





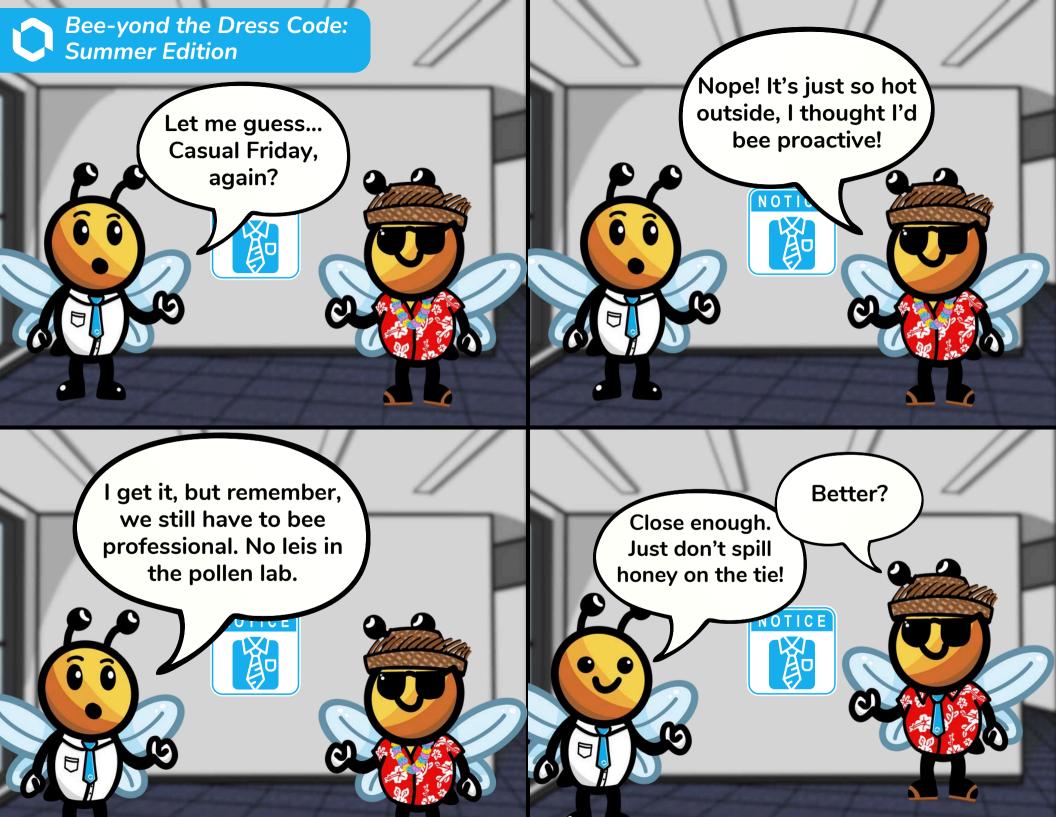
2025/2026 June - May HR & Compliance Calendar











June



	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	*Cleaning Out the Ashes"	5	6	7
		9	National Forklift Safety Day	11	12	13	Flag Day
ľ	15	16	17	18	Juneteenth NIHRA Legal Ease -	First Day of Summer	21
-	22	23	24	25	SRM SHRM Annual Conference & Expo Start Date	Industrial Workers of the World Day	28
	29	30	June is N	ational Safety Mont	Keep y	our team compliant n OSHA annual exa	

June is Pride Month

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.



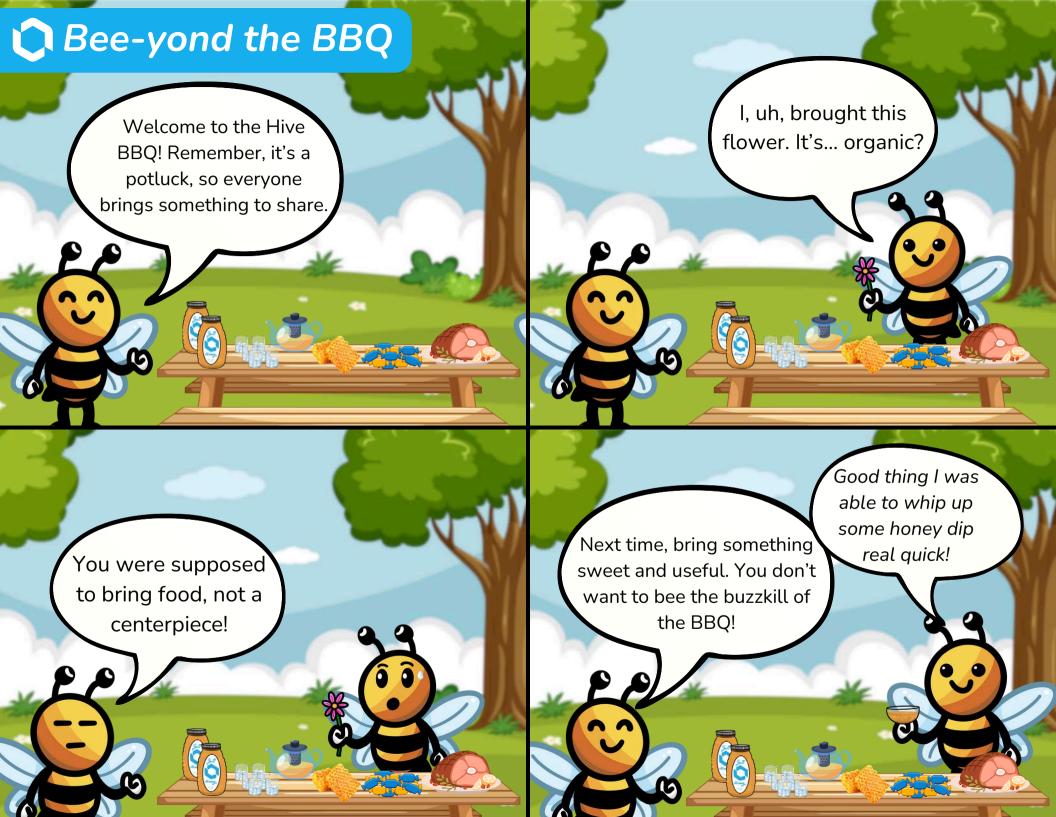
June 30, 2025 (Monday):

