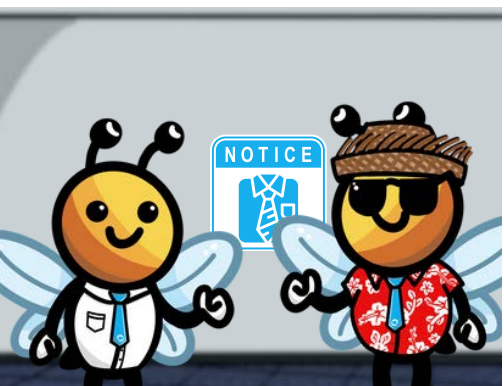


# 2026

## HR & Compliance Calendar



## Resolutions:

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



"I'll hive 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 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 January is National Blood Donor Month!				 1 New Year's Day	 2 National Science Fiction Day	3
 4 National Trivia Day	5	6	 7 NIHRA Monthly Luncheon	8	9	10
11	 12 National Clean Off Your Desk Day	13	14	 15 National Bagel Day	16	17
 18 National Activity Professionals Week	 19 Martin Luther King, Jr. Day	20	21	22	23	 24 National Compliment Day
25	26	27	 28 Data Privacy Day	29	 30 National Fun at Work Day	 31

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



## Compliance and Work Observances

-  **January 1, 2026 (Thursday):**
  - Start of OSHA reporting period for 2026 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 self-employed 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, 2026.







# February 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 <b>National Freedom Day</b> 	 <b>Groundhog Day</b>				 <b>National Frozen Yogurt Day</b>	
	 <b>National Pizza Day</b>		 <b>National Inventors' Day</b>		 <b>Galentine's Day</b>	 <b>Valentine's Day</b>
 <b>Random Acts of Kindness Week</b>	 <b>President's Day (Federal Holiday)</b>					
 <b>National Margarita Day</b>				 <b>National Chili Day</b>		
 <b>February is Black History Month!</b>  <b>February is American Heart Month!</b>						

## 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.
-  **February (All Month):**
  - Early preparation for ACA form (1095-C) filing date (due March 31, 2026), 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

# 2026



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1  World Compliment Day	2 	3	4	5  National Oreo Cookie Day	6	7  National Cereal Day
8	9  National Napping Day	10	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	25	26	27	28  Respect Your Cat Day
29	30	31 				

