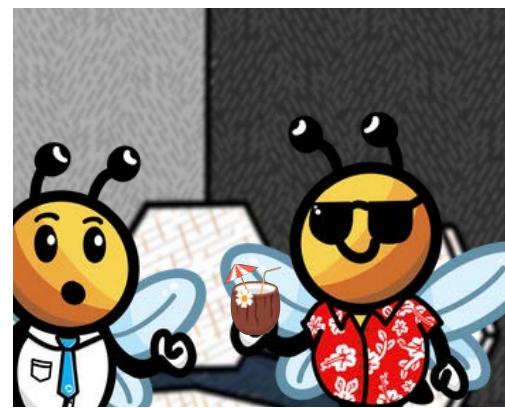
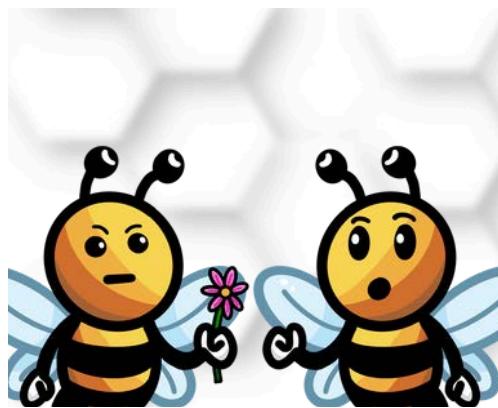


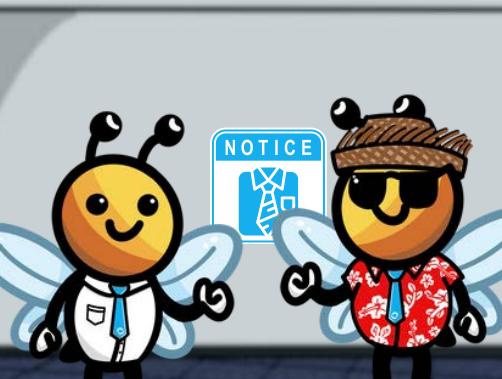
Resolutions:

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



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! | | | |  New Year's Day |  National Science Fiction Day | |
|  National Trivia Day | 5 | 6 | 7 |  NIHRA Monthly Luncheon | 8 | 9 |
| 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 |
| 25 | 26 | 27 |  Data Privacy Day | 29 |  National Fun at Work Day | 31 |

Visit 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):**

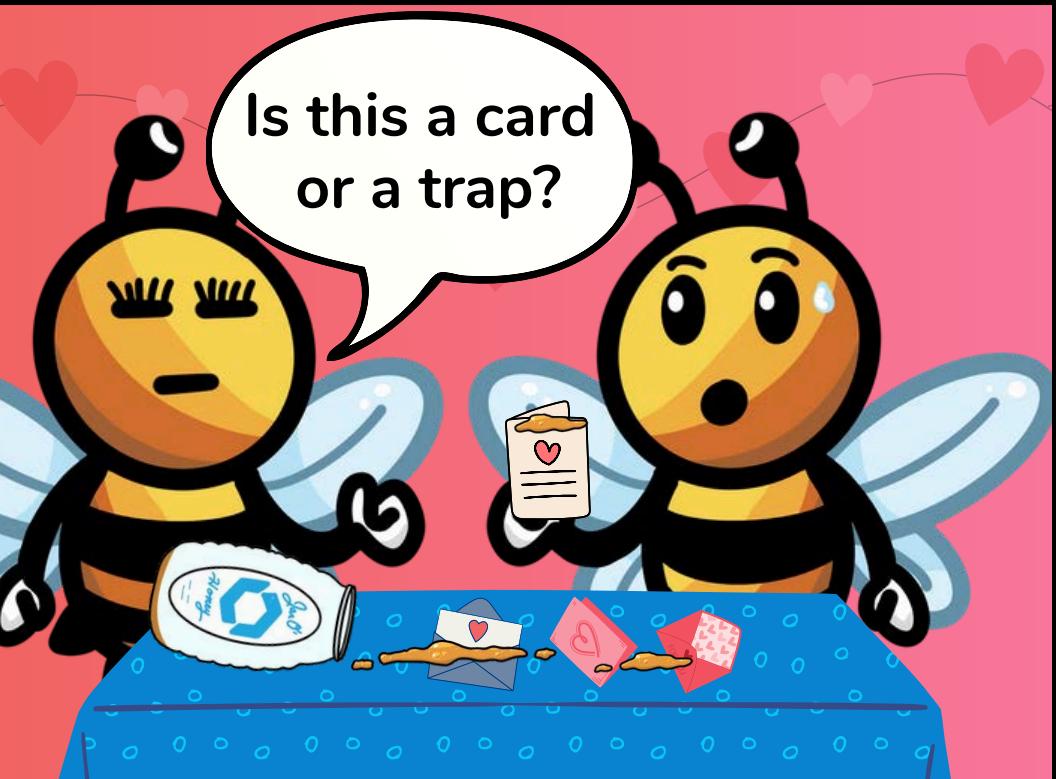
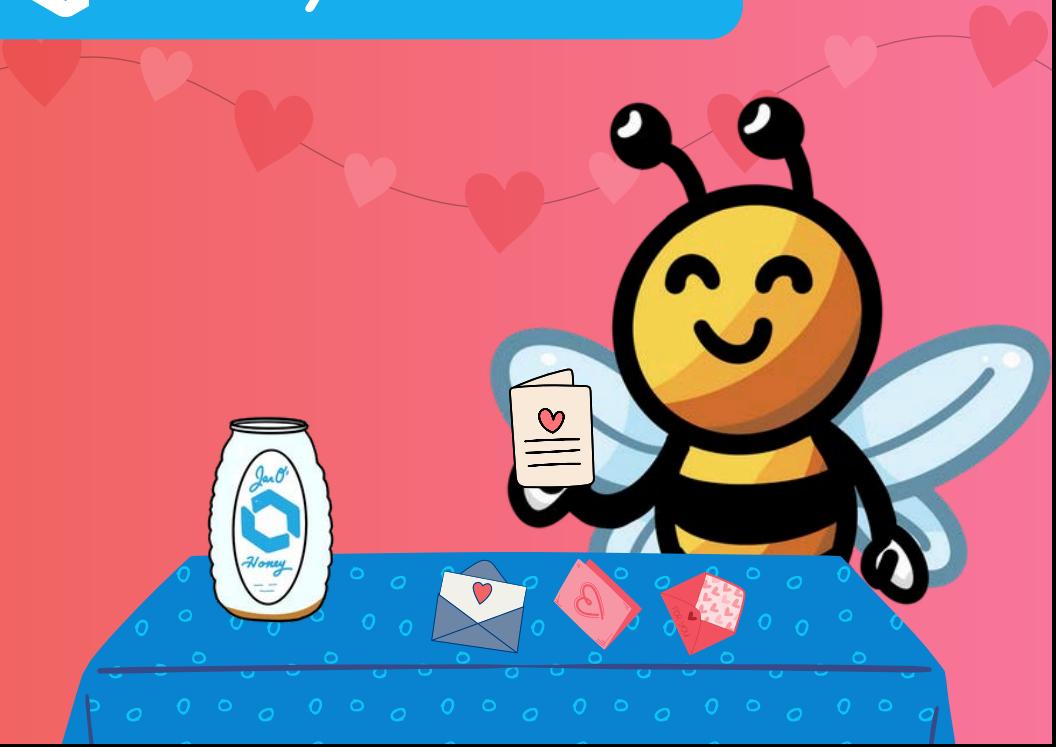
- Q4 2024 Estimated Tax Payment Deadline: Employers and self-employed individuals must submit their quarterly tax payments.