• 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!



July



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
July is National Fireworks Safety Month July is UV Safety Awareness Month		National Postal Worker Day	2	3	Independence Day (Federal Holiday)	5
	World	8	9	10	11	12
13	Chocolate Day	15	16	17	18	19
20	21	Gummi Worm Day	23	World Emoji Day	25	26
National Moon Day				e NIHRA Legal Ease - Live Webinar		
27	28 World Nature	29	30 National	31		ur team's eyes— sion screenings
	Conservation Day		Cheesecake Day	0		

Compliance and Work Observances

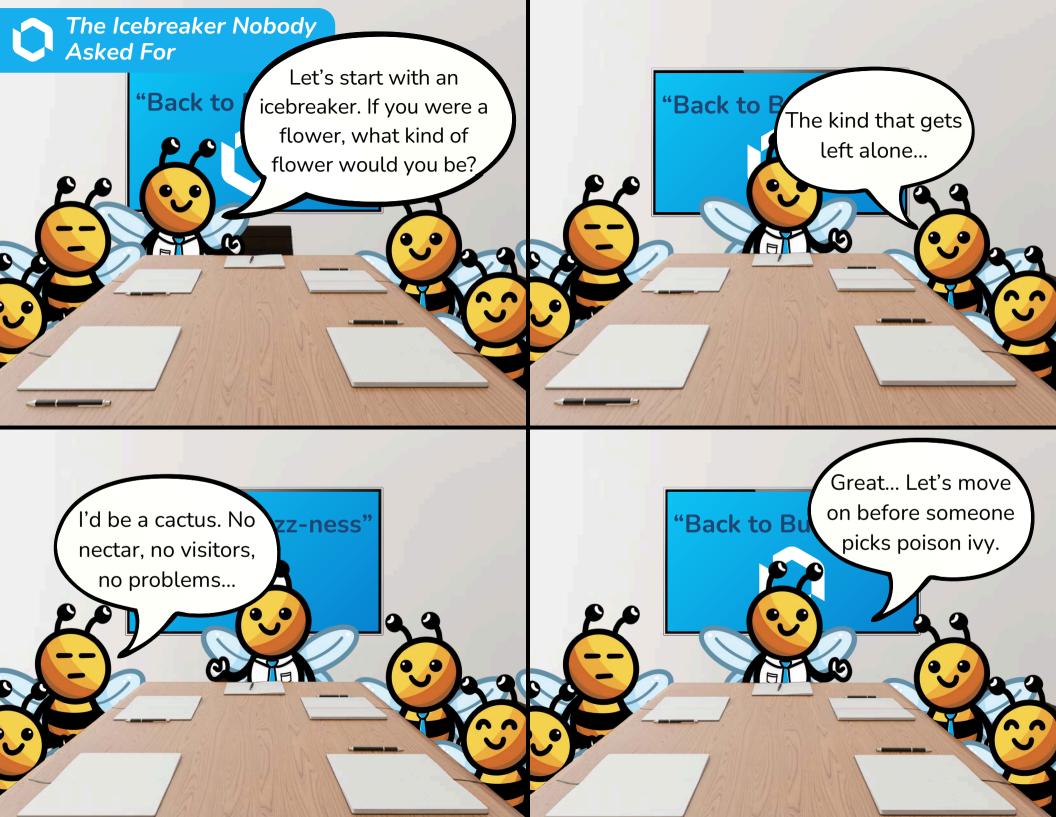


- July 31, 2025 (Thursday):
 - Calendar year employee benefit plans must file Form 5500 to report financial condition, investments, and operations.
 - Federal Unemployment Tax Deposit due date.



NOTES

Have remote workers? Click here for some handy tips and tricks for managing occupational health outside the office!



August



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
August is	National on Awareness Mon nool Month		ect your workforce– u and Tdap vaccines		National Minority Donor Awareness Day	National Coloring Book Day
nternational Day of Friendship	4	National Work Like a Dog Day	6	7	8	9
10	11	12	13	Legal Ease - Employee Handbook Updates You Need To Know - Live Webinar	National Relaxation Day	16
17	18	World Humanitarian Day	20	Senior Citizen's Day	22	23
National Waffle Day	25	Women's Equality Day	27	28	Dluehive Special Event Check out bluehive.com/events to learn more!	30
International Overdose Awareness Day				<u>staff? Cli</u> BlueHive ca	ork with temporary ck here to see how in help you keep yo nt compliant!	

