

2025

HR & Compliance Calendar



Hello, and welcome to the BlueHive HR and Compliance Calendar for 2025!

Visit bluehive.com/calendar or scan the
QR code below for links to all the forms
mentioned in this year's calendar!



Disclaimers:

The dates and deadlines listed in this calendar are provided for informational purposes only and are subject to change. While we have taken great care to verify the accuracy of these dates, we recommend confirming all compliance requirements and event details with official sources to ensure timeliness and accuracy. If you notice a discrepancy, we welcome your feedback and will investigate promptly. BlueHive values your insights and appreciates your partnership in keeping resources accurate and helpful! Offers and promotions posted in this calendar are applicable once per employer. For more information about promotional programs, call our customer support team at [260-217-5328](tel:260-217-5328).



Resolutions:

- Buzz more, sting less...
- Hive a positive attitude.



"I'll hive to think about this..."



Don't worry,
just wing it!



















Resolutions:




- Buzz more, sting less...
- Hive a positive attitude.
- Bee-lieve in myself
(and avoid sticky situations...)



January 2025














Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Kick off the year with health awareness —10% off biometric screenings!  January is National Blood Donor Month!			 1 New Year's Day 	 2 National Science Fiction Day	 3 National Trivia Day	 4
5	6	7	8	9	10	11
12	 13 National Clean Off Your Desk Day	14	 15 National Bagel Day 	16	17	18
 19 National Activity Professionals Week	 20 Martin Luther King, Jr. Day	21	22	23	 24 National Compliment Day	25
26	27	 28 Data Privacy Day	29	30	 31 National Fun at Work Day 	

Compliance and Work Observances

-  **January 1, 2025 (Wednesday):**
 - Start of OSHA reporting period for 2024 workplace incidents.
 - Employers begin preparing for compliance tasks, including injury and illness recordkeeping ([OSHA Forms 300 and 300A](#)).
-  **January 15, 2025 (Wednesday):**
 - Q4 2024 Estimated Tax Payment Deadline: Employers and self-employed individuals must submit their quarterly tax payments.
-  **January 31, 2025 (Friday):**
 - W-2 Distribution Deadline: Employers must provide W-2 forms to employees.
 - 1099-NEC Filing Deadline: Deadline for filing and distributing [Form 1099-NEC](#) to independent contractors.
 - OSHA Reporting Prep: Prepare [OSHA Form 300A](#) for workplace injury and illness summaries to be posted by February 1, 2025.



February 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 February is Black History Month!  February is American Heart Month!						 Show your heart some love— 10% off heart health screenings this February.
2  Groundhog Day	3	4	5	6  National Frozen Yogurt Day	7	8
9  National Pizza Day	10  Random Acts of Kindness Week	11  National Inventors' Day	12	13  Galentine's Day	14  Valentine's Day	15
16	17  President's Day (Federal Holiday)	18	19	20	21	22  National Margarita Day
23	24	25	26	27  National Chili Day	28	

Compliance and Work Observances

- ⚠️ **February 1, 2025 (Saturday):**
 - Reminder to monitor compliance deadlines and review OSHA reports.
 - [Post-OSHA Form 300A:](#) Ensure OSHA Form ([300A](#)) is posted in a visible location from February 1 to April 30.
- 📅 **February (All Month):**
 - Early preparation for ACA form ([1095-C](#)) filing date (due March 31, 2025), if electronic.

NOTES

Click here to check out [BlueHive's 2025 OSHA Compliance Checklist!](#)





Bee-yond the Buzz

All right, what's the buzz here? Let's talk it out.



I worked hard to pollinate this flower, and now they're hogging all the credit!

Well, I turned it into honey! That's the real work!



Hold on! Without pollination, there's no honey. Without honey-making, there's no hive. You're both bee-yond important!



You're right, we're better together!
















Now that's the kind of harmony that keeps the hive humming!

Let's bee friends again!