 **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.



Sticky Situations



February 2026

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--|---|---|-----------|---|---|---|
|  1 National Freedom Day  |  2 Groundhog Day | | 3 | 4 | | 5 |
| | | | | |  6 National Frozen Yogurt Day | 7 |
| | | | | | | |
| |  8 National Pizza Day | 9 | 10 |  11 National Inventors' Day | 12 | 13 |
| | | | | |  14 Galentine's Day | 14 |
| | | | | | |  15 Valentine's Day |
| |  15 Random Acts of Kindness Week |  16 President's Day (Federal Holiday) | 17 | 18 | 19 | 20 |
| | | | | | | 21 |
| | | | | | | |
| |  22 National Margarita Day | 23 | 24 | 25 |  26 National Chili Day | 27 |
| | | | | | | 28 |
| | | | | | | |
|  February is Black History Month! | | | | | | |
|  February is American Heart Month! | | | | | | |

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!](#)





Bee-yond the Buzz

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!

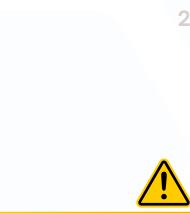
Now that's the kind of harmony that keeps the hive humming!

Let's bee friends again!



March

2026

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--|---|--|--|----------|---|--|
|  World Compliment Day | 1   | 2 | 3 | 4 |  National Oreo Cookie Day | 5 |
| 8 | 9  National Napping Day | 10 | 11 | 12 | 13 |  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 |  Respect Your Cat Day |
| 29 | 30   | 31 | <p>Click here to learn about the ROI of Occupational Health in your workplace!</p> | | | |