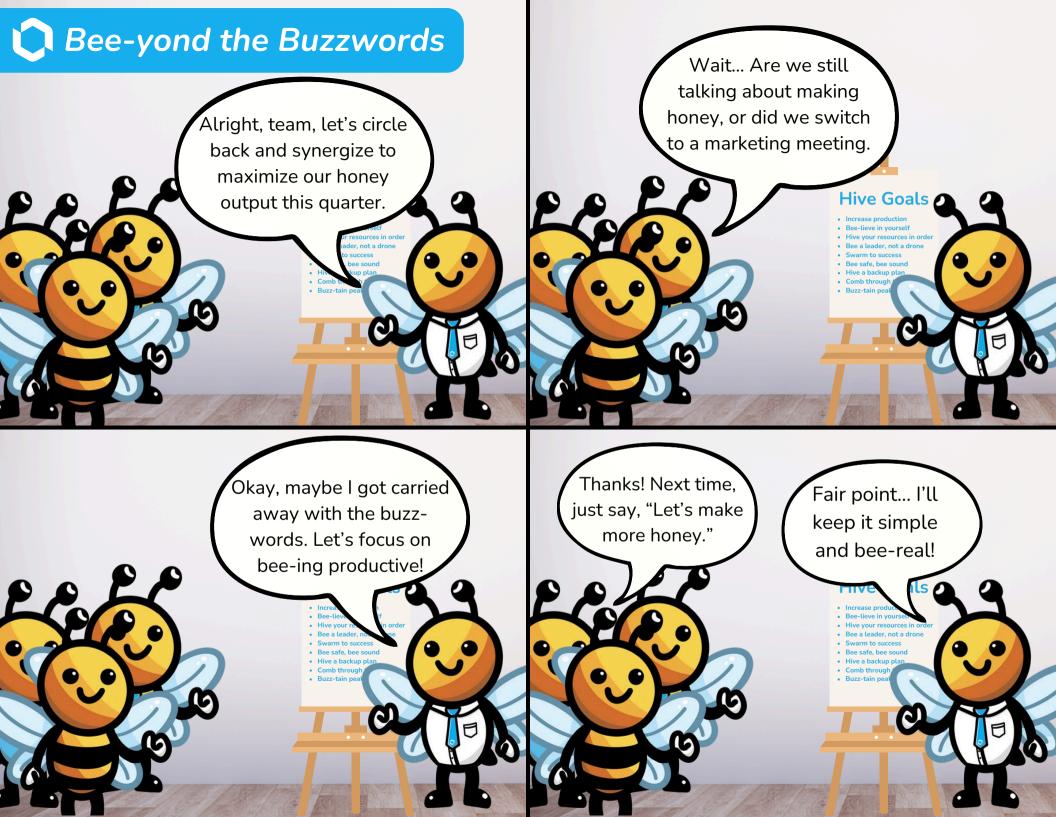
Compliance and Work **Observances**



August 1, 2025 (Friday):

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





Septemberz

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	Labor Day (Federal Holiday)	2	% NIHRA "Evolve Your Leadership in 3!"	4	5	6
	8	9	10	NEVER OF THE PROPERTY OF THE P	12	13
National Grandparents Day			World Suicide Prevention Day	Patriot Day		
14	15	16	17	18	19	20
21	First Day of Fall / Rosh Hashanah (begins at sundown)	23	24	% NIHRA Legal Ease - Live Webinar	HR Appreciation Day	27
28	29	30	Start stro	ong— \$50 off pre-pl	acement	Click here to learn h

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



SRM

Women in

Leadership Institute

Start Date

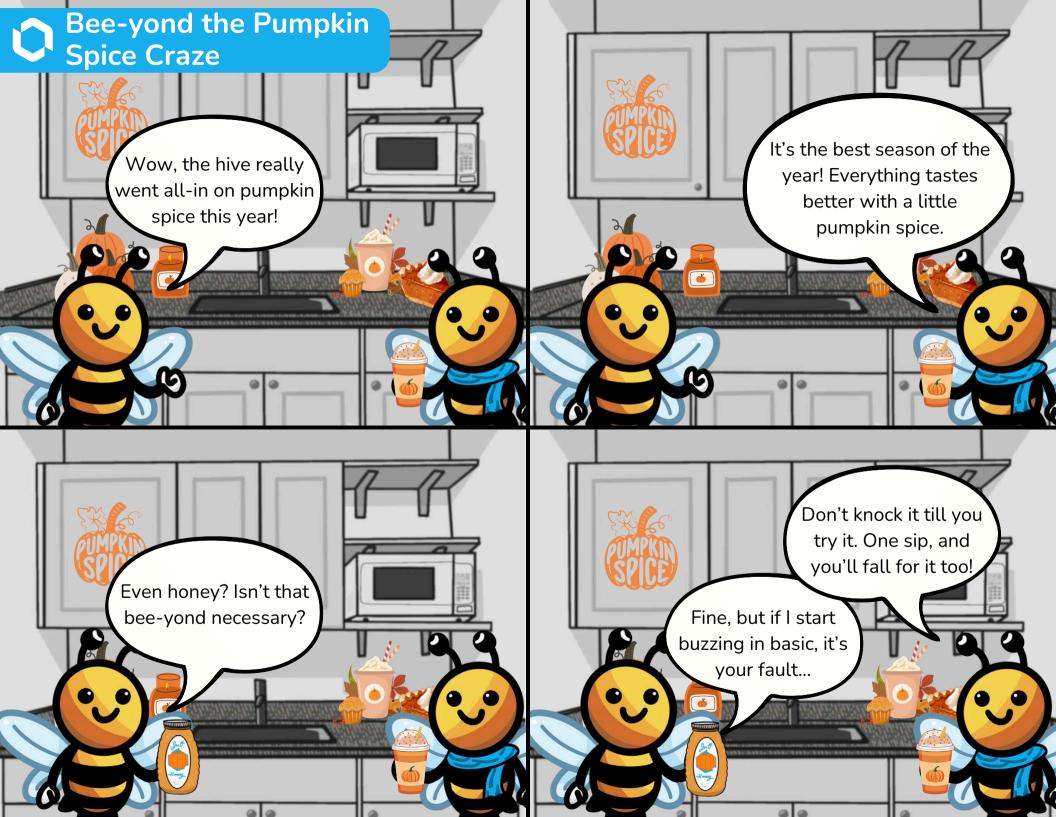
evaluations for new hires.