March

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 March is National Nutrition Month		 Stay on top of your nutrition— 15% off glucose tests this month!			 World Compliment Day	
				 National Oreo Cookie Day	 National Cereal Day	
	 National Napping Day				 Pi Day	
	 St. Patrick's Day			 1st Day of Spring		
 National Puppy Day	 SHRM Talent 2025 Conference				 Respect Your Cat Day	
						

Compliance and Work Observances

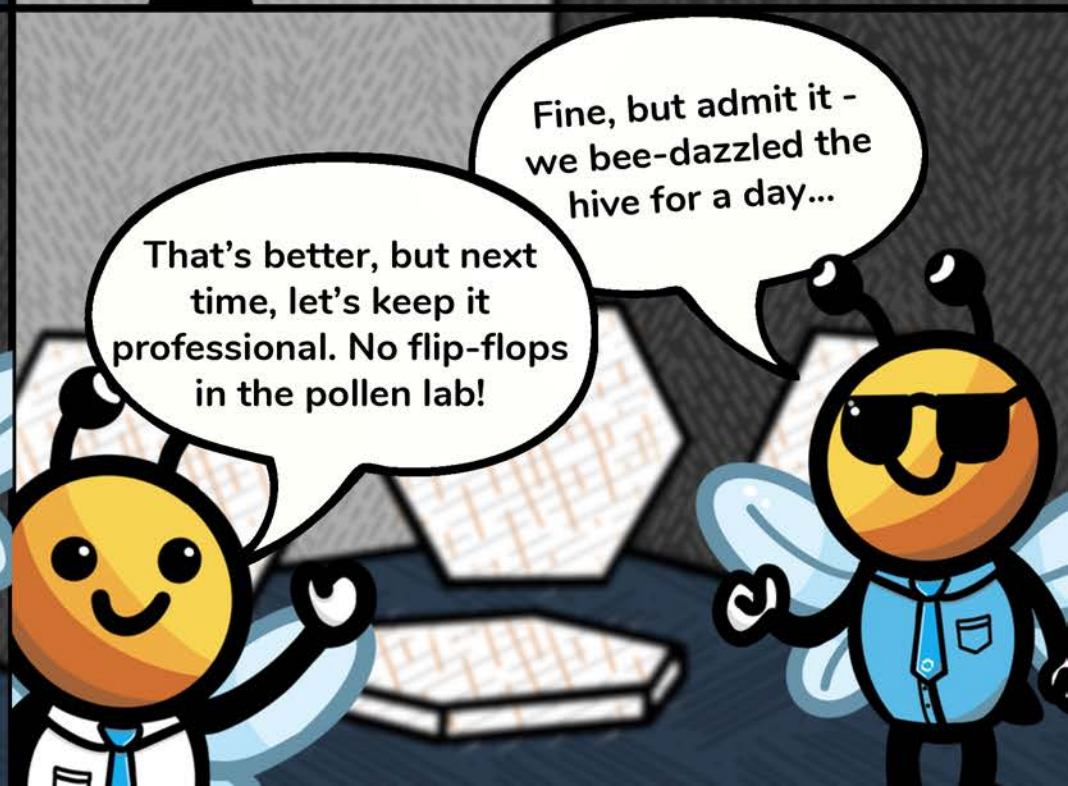
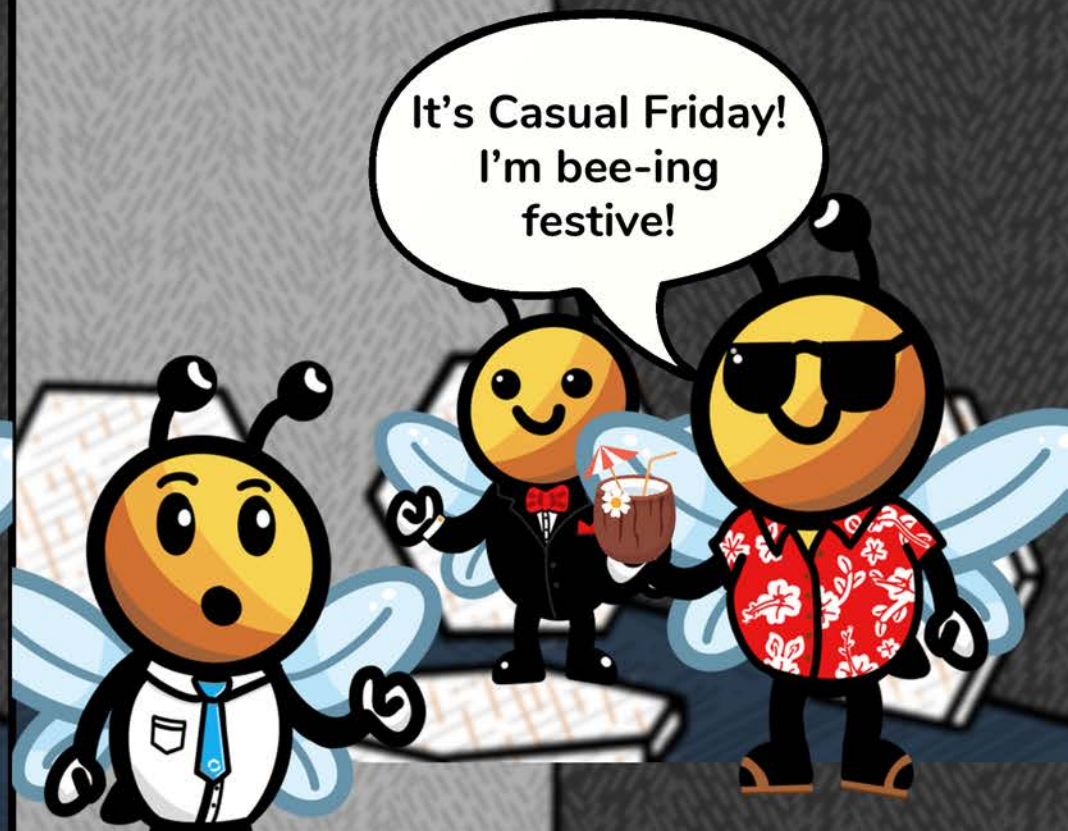
-  **March 2, 2025 (Sunday):**
 - [OSHA Form 300A](#) electronic submission deadline for workplace injury and illness records.
-  **March 15, 2025 (Saturday):**
 - Deadline for corporate tax returns ([Form 1120](#)) for calendar-year business.
 - Deadline for partnership tax returns ([Form 1065](#)).
-  **March 31, 2025 (Monday):**
 - Electronic filing deadline with the IRS for ACA Forms [1095-B](#) and [1095-C](#).