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

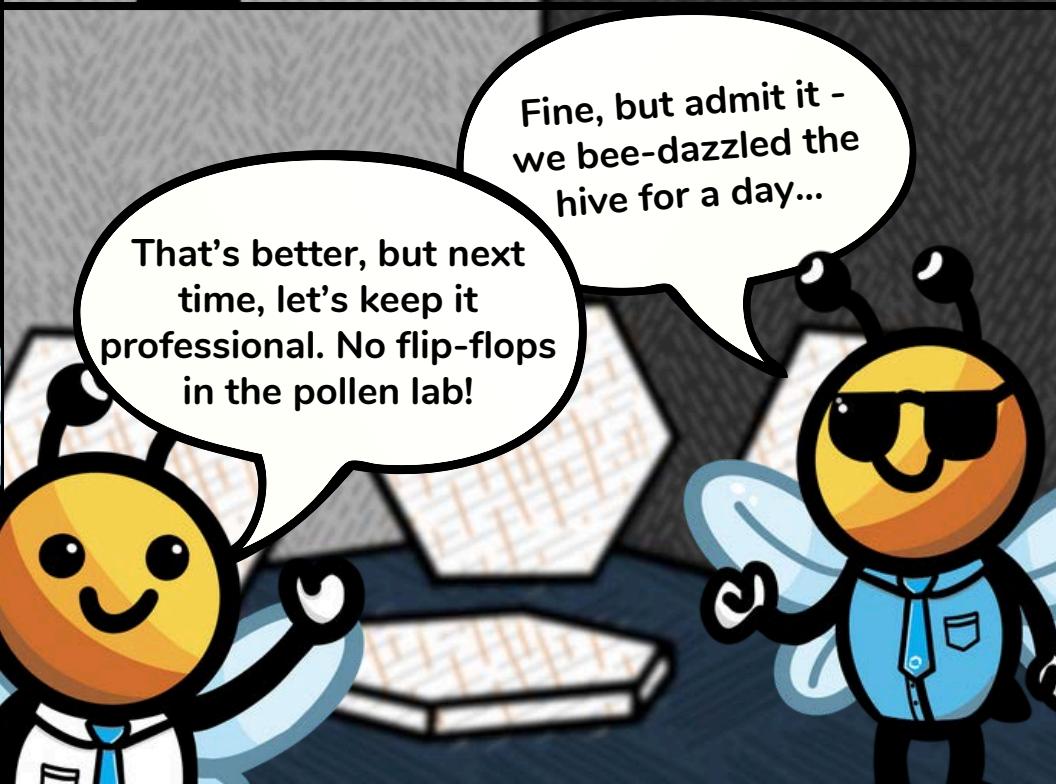