September is National **Preparedness Month**

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





October 1



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Cancer Av	s National Breast vareness Month s National urity Awareness Mo	onth	Compensation with Cassandra Faurote	2	3	4
	Customer Service Week	7	8	9	10	11
12	13	14	15	World Food Day	17	18
	20	21	22	**NIHRA Legal Ease - Live Webinar	24	Make a Difference Day
SHRM Inclusion 2025 Conference	27	National First Responders Day	29	Candy Corn Day	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):

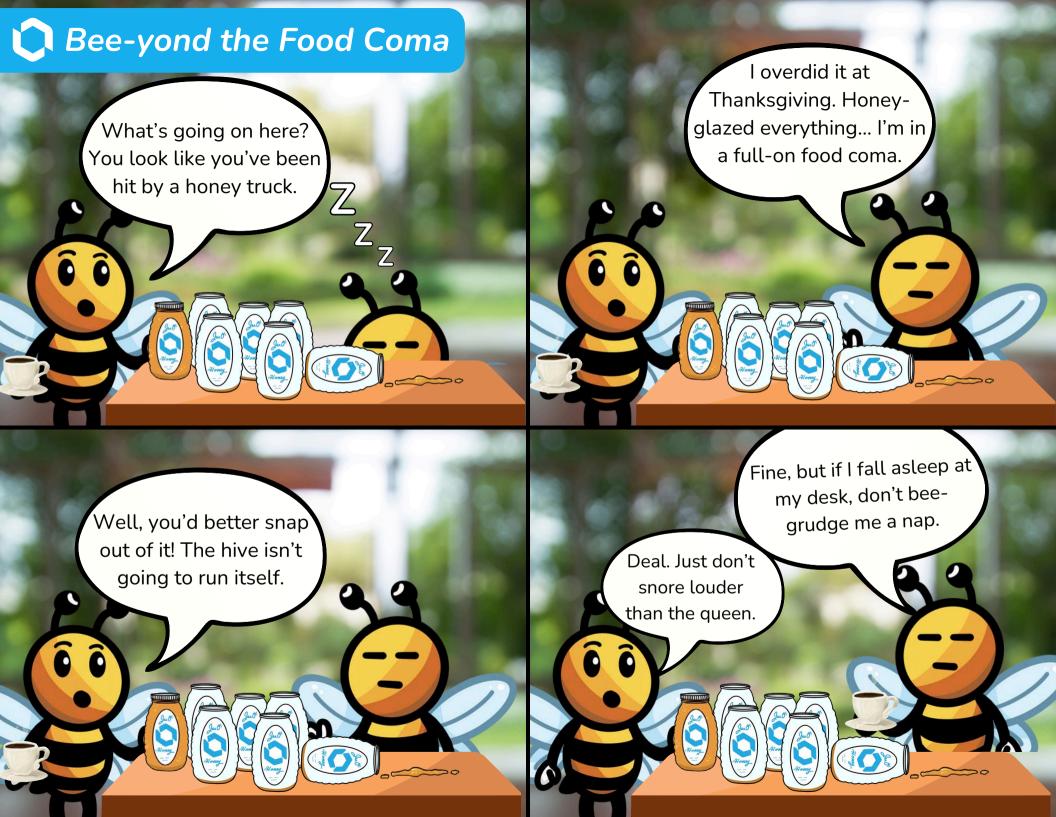
- Medicare Part D Creditable Coverage Notices due.
- Extended Federal Income Tax Returns due for employees who requested an extension.



physicals.

NOTES

What do you know about ergonomics? Click here to learn how it is a crucial part of maintaining a healthy workforce



November

Wednesday **Friday** Saturday Sunday Monday Tuesday **Thursday** Keep your team ready—15% off fitness for duty exams November is Men's Health Awareness Month **Veterans Day** World World (Federal Holiday) Kindness Day **Diabetes Day** bluehive Children's Day Special Event &NIHRA Check out Legal Ease bluehive.com/events to learn more! Live Webinar 24 25 26 29 **Thanksgiving** (Federal Holiday) Click here to see how BlueHive can help you leverage health data to build a resilient workforce!

