

AI IS THE NEW BLACK!

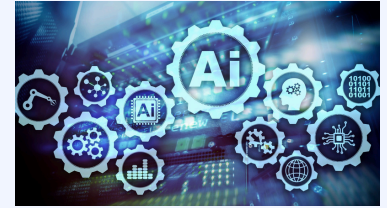
It's everywhere and it touches all things. So make sure you understand how AI can improve or at least impact your HR Work Tech stack.

Functional AI powers applications and you may have the opportunity to accept or reject that assistance.

Do you want a chatbot? That's a yes or no.

Do you want AI to review dependent verification? Again, yes or no.

And what about decision support? Do you want AI to ingest claim data to recommend a personalized enrollment path? You have the authority to decide how you want to use functional applications.



But what about the AI that is being deployed to optimize your software providers' business operations? Have you somehow provided permission for your data to be used to train the model? Review your contract and amend accordingly. Is AI being used to write requirements and design new features? And how is your data being de-identified and protected?

Last but not least. Has your InfoSec team weighed in on security around AI? AI can be breached but differently than a data breach in a cloud environment. Do you have cyber security protection for AI situations? It is worth a conversation with whomever is providing those limits.

YEAR END "CLEAN UP"

If your last payroll period is in 2024 but the release of payment is 2025, you may want to think about tax consequences. Certainly for employees, this can impact deductibles, spending accounts, and the like. A conversation now gives you plenty of time to revise as needed. Revisions will, of course, require employee communications. Another opportunity for payroll and benefits to come together.



PAY ATTENTION TO THE BIG GUYS—NEW TRENDS?



Amazon has announced that beginning this January, all office-bound employees will be returning to work at their offices (assuming no extenuating circumstances). And so it begins.



PwC just announced they will be laying off 1,800 folks in the US business unit. This is the first formal layoff since 2009. The layoffs will coincide with a restructuring of advisory and products technology operations. Positions impacted range from associates to managing directors.



Cisco announces its second major round of layoffs, letting go of approximately 5,600 employees—around 7% of its global workforce.

NEW!

An IRS private letter ruling will let workers allocate their employers annual retirement plan matching contribution to one of 4 different accounts: retiree health reimbursement; educational assistance; a 401K account; or an HSA. This is so new that you should consult your tax and legal advisors!



Paylocity acquires Airbase to provide spending management services such as expense management, corporate cars, and bill pay.

PlanSource introduces "Olive" a virtual assistant to help employees select and use benefits.

bswift has acquired Evive, a pioneer in the digital personalization and engagement space.

MEETINGS

The HR Tech Conference was held in Las Vegas in late September. Big turn out!



In case you are already planning ahead:

Gartner Reimagine HR

October 28-30
Orlando, FL

Rethink HR

March 25-27
Chicago, IL

We are very excited to be one of the presenters at The Hartford's Tech Conference in January 2025.

LMCIS - HERE TO HELP

Rethinking your technology strategy?

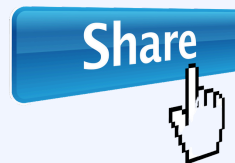
Let us help with an agency specific plan that showcases your best carrier and solutions partners. Our technology partners have changed dramatically.

Retained basis or one group at a time.

Let us know what your needs are.

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