NOTES

[Click here to learn about the ROI of Occupational Health in your workplace!](#)

















Bee-yond the Dress Code



April

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Breathe easy— \$25 off respirator fit tests this April.  April is Stress Awareness Month		 1 April Fools' Day 	 2 Employee Benefits Day	 3 National Burrito Day		
	 7 World Health Day		 9 The AI+HI Project 2025	 10 National Siblings Day		
				 17 National High Five Day		
		 22 Earth Day				
 27 National Tell a Story Day	 28 Occupational Health & Safety Day			 April is National Financial Literacy Month		

Compliance and Work Observances



April 1, 2025 (Tuesday):

- Begin Q2 2025 OSHA reporting.
- Reminder to review workplace injury/illness logs.



April 15, 2025 (Tuesday):

- Tax Day: Deadline for filing individual tax payments for self-employed individuals.
- Deadline for Q1 2025 estimated tax payments for self-employed individuals.



April 25, 2025 (Friday):

- Final day for employers to distribute 401(k) Plan Benefit Statements for Q1 2025.

NOTES

Click here to check out how BlueHive can help streamline compliance in the oil and gas industry!



Today, we honor the bee who's gone 365 days without a safety violation!

Appreciation Day!



Hive Appreciation Day!

That's just a fancy way of saying "least fun"...



Hive Appreciation Day!

I'd like to thank my risk assessment spreadsheet...












Hive Appreciation Day!

I didn't realize we were awarding buzzkills now...



May

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Take care of your team's well-being— \$20 off stress tests this month.  May is Mental Health Awareness Month!				<div>1</div> 	2	3
<div>4</div>  Star Wars Day	<div>5</div>  Cinco de Mayo	6	7	<div>8</div>  World Red Cross Day	9	10
11	<div>12</div>  International Nurses Day	13	14	<div>15</div>  International Day of Families	16	17
18	19	20	21	22	23	24
25	<div>26</div>  Memorial Day (Federal Holiday)	27	<div>28</div>  National Senior Health and Fitness Day	29	30	<div>31</div> 

Compliance and Work Observances



May 1, 2025 (Thursday):

- Start of Mental Health Awareness Month - Emphasize wellness initiatives in the workplace.
- Reminder to post Q1 401(k) plan notices or benefit statements.
- [OSHA Form 300A](#) can be taken down.



