



February 2018

4 Ways to Be Proactive About the Gender Pay Gap

Gender pay has been getting more and more attention of late. It does seem to be a problem prevalent in most organizations at least to some degree. The steps outlined in this article are extremely important in evaluating your organization.

When Leaders Share a Goal but Differ on Strategy-- What Do You Do?

When an organization has an agreed upon goal but different strategies, problems can arise. This article discusses the various situations that arise and suggestions for getting everyone focused on the common goal.

BenScan® Health Benefits Modeling Tool for What-If Scenarios

Employers can use this customizable and interactive solution to model health benefits.



A Transformative Year for Health Care

Health benefit plan sponsors can expect a year of transformation if, among other possible changes on the horizon, a recently proposed DOL rule is finalized. The rule would expand access to association health plans (AHPs).

Communicating Change Requires a Disciplined Approach

As organizations try to adapt to continuous change inside and outside their walls, many will look to change management experts to guide the process of getting employees to work in new ways.

Is Your Culture Change-Resistant or Change-Ready?

Your organization's culture can help or hinder change. This article examines various elements of culture and how they affect change.

Beyond Obamacare: What's Ahead for U.S. Health Care in 2018

From the opioid crisis to Medicare and Medicaid, this article looks at future obstacles/opportunities in the health care landscape.

Hardship Distributions for House Repairs Now Harder to Get

A change to Internal Revenue Code (Code) Section 165 makes a small, but significant, change to one of the safe harbor hardship distribution categories found in many 401(k) and 403(b) retirement plans.

Tax Reform's Impact on Your ESOP

For ESOPs, now is the time to plan for changes to any repurchase obligation, plan design, and corporate strategies to take full advantage of the opportunities and mitigate the effects of tax reform.

Upcoming Events

Tax Reform's Impact on Employee Benefit Programs, March 1

- Ohio State Bar Association webcast, Jason Rothman to present

The ESOP Association, New South Chapter Workshop, March 1

Northern Ohio HR Conference, March 22-23, Cleveland, Ohio - Visit our booth

The ESOP Association Ohio/Kentucky Chapter Spring Conference, March 23

Michigan HR Day, April 12, Lansing, Michigan - Visit our booth

- Wait...We're Acquiring What?!? Best HR Practices for Mergers, Acquisitions, and Divestitures, presented by Kimberlie England and Miriam Batke
- Elimination or Revolution: Taking Performance Reviews to the Next Level, presented by Tara Morey and Jen Givens

OACUBO Annual Meeting, April 25-27, Ashland, Ohio - Visit our booth

Quick Links

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