Compliance and Work Observances



November 1, 2025 (Saturday):

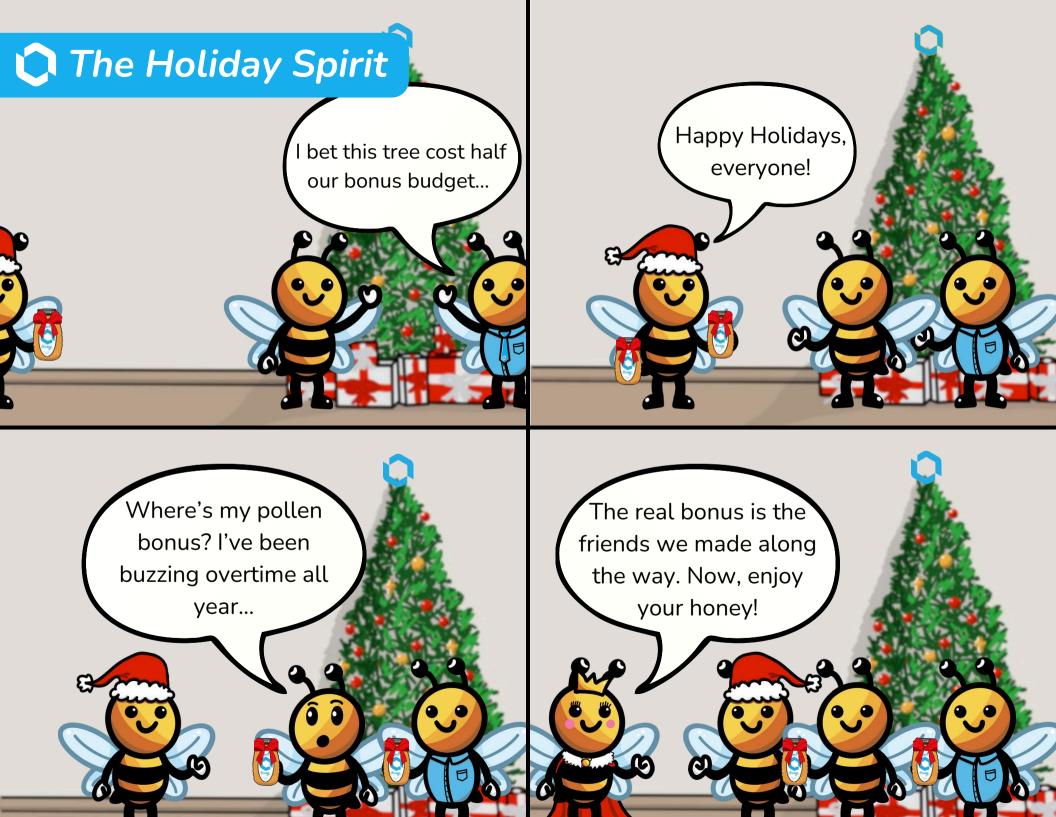
 Distribute open enrollment announcements communicating benefit options, updates, and deadlines.



November 18, 2025 (Tuesday):

 Distribute federal and company holiday quidelines





December

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Stay prepared —\$20 off post- trip health consultations!	World AIDS Day	2	Member Appreciation Holiday Luncheon	A National Cookie Day	5	6
7	8	9	Human Rights	11	12	13
Hanukkah Begins	International	16	Day	18	National Ugly	20
21		23	24	25 Christmas Day	Sweater Day 26 Kwanzaa Begins	27
28	29	30	New Year's Eve	Decem Safe To	ber is National bys and Gifts Month	:h