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

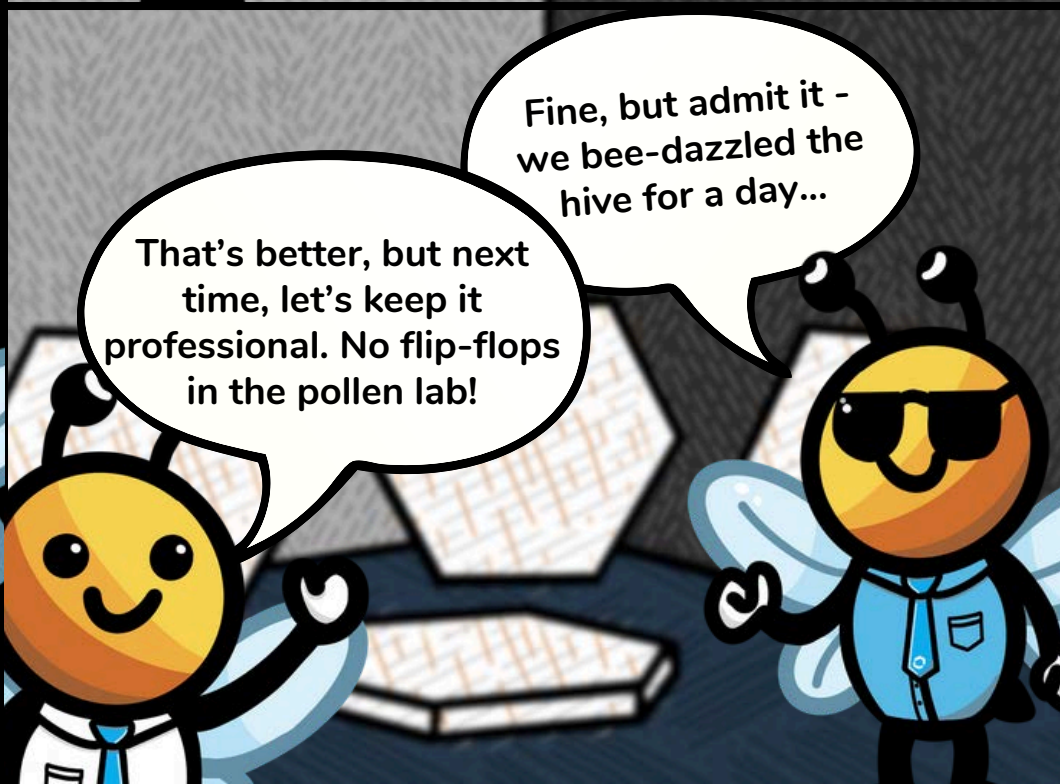
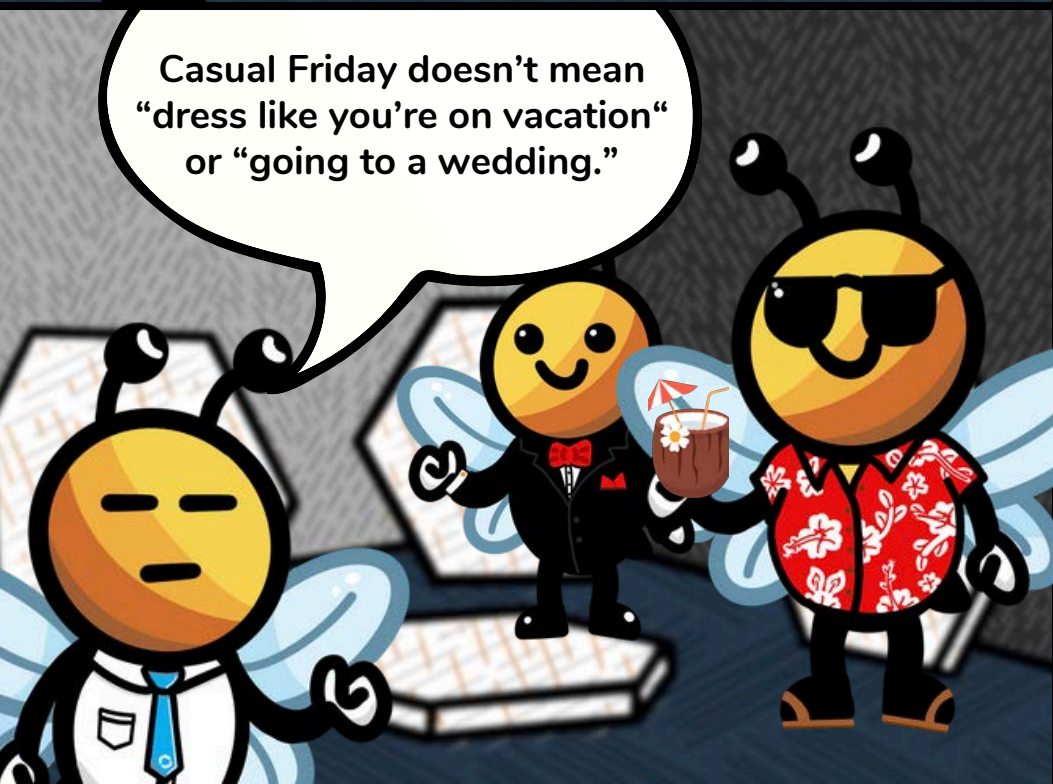