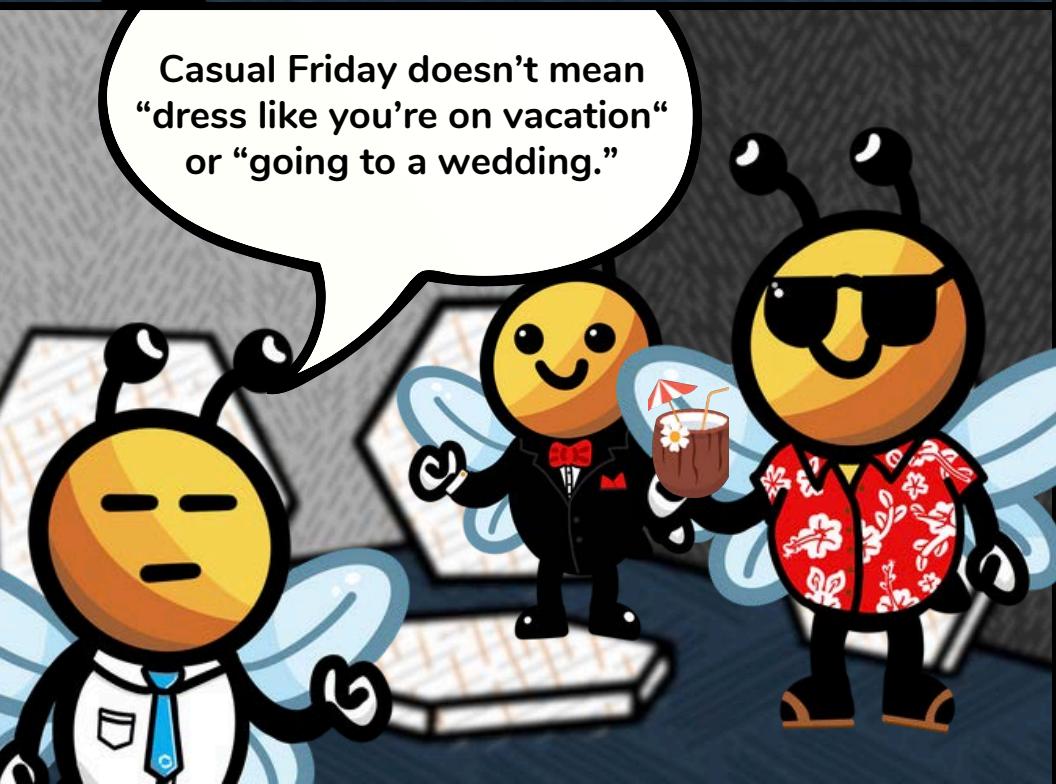
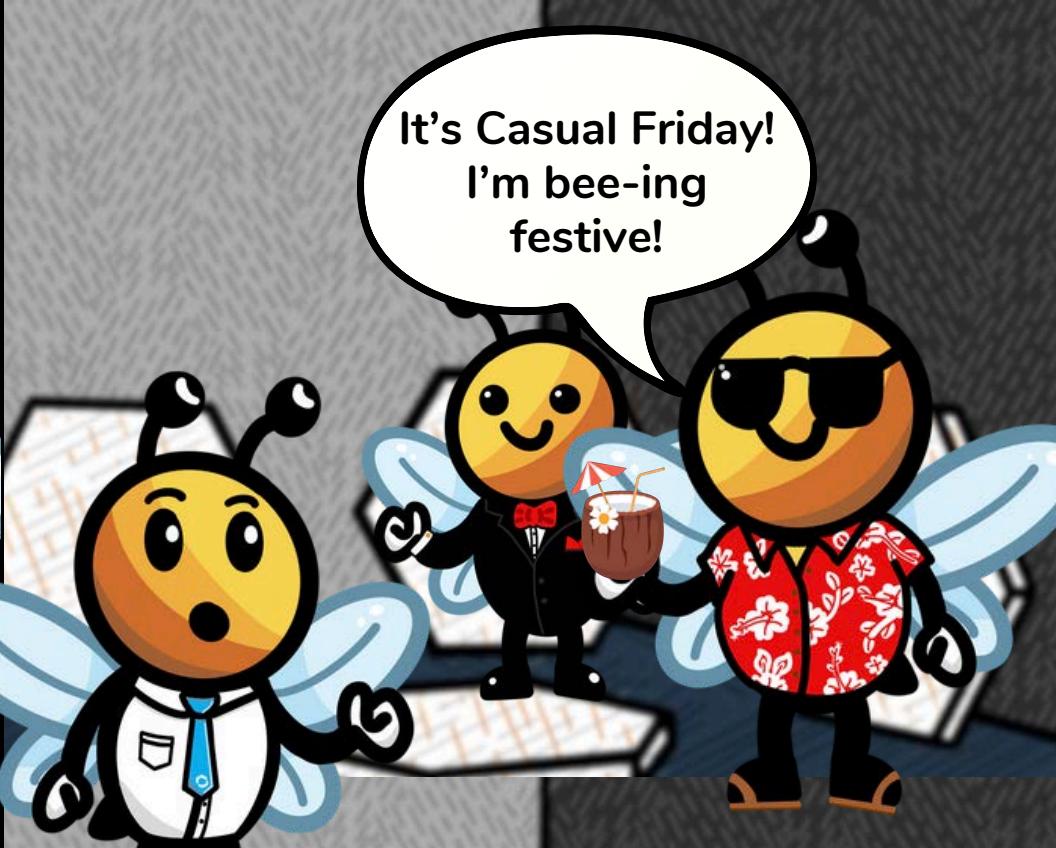
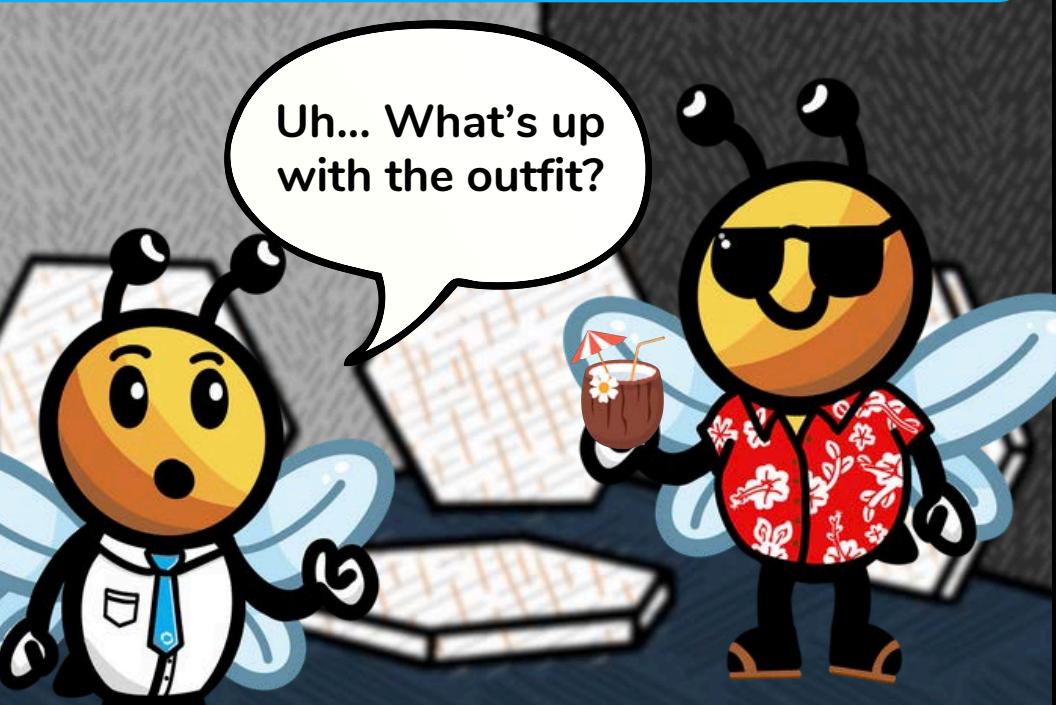