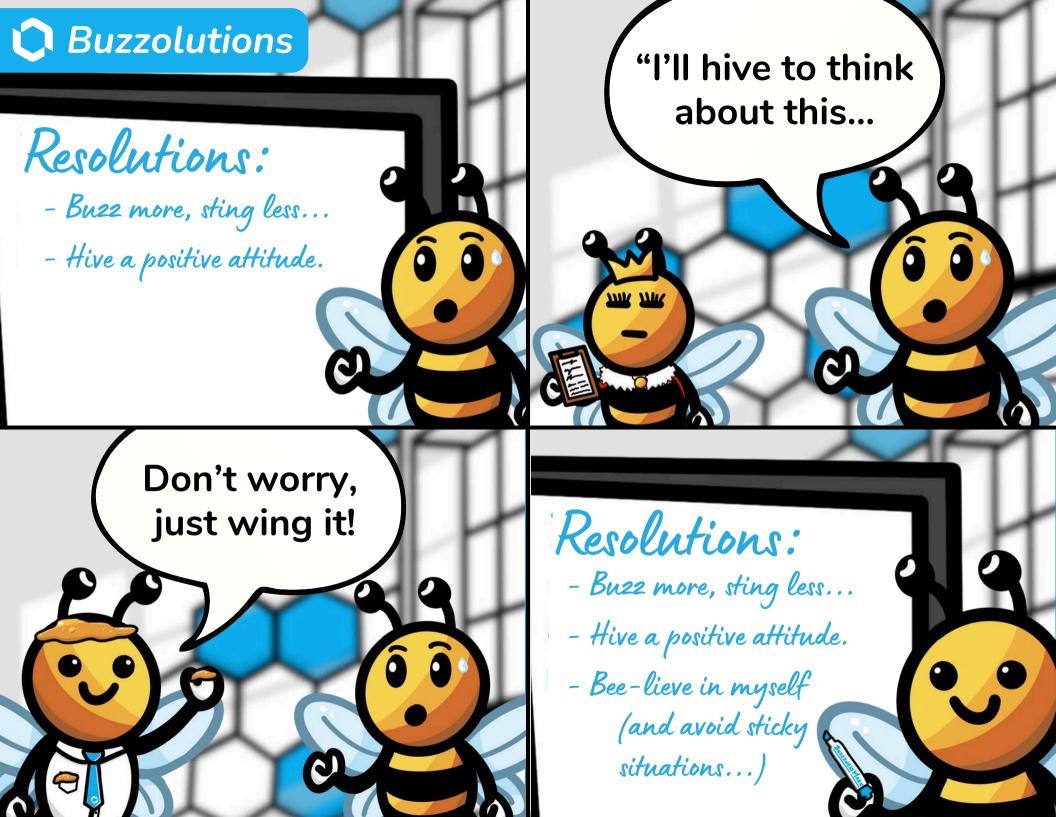
Compliance and Work **Observances**



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.





January



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
10% Off I	th's Special: Health Screenings! National nor Month!			New Year's Day	National Science Fiction Day	3
National Trivia Day	5	6	% NIHRA Monthly Luncheon	8	9	10
11	National Clean Off Your Desk Day	13	14	National Bagel Day	16	17
National Activity Professionals Week	Martin Luther King, Jr. Day	20	21	22	23	National Compliment Day
Visit bluehive.com/coor scan the QR code to all the forms ment this year's calend	for links it is in the sign of	27	Data Privacy Day	29	National Fun at Work Day	31

Compliance and Work **Observances**

/ January 1, 2026 (Thursday):

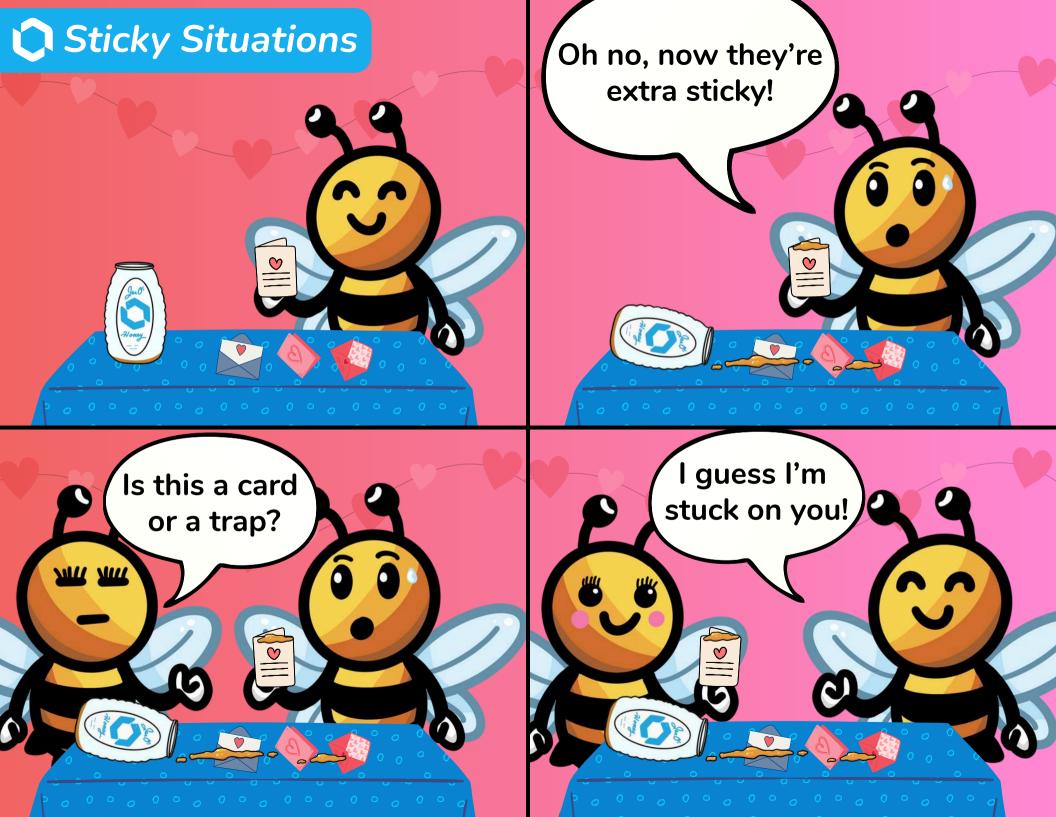
- Start of OSHA reporting period for 2024 workplace incidents.
- Employers begin preparing for compliance tasks, including injury and illness recordkeeping (OSHA Forms 300 and 300A).