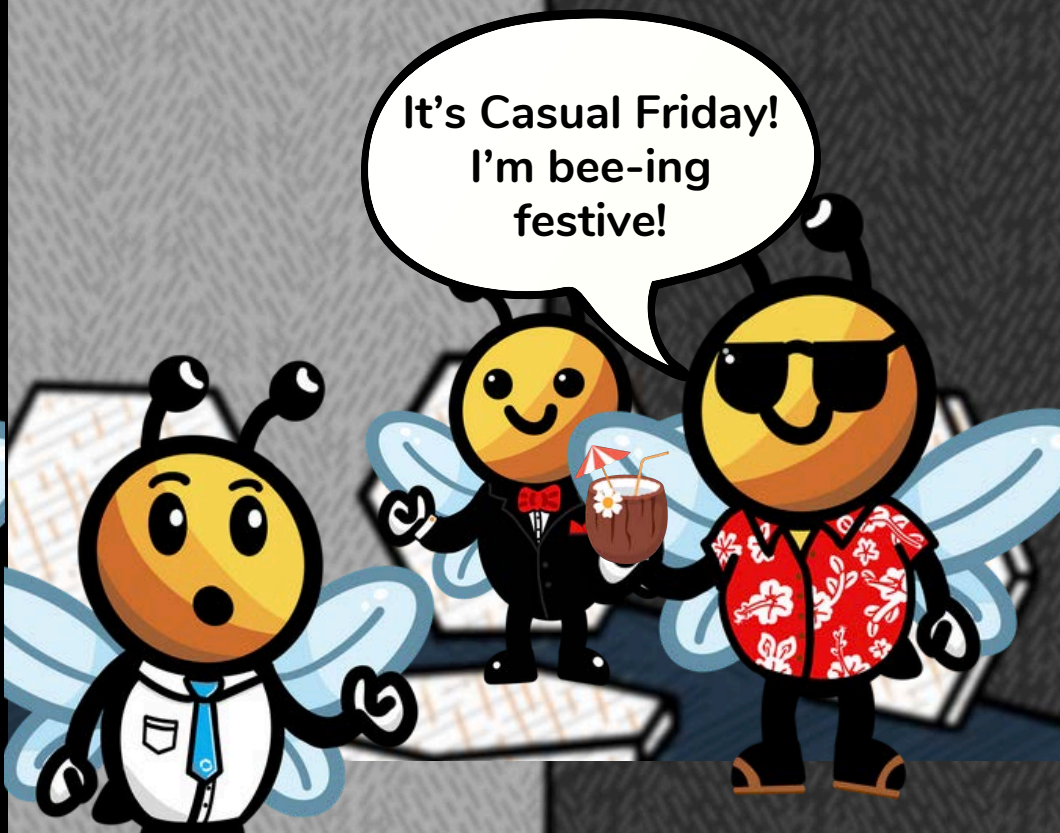
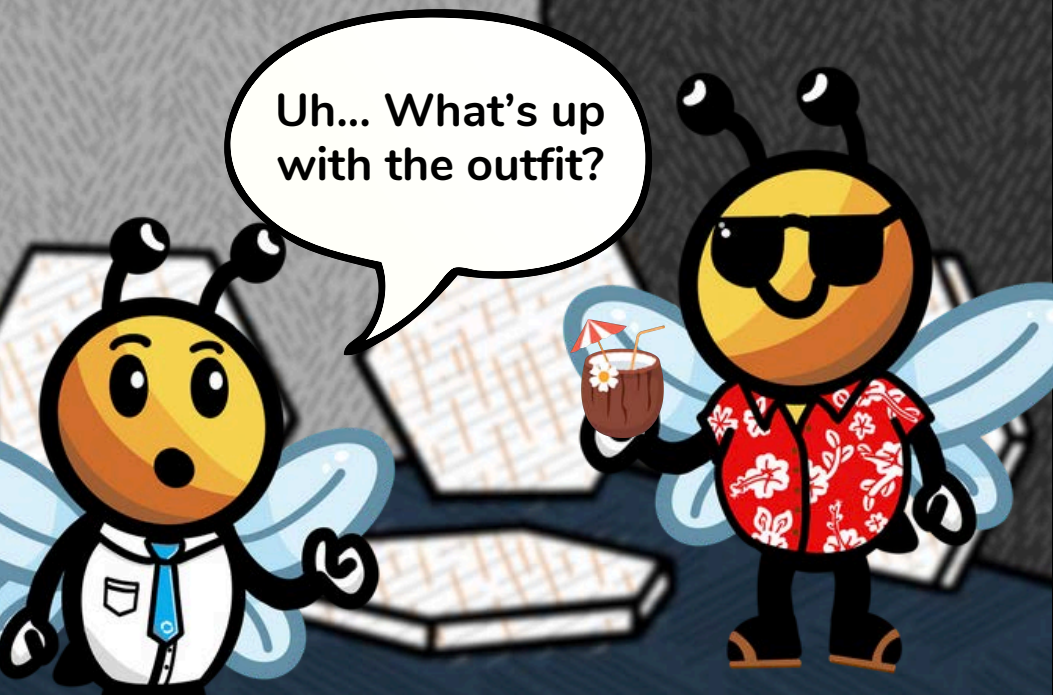
## Compliance and Work Observances