Stay on top of your nutrition—15% off glucose tests this month!



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 | |  April Fool's Day |  Employee Benefits Day | | |
| 5 | 6 | 7 | 8 |  World Health Day | 9 | 10 |
| 12 | 13 | 14 | 15 |  National High Five Day | 16 | 17 |
| 19 | 20 | 21 | 22 |  Earth Day | 23 | 24 |
| 26 | 27 | 28 | 29 | | |  |
|  National Tell a Story Day |  Occupational Health & Safety Day | | | | | |

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!](#)





The Safety Award Nobody Wanted

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

Hive Appreciation Day!



Hive Appreciation Day!

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



Hive Appreciation Day!

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



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  Cinco de Mayo | 5 | 6 | 7 | 8  World Red Cross Day | 9 |
| 10 | 11  International Nurses Day | 12 | 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):**

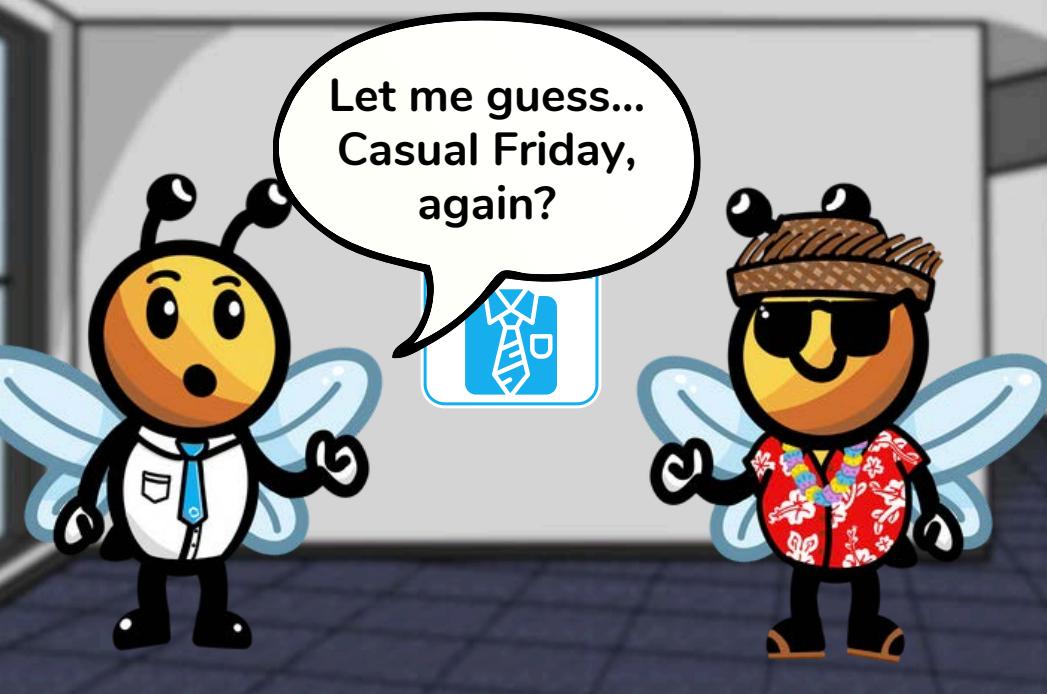
- Deadline to complete workplace safety audits and ensure OSHA logs are updated for Q2.



NOTES



Bee-yond the Dress Code: Summer Edition



June

2026

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|---|--------|--|---|---|---|----------|
| | | 1 | 2 | 3 | 4 | 5 |
| | 6 | | | | | |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| | |  National Forklift Safety Day | | | | |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
|  Flag Day | |  SHRM SHRM Annual Conference & Expo Start Date | | |  Juneteenth | |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
|  First Day of Summer | | | | |  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

Welcome to the Hive BBQ! Remember, it's a potluck, so everyone brings something to share.



I, uh, brought this flower. It's... organic?



You were supposed to bring food, not a centerpiece!



Next time, bring something sweet and useful. You don't want to bee the buzzkill of the BBQ!

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



July

2026

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--|--|--|--|---|--|--|
|  July is National Fireworks Safety Month | | |  National Postal Worker Day | 1 | 2 | 3  Independence Day (Federal Holiday) |
| 5 | 6 | 7  World Chocolate Day | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 |  Gummi Worm Day | 15 | 16 | 17  World Emoji Day |
| 19 | 20  National Moon Day | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28  World Nature Conservation Day | 29 | 30  National Cheesecake Day | 31  | |

Compliance and Work Observances

! July 31, 2026 (Thursday):