January 15, 2026 (Wednesday):

- Q4 2024 Estimated Tax Payment Deadline: Employers and selfemployed individuals must submit their quarterly tax payments.
- January 31, 2026 (Saturday):
 - 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

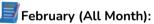
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
National Freedom Day	Groundhog Day	3	% NIHRA Monthly Luncheon	5	National Frozen Yogurt Day	7
8	9 National	10	National	12	13	14
	Pizza Day		Inventors' Day		Galentine's Day	Valentine's Day
Random Acts of Kindness Week	President's Day (Federal Holiday)	17	18	19	20	21
National Margarita Day	23	24	25	National Chili Day	27	28
Margarita Day	oruary is		your heart some lo	Chili Day		

Compliance and Work **Observances**



! February 1, 2026 (Sunday):

- 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.



 Early preparation for ACA form (1095-C) filing date (due March 31, 2025), if electronic.



NOTES

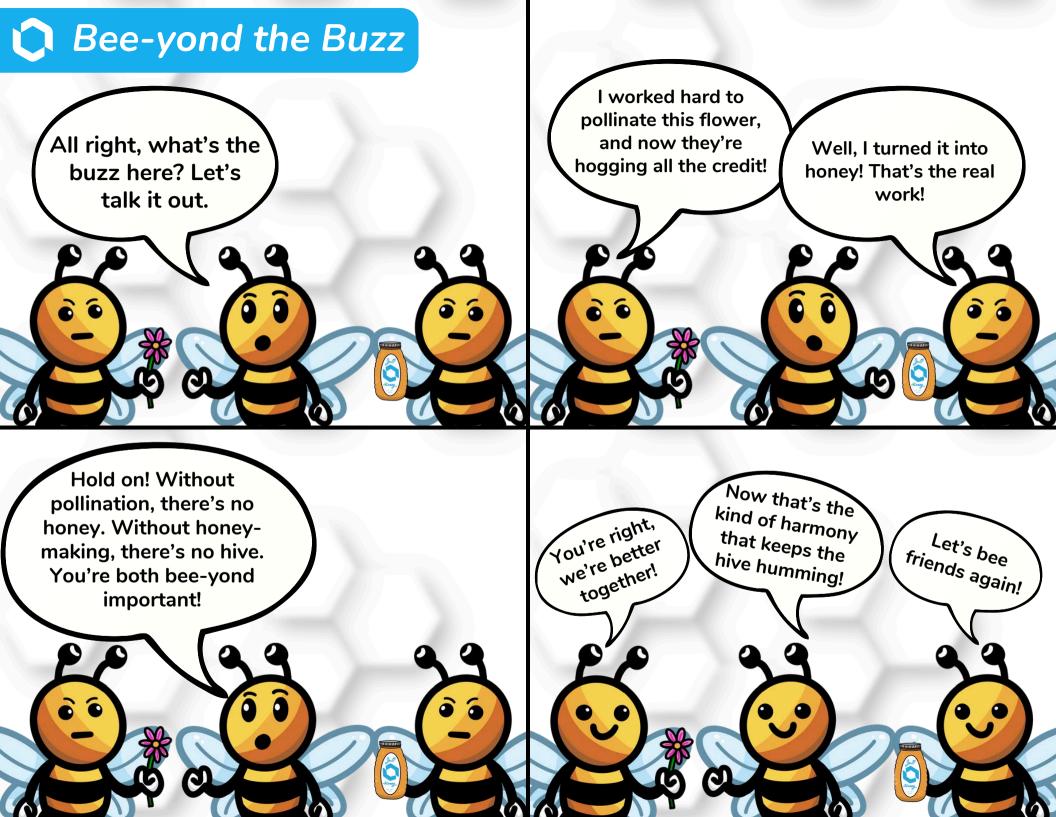


American Heart Month!



heart health screenings this February.

Click here to check out BlueHive's 2025 OSHA **Compliance Checklist!**



March



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
World Compliment Day		3	Monthly Luncheon	National Oreo Cookie Day	6	National Cereal Day
	y ZZZ ∴ National Napping Day	10	11	12	13	Pi Day
15	16	St. Patrick's Day	18	19	1st Day of Spring	21
22	National Puppy Day	24	25	26	27	Respect Your Cat Day
29	30	31	مع	Click here to lea ROI of Occupati in your wor	onal Health	

Compliance and Work **Observances**



March 2, 2026 (Monday):

• OSHA Form 300A electronic submission deadline for workplace injury and illness records.



March 15, 2026 (Sunday):

- Deadline for corporate tax returns (Form 1120) for calendar-year business.
- Deadline for partnership tax returns (Form 1065).



March 31, 2026 (Monday):

 Electronic filing deadline with the IRS for ACA Forms 1095-B and 1095-C.