-  **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















# Bee-yond the Dress Code








# April

# 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 April is Stress Awareness Month  April is National Financial Literacy Month			 <b>April Fool's Day</b> 	 <b>Employee Benefits Day</b>  <b>National Burrito Day</b>		
5	6	 <b>World Health Day</b>	8	9	 <b>National Siblings Day</b>	11
12	13	14	 	 <b>National High Five Day</b>	17	18
19	20	21	 <b>Earth Day</b>	23	24	
26	 <b>National Tell a Story Day</b>	 <b>Occupational Health &amp; Safety Day</b>	29	30	31	

## Compliance and Work Observances

-  **April 1, 2026 (Wednesday):**
  - Begin Q2 2026 OSHA reporting.
  - Reminder to review workplace injury/illness logs.
-  **April 15, 2026 (Wednesday):**
  - Tax Day: Deadline for filing individual tax payments for self-employed individuals.
  - Deadline for Q1 2026 estimated tax payments for self-employed individuals.
-  **April 25, 2026 (Saturday):**
  - Final day for employers to distribute 401(k) Plan Benefit Statements for Q1 2026.

## NOTES

Click here to check out how [BlueHive](#) can help streamline compliance in the oil and gas industry!



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

Appreciation Day!



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

# 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 May is Mental Health Awareness Month!					1 	2
3	4	5  Cinco de Mayo	6	7	8  World Red Cross Day	9
10	11	12  International Nurses Day	13	14	15 	16
17	18	19	20	21	22	23
24 		25  Memorial Day (Federal Holiday)		26  National Senior Health and Fitness Day		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.

## NOTES



## Bee-yond the Dress Code: Summer Edition

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

# 2026

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

## Compliance and Work Observances



### June 15, 2026 (Monday):

- 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.



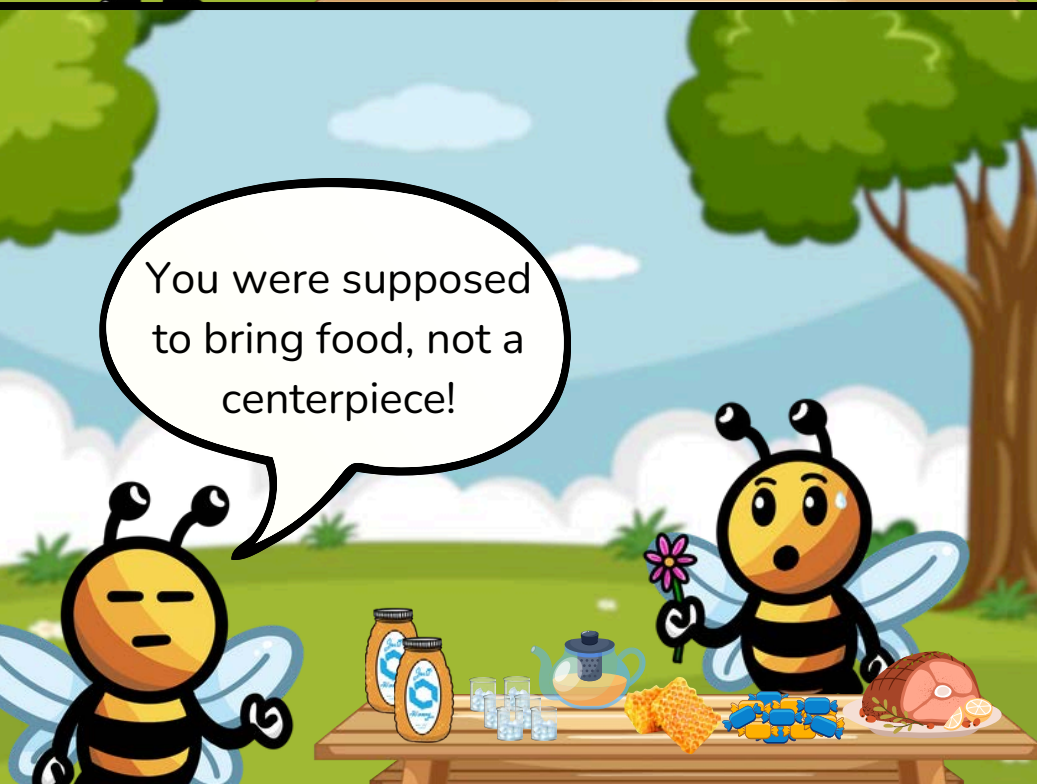
### June 29, 2026 (Monday):