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



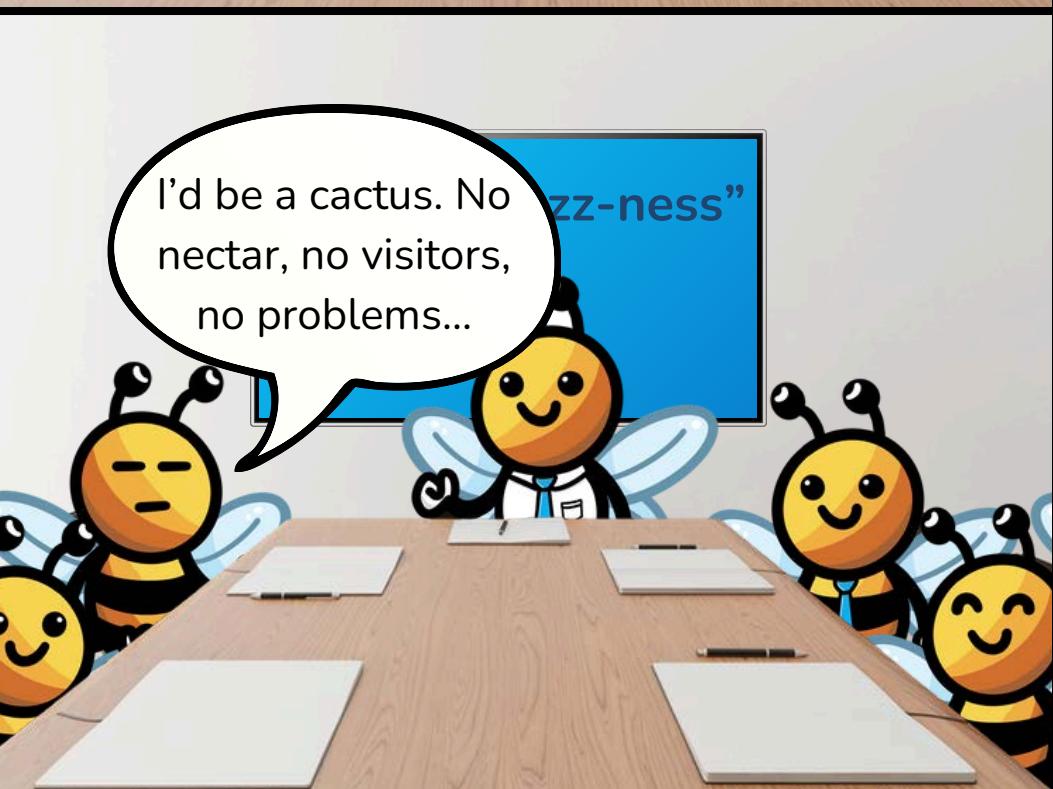
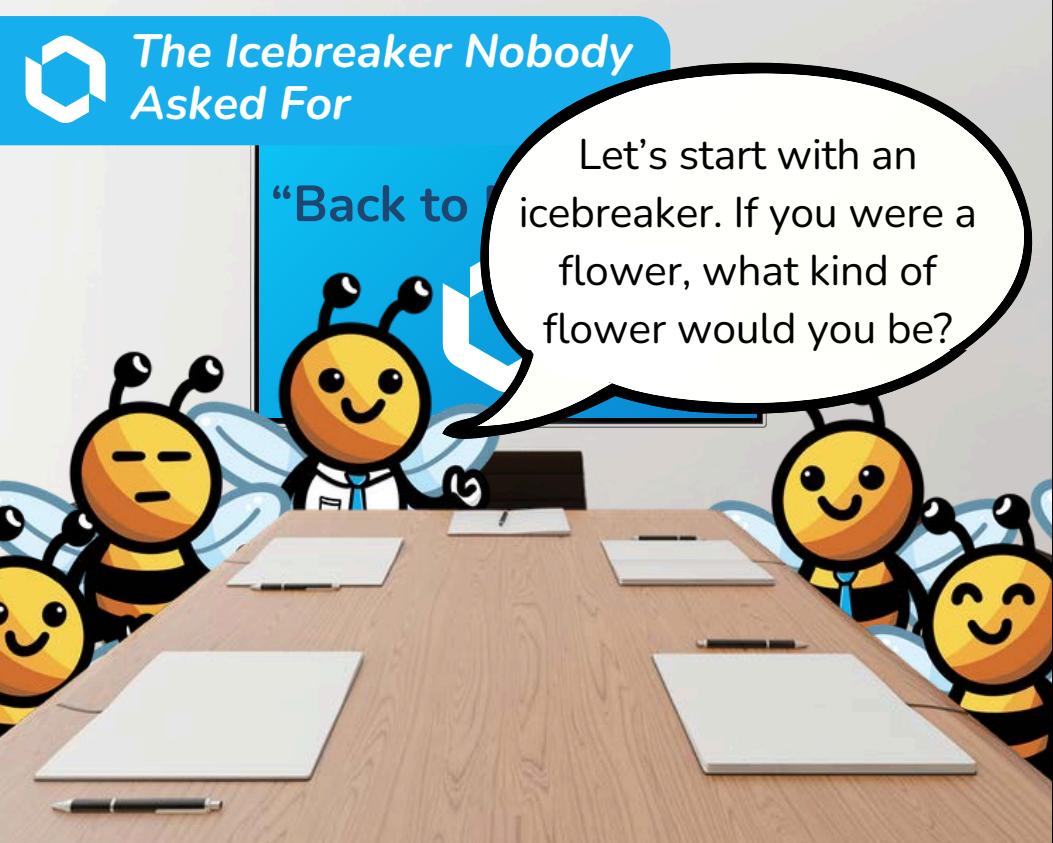
NOTES

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





The Icebreaker Nobody Asked For



August

2026

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--|---|---------|--|----------|--|---|
|  August is National Immunization Awareness Month |  August is Back to School Month | | | | |  1 National Minority Donor Awareness Day  |
|  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 | | | | | |