NOTES

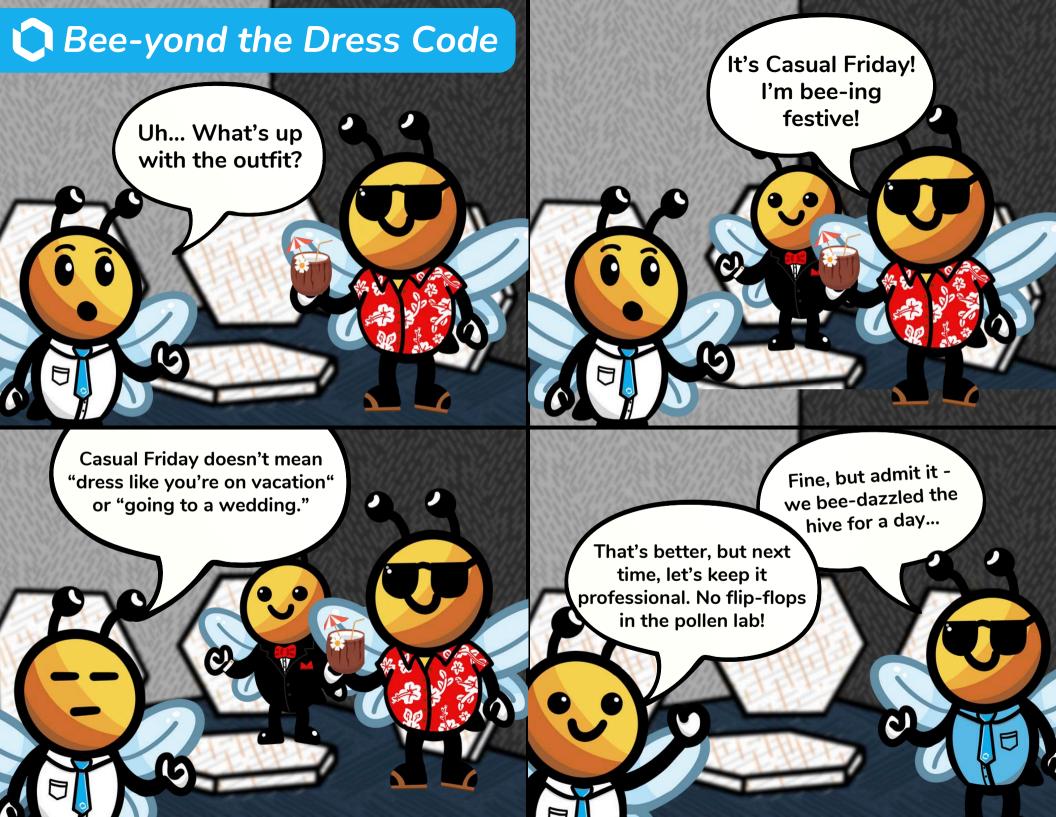


Stay on top of your nutrition—15% off glucose tests this month!



March is **National Nutrition Month**





April



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Compliance and Work Observances
			April Fool's Day	Employee Benefits Day National Burrito Day	3	4	 April 1, 2026 (Wednesday): Begin Q2 2025 OSHA reporting. Reminder to review workplace injury/illness logs.
	6	World Health Day	**NIHRA Monthly Luncheon	9	National Siblings Day	11	 April 15, 2026 (Wednesday): Tax Day: Deadline for filing individual tax payments for self-employed individuals. Deadline for Q1 2025 estimated tax payments for
12	13	14	15	National High Five Day	17	18	self-employed individuals. • April 25, 2026 (Saturday): • Final day for employers to distribute 401(k) Plan Benefit Statements for Q1 2025.
SIRM SHRM Talent Conference April 19th-22nd	20	21	Earth Day	23	24	25	NOTES
26	National Tell a Story Day	Occupational Health & Safety Day	29	April is Na Financial	31 ational Literacy Month	<u>can he</u>	re to check out how BlueHive the streamline compliance in the oil and gas industry!









May



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
\$20 May	e care of your team's off stress tests this notes is Mental Health areness Month!				1	2
	Indiana Chamber HR Conference May 4th-6th	Cinco de Mayo	6	7	World Red Cross Day	9
10	11	International Nurses Day	13	14	15	16
17	18	19	20	21	22	23
	Memorial Day (Federal Holiday)		National Senior Health and Fitness Day			
24 ••••••••••••••••••••••••••••••••••••	25	26	27	28	29	30

Compliance and Work Observances



May 1, 2026 (Friday):

- 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, 2026 (Friday):

• Deadline for filing Form 990 (Return of Organization Exempt from Income Tax) for non-profits operating on the calendar year.



May 31, 2026 (Sunday):

• Deadline to complete workplace safety audits and ensure OSHA logs are updated for Q2.







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

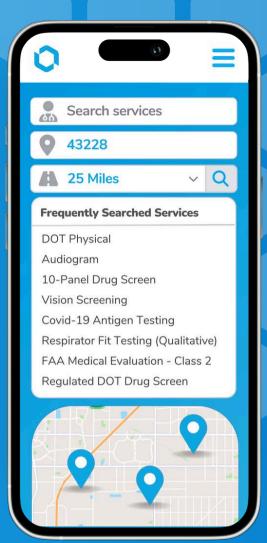
Easily access your balances and invoices, with the option to make immediate credit card payments.



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







The BlueHive Story



Effortless HR Solutions: Occupational Health Service Sourcing in 3 Simple Steps





Staffing & Onboarding Testimonial



Service Sourcing in 3 Simple Steps

Source Occupational Health Services in 3 Simple Steps

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.





Employees

O bluehive





Mariah Edwards Procurement Specialist

Gary Hudson IT Specialist

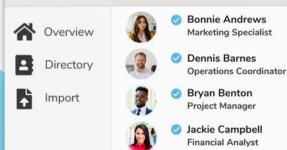












Directory

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.

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.