- [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






# July

# 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 July is National Fireworks Safety Month  July is UV Safety Awareness Month			 National Postal Worker Day			 Independence Day (Federal Holiday)
5	6	 World Chocolate Day	8	9	10	11
12	13	14	 Gummi Worm Day	16	 World Emoji Day	18
19	 National Moon Day	21	22	23	24	25
26	27	 World Nature Conservation Day	29	 National Cheesecake Day		

## Compliance and Work Observances

-  **July 31, 2026 (Thursday):**
- Calendar year employee benefit plans must file [Form 5500](#) to report financial condition, investments, and operations.
  - Federal Unemployment Tax Deposit due date.

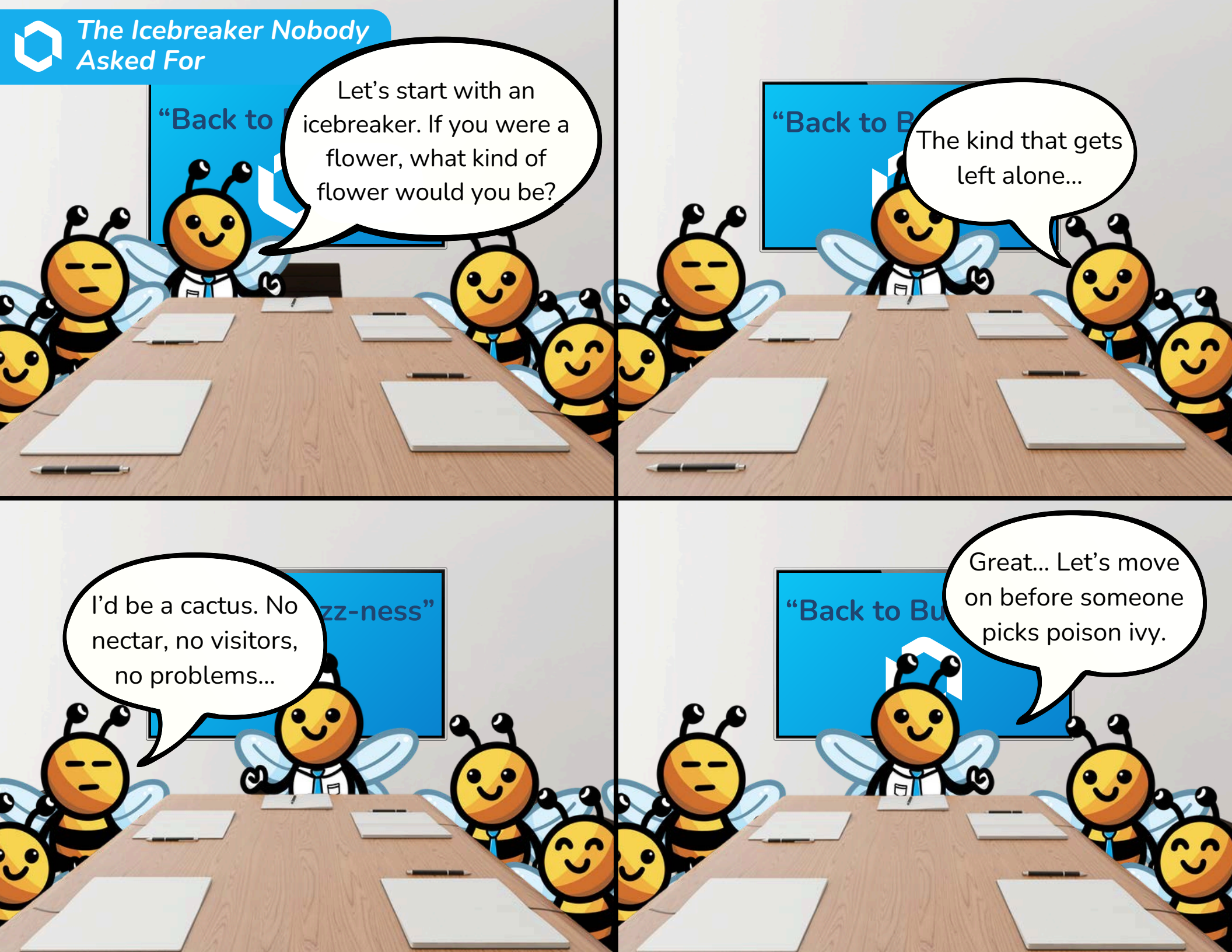
## NOTES

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





# The Icebreaker Nobody Asked For



"Back to Buzz-ness"

Let's start with an icebreaker. If you were a flower, what kind of flower would you be?

