



# Q-tips Newsletter

February 2021



## We offer HR Services

Staying on top the ever-changing world of HR has always been tricky. This past year has been one of the toughest. We are here to help!

We are happy to offer your company assistance in the following areas:

- HR Audits & Operational Reviews
- Employee Handbook & Policy Development
- Diversity & Inclusion Programs
- Compensation Consulting Strategy & Planning
- Succession Planning
- Performance Management & Motivation Strategy
- Employee Engagement
- Recruiting
- Have another need, let us know!

We hope this service will allow your teams to focus on the daily operational needs that keep your business running.

Please let us know if you would like to learn more.

## Connecticut Paid Leave Act (PFMLA CT)

Every new presidential administration brings different financial implications, particularly when it comes to taxes. Even a minor change in policies, laws, or market conditions can have major impact on your business, its growth, and your ability to exit on your terms. Want to know how Biden's term may impact your terms? Take a look at how our carrier team dive into what you need to know to be prepared, including expected changes to income and estate taxes, additions, and changes to federal tax credits, and future planning opportunities, including 401(k) and cash balance plan entity selections, and captive insurance.

Each of the below links provide various point of information that will help prepare your organization.

- <https://youtu.be/UV1G90hAflg>
- <https://www.guardianlife.com/business/webinars-and-events>
- [https://ctpaidleave.org/s/frequently-asked-questions?language=en\\_US](https://ctpaidleave.org/s/frequently-asked-questions?language=en_US)
- [https://ctpaidleave.org/s/i-want-to-apply-for-exemption?language=en\\_US](https://ctpaidleave.org/s/i-want-to-apply-for-exemption?language=en_US)
- <https://www.guardianlife.com/absence-management/paid-leave>

Please let us know if you have any questions, we are always here to help!