May 15, 2025 (Thursday):

- Deadline for filing [Form 990](#) (Return of Organization Exempt from Income Tax) for non-profits operating on the calendar year.



May 31, 2025 (Saturday):

- Deadline to complete workplace safety audits and ensure OSHA logs are updated for Q2.

NOTES



Bee-yond the Dress Code: Summer Edition

Let me guess...
Casual Friday,
again?



Nope! It's just so hot
outside, I thought I'd
bee proactive!



I get it, but remember,
we still have to bee
professional. No leis in
the pollen lab.



Close enough.
Just don't spill
honey on the tie!



Better?

June

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	9	10  National Forklift Safety Day	11	12	13	14  Flag Day
15 	16	17	18	19  Juneteenth	20  First Day of Summer	21
22	23	24	25	26  SHRM Annual Conference & Expo Start Date	27  Industrial Workers of the World Day	28
29	30 	June is National Safety Month  June is Pride Month 				

Compliance and Work Observances



June 15, 2025 (Sunday):

- Q2 Payments: Self-employed individuals and small business owners must file [Form 1040-ES](#) for income earned April 1–May 31.
- Foreign Filers: U.S. citizens abroad and certain foreign entities may also have tax or estimated payment deadlines, unless extended.



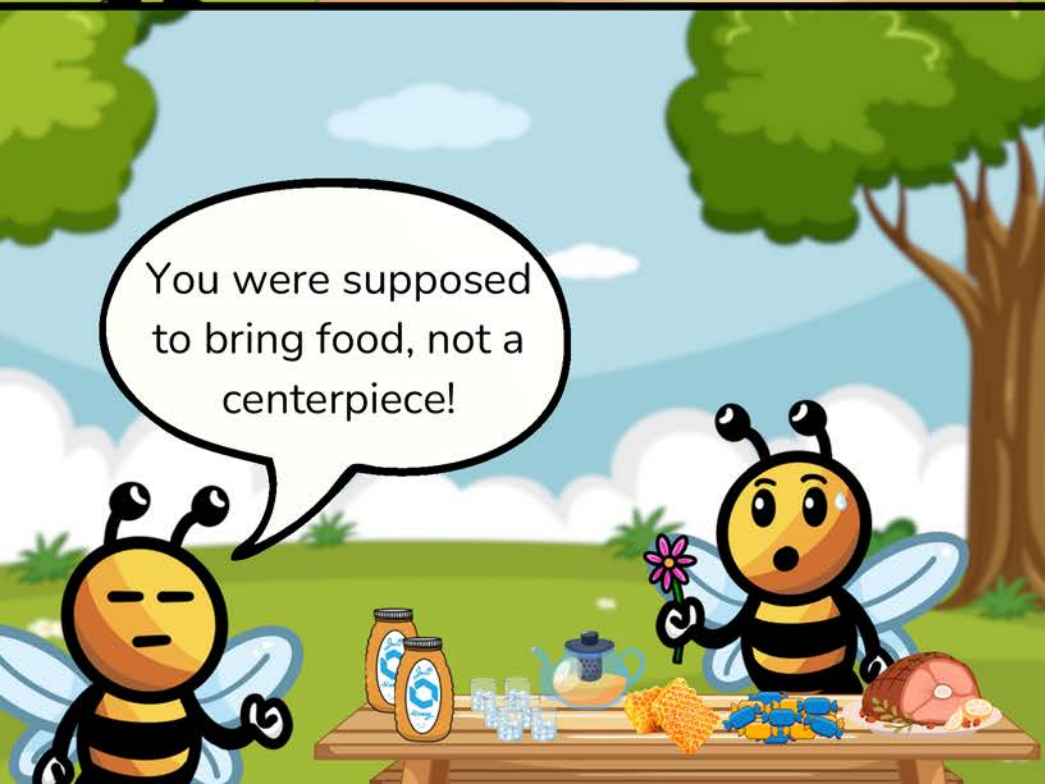
June 30, 2025 (Monday):

- [EEO-1 Reporting](#) (if applicable): Confirm submission if required for employers with over 100 employees or federal contractors.

NOTES













Dealing with turnover and rapid onboarding? Click here to see how BlueHive can help with that!