"Back to Buzz-ness"

The kind that gets left alone...

"Back to Buzz-ness"



I'd be a cactus. No nectar, no visitors, no problems...

"Back to Buzz-ness"


Great... Let's move on before someone picks poison ivy.

# August

# 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 August is National Immunization Awareness Month  August is Back to School Month						<div>  1            National Minority Donor Awareness Day            </div>
2  National Coloring Book Day	3	4	5  National Work Like a Dog Day	6	7	8
9	10	11	12	13	14	15  National Relaxation Day
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

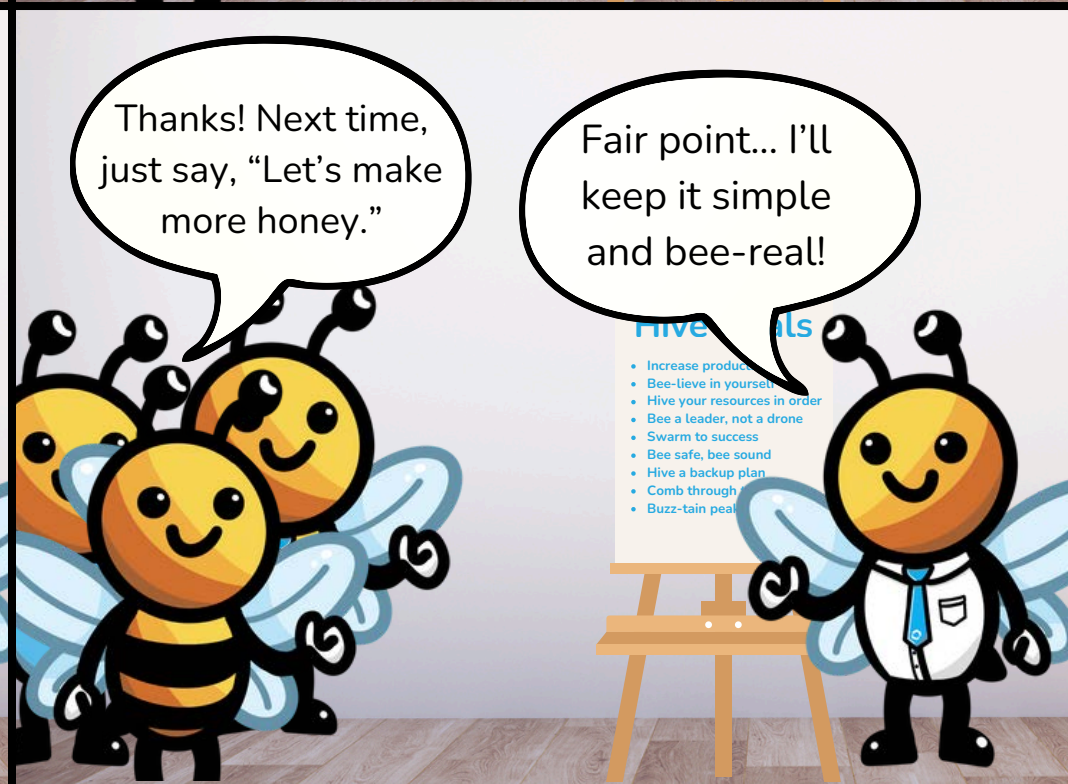
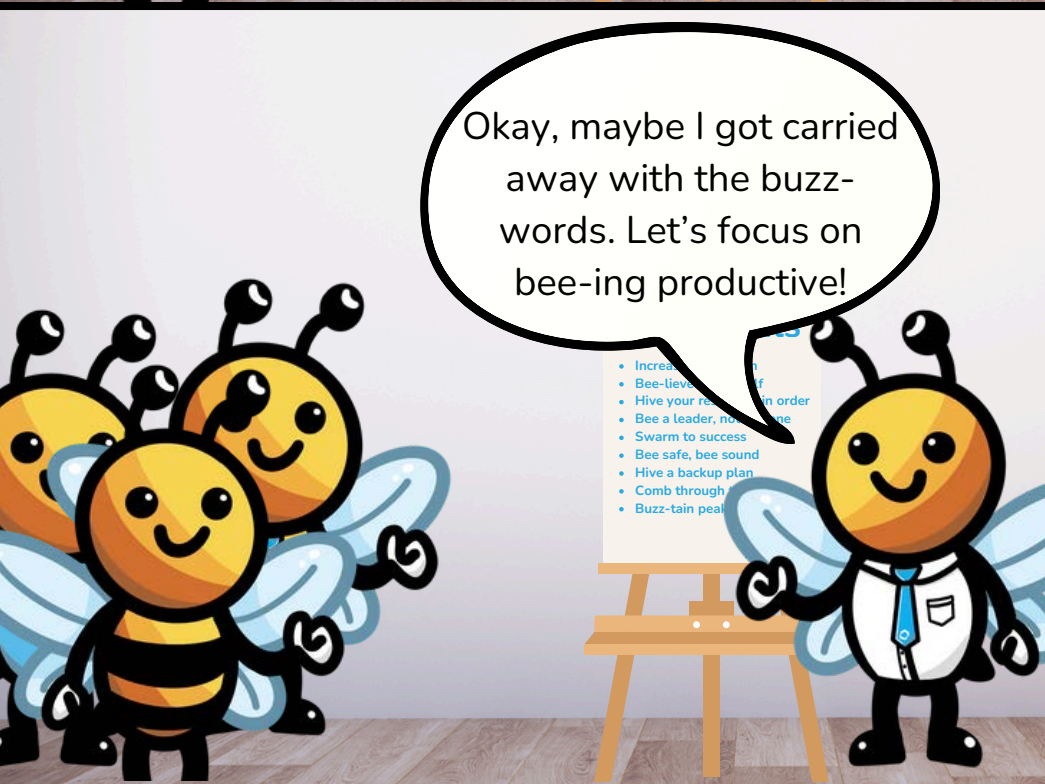
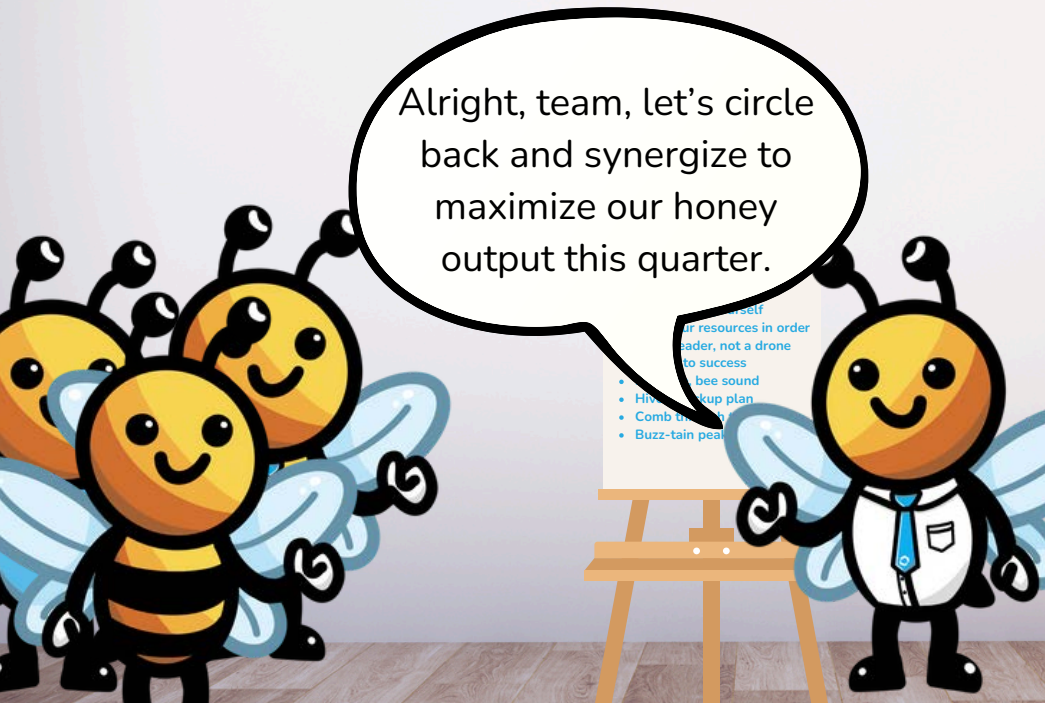
-  **August 1, 2026 (Saturday):**
- Mid-Year Compliance Check - ensure all company policies and practices are up to date with any regulatory or legislative changes.

