

## MUSICAL CHAIRS AND WE ARE EXHAUSTED

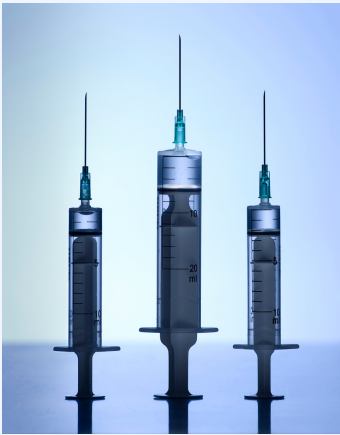
HR Tech is not immune to the “Great Resignation.” Our friends and business partners are circling and landing in all kinds of different places. Lots of start ups, lots of point solutions, and sometimes similar positions with different platforms. As a result, it is important that we know the new line up for all of our clients.



As service teams change, we sometimes lose original intent and with new (and sometimes inexperienced teammates) we are missing some of the quick resolution we depend upon. If you are having trouble locating a trusted resource, give us a shout and we will help get you to the new lineup.

## VAX TRACKING

Everyone needs it and, seriously, everyone has it. Before you commit additional time and expense, look at your current solutions. Pretty much all of our HRIS and Ben Admin platforms have launched a vax trax program, as have a number of insurance carriers and wellness providers. These might be available at a no/low cost and with quick implementation.



It is entirely possible that these solutions will have a two year lifespan. Consider your needs before jumping in. Employee attestation and document management is easy. Approving waivers — not everyone offers this. Coordinating with time and attendance and managing employee badges, again not everyone offers this service. Know what you need to save time. Or let us know how we can help you with a quick discovery process.

## MOST REQUESTED "POINT" SOLUTIONS

Our clients are working hard to address the ever changing needs of a tough labor market and remote work force. Most requested in Q4:

- ATS—recruiting and applicant tracking are #1 on our list of client needs
- Compensation—who to pay; how to pay follows right behind ATS
- Family Benefits—beyond pregnancy with a focus on the whole family.



## PLATFORM IMPROVEMENTS & NEW SOLUTIONS



- Paychex acquired Flock, and the plan is to conduct business as usual. As Paychex has an internal agency (ranked in the top 30 nationally) not entirely sure what that means. Stay tuned.
- Healthcare Blue Book just rolled out BlueBook RX, a pharmacy navigation/savings solution
- Alight's purchase of Consumer Medical provides for second opinion options and complements their Compass provider navigation.
- Team Sense is a text based recruitment tool for hourly workers. Text-to-Apply requires no computer, no email address, and no need to download an app.
- Cleo expands family planning and fertility services to include Cleo Baby and Cleo Kids addressing the needs of the total family.

## SEE YOU IN CHARLESTON?



BenefitFocus is holding OnePlace 2022, live and in Charleston. LMCIS would love to buy you a drink if you are going to be here. Just let us know. OnePlace is scheduled to run March 15-17.

### LMCIS - HERE TO HELP

Rethinking your technology strategy?

Let us help with an agency specific plan that showcases your best carrier and solutions partners. Our technology partners have changed dramatically.

Retained basis or one group at a time.  
Let us know what your needs are.



### SHARE THE KNOWLEDGE

If you are sharing this with a colleague, invite them to join our community.

Send us the contact information and we will add them to our list

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