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



Compliance and Work Observances

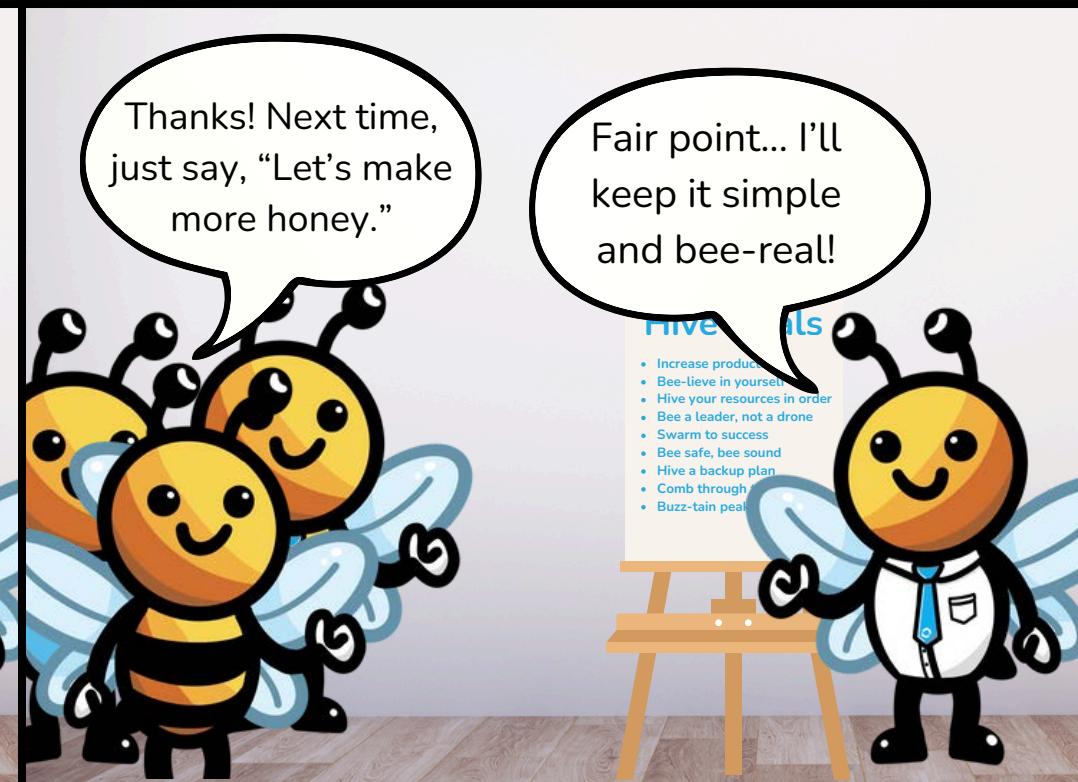
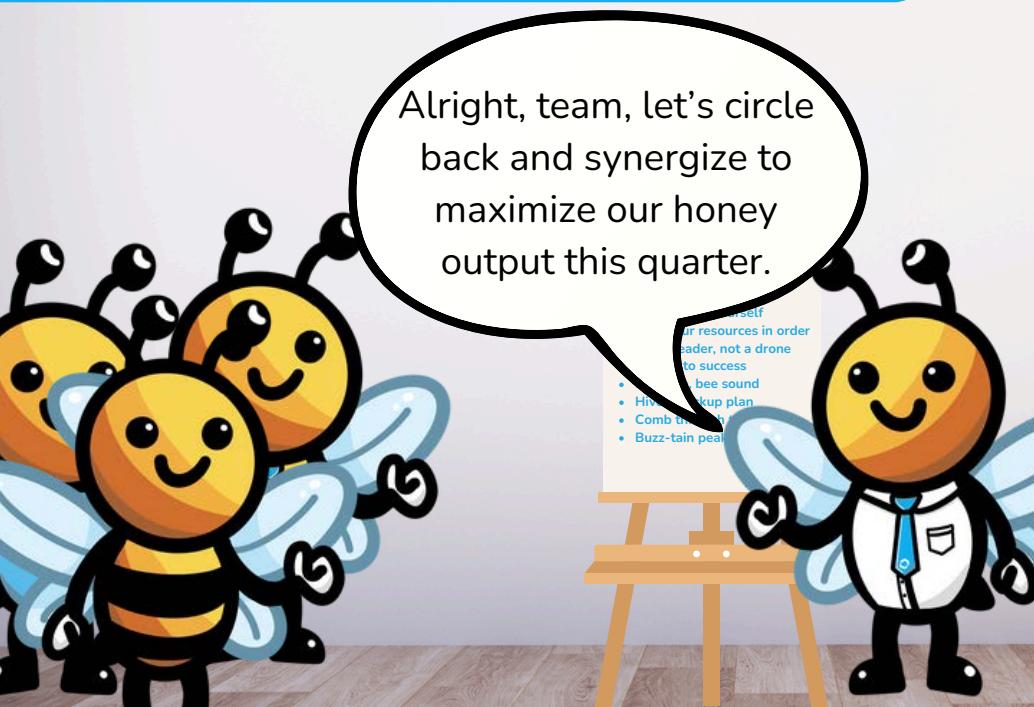
 August 1, 2026 (Saturday):

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

NOTES



Bee-yond the Buzzwords



September 2026

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|---|--------------------------------|-----------|---|--|----------|
| | | | 1 | 2 | 3 | 4 |
| | | | 5 | | | |
| 6 | 7 Labor Day (Federal Holiday) | 8 | 9 | 10 | 11 Patriot Day/ Rosh Hashanah (begins at sundown) | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 First Day of Fall | 23 | 24 | 25 | 26 |
| 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.