## NOTES











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









# September 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2 	3	4	5
6	7  <b>Labor Day</b> (Federal Holiday)	8	9	10  <b>World Suicide Prevention Day</b>	11  <b>Patriot Day/ Rosh Hashanah</b> (begins at sundown)	12
13  <b>National Grandparents Day</b>	14 	15	16	17	18	19
20	21	22  <b>First Day of Fall</b>	23	24	25	26  <b>HR Appreciation Day</b>
27	28	29	30 	September is National Preparedness Month 		

## Compliance and Work Observances

-  **September 14, 2026 (Monday):**
  - Estimated tax payments due for Q3 2026.
-  **September 30, 2025 (Wednesday):**
  - Provide employees and beneficiaries a Summary Annual Report of benefit plan's financial health and operations.

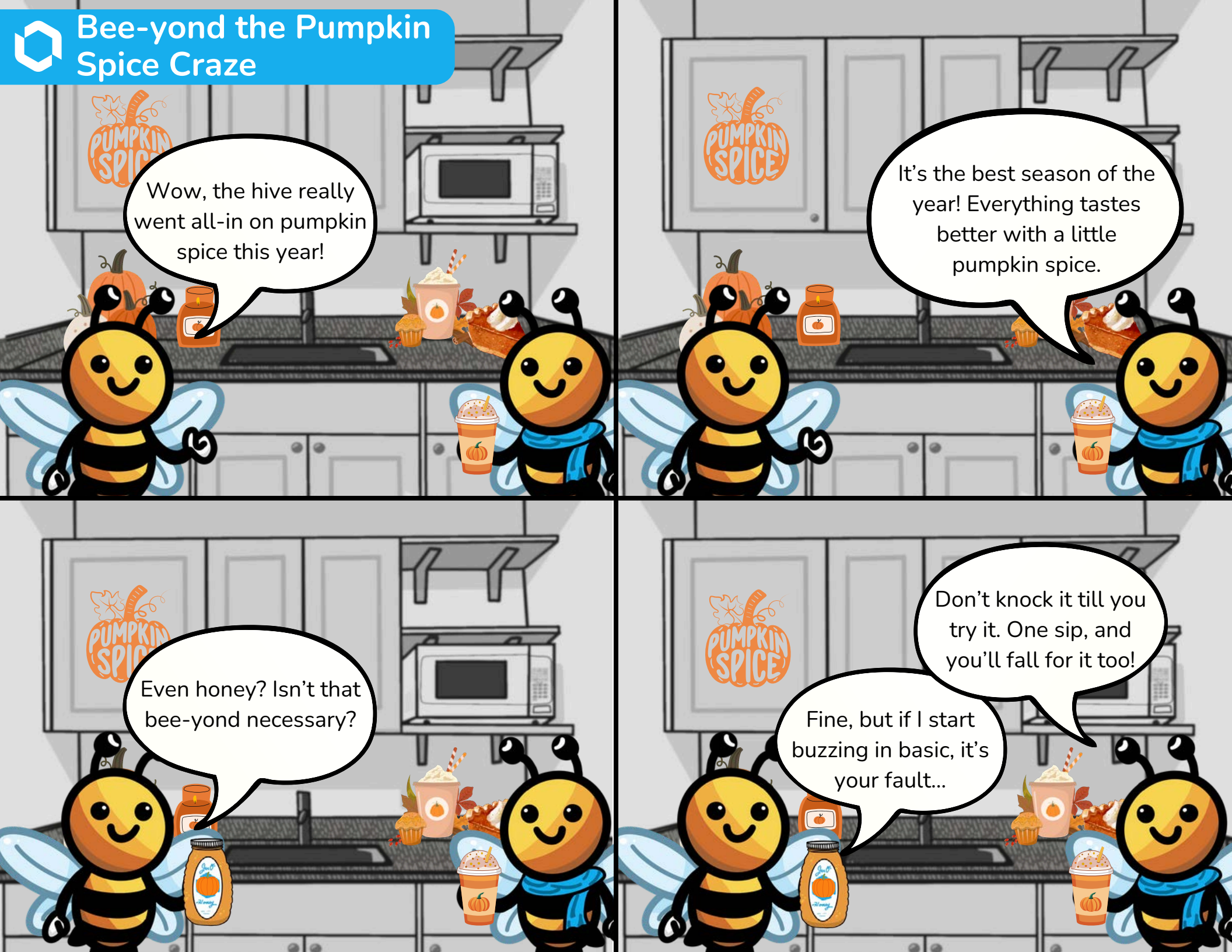
## NOTES

[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

# 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 October is National Breast Cancer Awareness Month  October is National Cybersecurity Awareness Month			 Compensation with Cassandra Faurote	1	2 	3
4	5  Customer Service Week	6	7	8	9	10
11	12	13	14	15 	16  World Food Day	17
18	19	20	21	22	23	24  Make a Difference Day
25	26	27	28  National First Responders Day	29	30  Candy Corn Day	31  Halloween

## Compliance and Work Observances

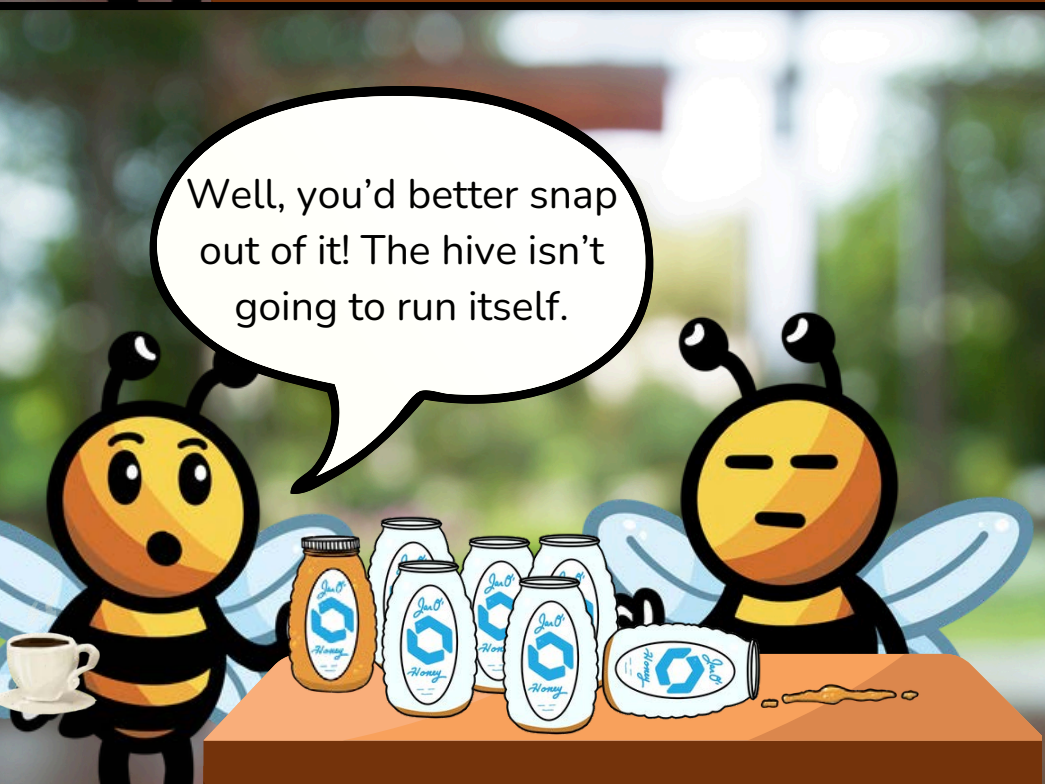
-  **October 2, 2026 (Friday):**
- QSEHRA (Qualified Small Employer Health Reimbursement Arrangement) written notice deadline.
-  **October 15, 2026 (Thursday):**
- Medicare Part D Creditable Coverage Notices due.
  - Extended Federal Income Tax Returns due for employees who requested an extension.

