance and ratings.
- **Streamlined Scheduling:**  
Let our provider concierge service coordinate appointments, or pick providers with built-in scheduling for enhanced convenience.

