



**Human.  
Resources.  
Consulting.**

## **June Newsletter**



June 1, 2021

Dear friends,

A cool and soggy Memorial Day weekend wasn't what we wanted (or deserved), but the rain will support all the fresh new growth that's bursting forth right now, so let's just focus on that.

In a larger sense, it feels like we're bursting out of a Covid cocoon, like a butterfly emerging from its chrysalis. Graduations, weddings, and celebrations of all sorts are now possible again. And yet, this is not an easy adjustment for everyone. After a prolonged period of hiding away and isolating from the world, switching from OFF to ON can be a jarring experience, and it will take time before what used to be normal feels normal again. In New England, we have some of the highest rates of vaccinations in the country, but we have to be mindful of those among us who are still unvaccinated, or who live with unvaccinated friends or family: young children, the immunocompromised, etc. They deserve our patience and consideration in this disorienting process of opening up.

### **Return to work policy is tricky**

If you're tasked with creating policy around returning to work, the first place you might want to look is your organization's values. You will likely find some direction there to help you stay true to your guiding principles in establishing a post-Covid work environment. Here are three words to consider as you approach this work: clear-cut, flexible and fair. If you're struggling to develop reasonable and practical policies, reach out to KMA; we can help.

### **Are rockstars slipping through the cracks?**

It's a candidate's market, and that means hiring managers and recruiters have to be more strategic and innovative than ever in their sourcing. The KMA recruiting team knows that excellent candidates are out there - and we're finding them. One of the strategies that has

worked for our clients is adopting a more open mindset. What potential rockstar is slipping through the cracks due to requirements for credentials and experience that aren't necessary for success in the role? Try prioritizing aptitude and potential over exact skills and experience to really deepen your pool of candidates. We recently posted a blog from the 24 Hour HR Support Center that deals with the struggle to hire and how organizations can be more competitive in the marketplace. Check it out [here](#), and if you've got open positions to fill, we can help.

### Lunch + Legal Conversations

We've got a Lunch + Legal webinar coming up for you on June 15<sup>th</sup> with Peg O'Brien of McLane Middleton revealing the hot button legal issues business leaders and HR professionals are asking about. In this session, we will address workplace flexibility considerations, employee mental health issues, OSHA regulations and more. Please join us! And even if you're not able to attend, you can access the program on demand after the event. Register [here](#).

### Are you offering competitive benefits and compensation?

Our 2020 Benefits Survey is complete and the full report, with data, analysis and interpretation, is now available. If you're interested in accessing it, reach out to Kari Meillat, KMA's Compensation Manager at [kari@kmahr.com](mailto:kari@kmahr.com).

In case you missed it, you can still catch our webinar on Why You Need a Compensation Strategy; it's available [here](#).

### Compliance Reminder: EEO-1 Reporting Open Through 7/19/21

Reminder: the 2019 and 2020 EEO-1 Component 1 data collection is now open—the collection had been delayed because of COVID-19. Employers that are required to file have until **Monday, July 19, 2021**, to submit both years of data. Pay data is not required. Employers should visit the newly launched EEO-1 [Component 1 website](#) for the latest filing updates and additional information. Employers can also visit the [Filer Support Center](#) to request assistance and find helpful resources, including fact sheets and FAQs.

#### Who Must File

An employer must file an EEO-1 report if they answer "Yes" to *one or more* of these questions:

1. Does the entire company (at all locations combined) have at least 100 employees?
2. Is the company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employee count of 100 or more?
3. Does the company or any of its establishments have a contract

with the federal government worth \$50,000 or more and have 50 or more employees?

4. Is the company or any of its establishments a federal government contractor that serves as a depository of government funds in any amount or a financial institution that is an issuing and paying agent for U.S. Savings Bonds and Savings Notes in any amount?

If you answered "No" to all of the questions above, you do not need to file an EEO-1 report. If you are unsure about the answer to question 2, you should speak with an attorney.

### ***She's Brilliant!* Gia Drew**

Gia Drew is our most recent *She's Brilliant!* contributor. Read her unstinting piece on how she sees leadership in times of crisis [here](#).

### **Inspiring!**

Forbes Magazine published its list - out today - of 50 women over 50 who are shattering age and gender norms. "This first-of-its-kind Forbes list is dedicated to the women on the inspiring side of 50. Over 50. In partnership with Mika Brzezinski and her 'Know Your Value' initiative, we are committed to shining a light on 50 diverse women over the age of 50 who have achieved significant success later in life, often by overcoming formidable odds or barriers." More [here](#).

### **Service and sacrifice**

Finally, on behalf of all of us at KMA, I'd like to express my sincere gratitude to all our Veterans for their service and their sacrifice. We are profoundly and eternally thankful.

Thanks for reading!

Kim Anania  
President and CEO  
KMA Human Resources

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