## 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 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 	2	3	4	5	6	7
8	9	10	11  Veterans Day (Federal Holiday)	12	13  World Kindness Day	14  World Diabetes Day
15	16	17 	18	19	20  Universal Children's Day	21
22	23	24	25	26	27  Thanksgiving (Federal Holiday)	28
29	30	November is Men's Health Awareness Month 				

## Compliance and Work Observances



### November 1, 2026 (Sunday):

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



### November 17, 2026 (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 2026

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		 <b>World AIDS Day</b> 			 <b>National Cookie Day / Hannukah Begins</b>	
6	7	8	9	 <b>Human Rights Day</b>	11	12
13	14	15	16	17	 <b>National Ugly Sweater Day</b>	19
20	21	22	23	24	 <b>Christmas Day</b>	 <b>Kwanzaa Begins</b>
27	28	29	30	 <b>New Year's Eve</b>	 <b>December is National Safe Toys and Gifts Month</b>  <b>December is HIV/AIDS Awareness Month</b>	

## Compliance and Work Observances



### December 1, 2026 (Tuesday):

- Notify employees of any changes to compensation or benefits that start at the beginning of 2027.
- 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.



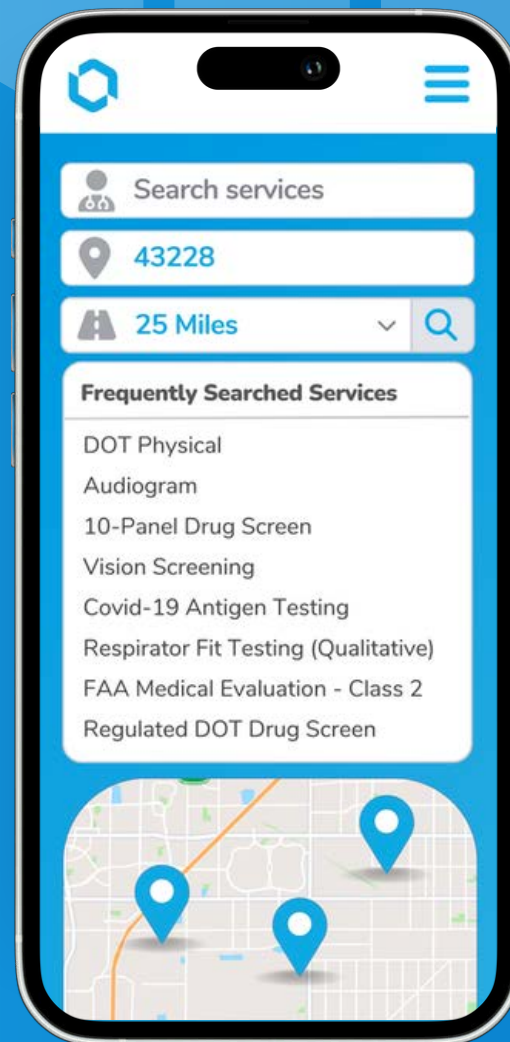
## Simplified Invoicing

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



## Single Sign-On

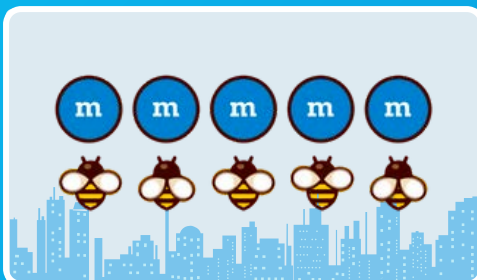
Customizable SSO authentication and secure emails for results, orders, and direct provider chats.



## 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



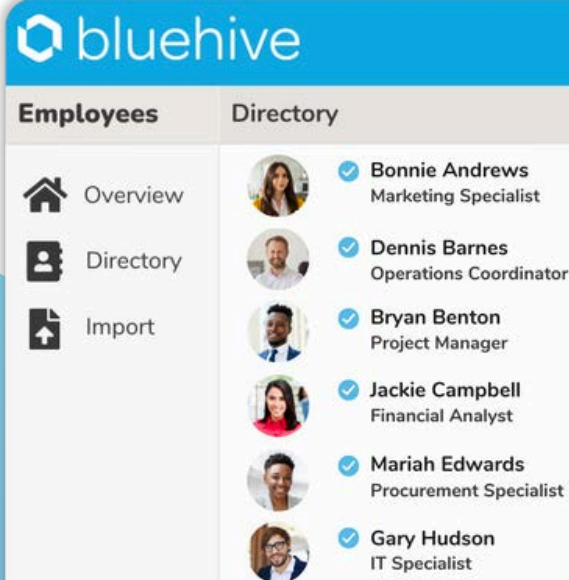
bluehive.com



# 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



- **20,000+ 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.



**Schedule a demo**