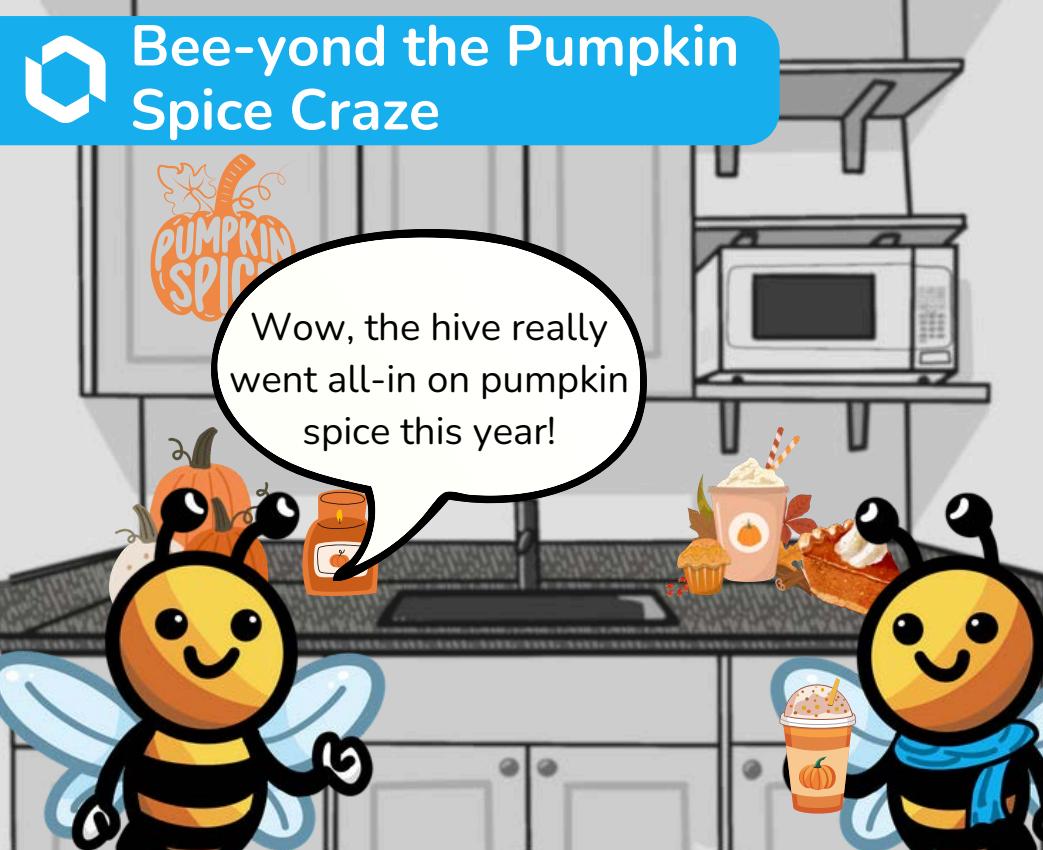
NOTES

[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



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  | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15  | 16  World Food Day | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24  |
| 25 | 26 | 27 | 28  | 29 | 30  | 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  | 14  |
| 15 | 16  | 17 | 18 | 19 | 20  | 21 |
| 22 | 23 | 24 | 25 | 26 | 27  | 28 |
| 29 | 30  November is Men's Health Awareness Month | <p>Click here to see how BlueHive can help you leverage health data to build a resilient workforce!</p> | | | | |

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





The Holiday Spirit



December 2026

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|--------|--------|---|-----------|--|--|---|
| | |  1 World AIDS Day  | 2 | 3 |  4 National Cookie Day / Hannukah Begins | 5 |
| 6 | 7 | 8 | 9 |  10 Human Rights Day | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 |  18 National Ugly Sweater Day | 19 |
| 20 | 21 | 22 | 23 | 24 |  25 Christmas Day | 26  Kwanzaa Begins |
| 27 | 28 | 29 | 30 |  31 New Year's Eve |  December is National Safe Toys and Gifts Month  December is HIV/AIDS Awareness Month | |

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.



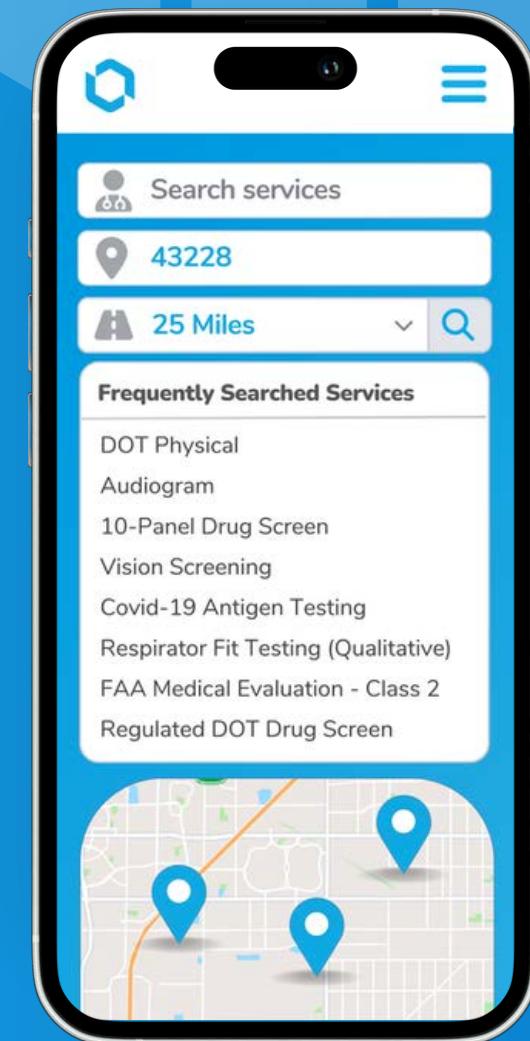
Simplified Invoicing

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



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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.

The screenshot displays the bluehive software interface. At the top, there are icons for Google, ADP, Salesforce, and Microsoft. Below that is a blue header bar with the 'bluehive' logo. The main interface has two tabs: 'Employees' and 'Directory'. Under 'Employees', there are three buttons: 'Overview', 'Directory', and 'Import'. The 'Overview' section shows a grid of employee profiles. The 'Directory' section shows a grid of employee profiles. The 'Import' section shows a grid of employee profiles. On the right side, there is a list of employees with their names, roles, and profile icons. The employees listed are: Bonnie Andrews (Marketing Specialist), Dennis Barnes (Operations Coordinator), Bryan Benton (Project Manager), Jackie Campbell (Financial Analyst), Mariah Edwards (Procurement Specialist), and Gary Hudson (IT Specialist). Each employee entry includes a checkmark icon and a small profile picture.

| Employee | Role |
|-----------------|------------------------|
| Bonnie Andrews | Marketing Specialist |
| Dennis Barnes | Operations Coordinator |
| Bryan Benton | Project Manager |
| Jackie Campbell | Financial Analyst |
| Mariah Edwards | Procurement Specialist |
| Gary Hudson | IT Specialist |

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