Bee-yond the BBQ




July

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 July is National Fireworks Safety Month  July is UV Safety Awareness Month		 1 National Postal Worker Day	2	3	 4 Independence Day (Federal Holiday)	5
	 7 World Chocolate Day	8	9	10	11	12
13	14	 15 Gummi Worm Day	16	 17 World Emoji Day	18	19
 20 National Moon Day	21	22	23	24	25	26
27	 28 World Nature Conservation Day	29	 30 National Cheesecake Day	 31	 Protect your team's eyes— 10% off vision screenings this July!	

Compliance and Work Observances

-  **July 31, 2025 (Thursday):**
- Calendar year employee benefit plans must file [Form 5500](#) to report financial condition, investments, and operations.
 - Federal Unemployment Tax Deposit due date.

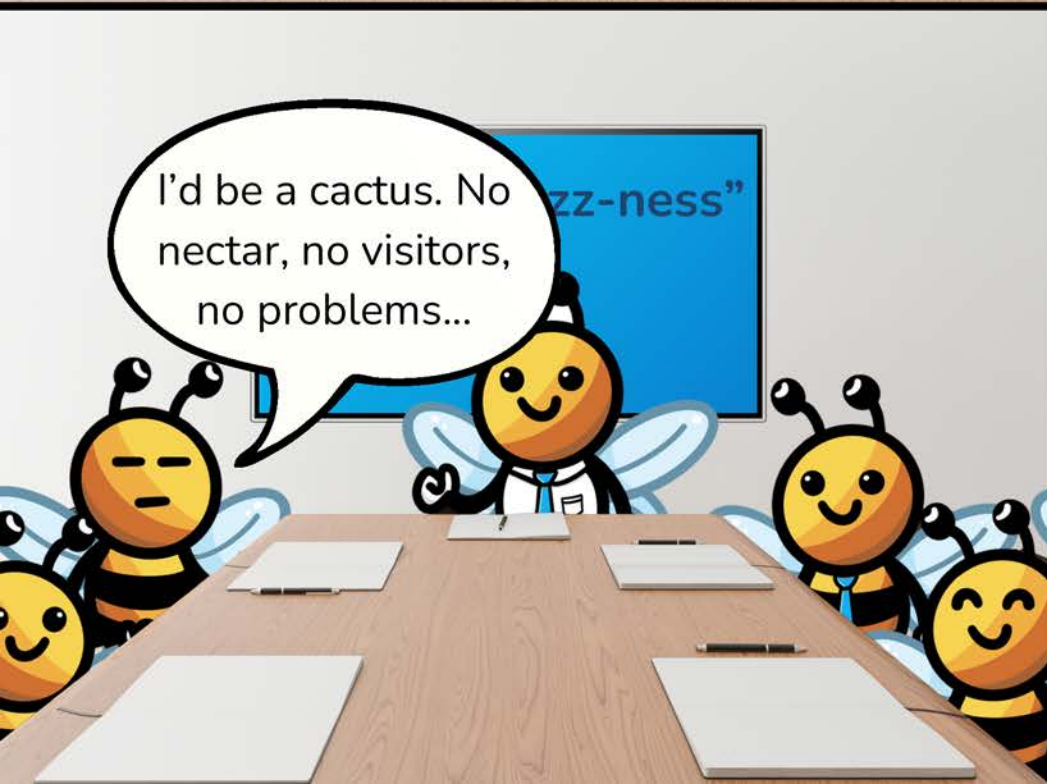
NOTES

Have remote workers? Click [here](#) for some handy tips and tricks for managing occupational health outside the office!






The Icebreaker Nobody Asked For



August

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 August is National Immunization Awareness Month		 Protect your workforce—Save 15% on flu and Tdap vaccines this August!		 1 National Minority Donor Awareness Day		 2 National Coloring Book Day
 3 International Day of Friendship	4	 5 National Work Like a Dog Day	6	7	8	9
10	11	12	13	14	 15 National Relaxation Day	16
17	18	 19 World Humanitarian Day	20	 21 Senior Citizen's Day	22	23
 24 National Waffle Day	25	 26 Women's Equality Day	27	28	29	30
 31 International Overdose Awareness Day						

Compliance and Work Observances



August 1, 2025 (Friday):

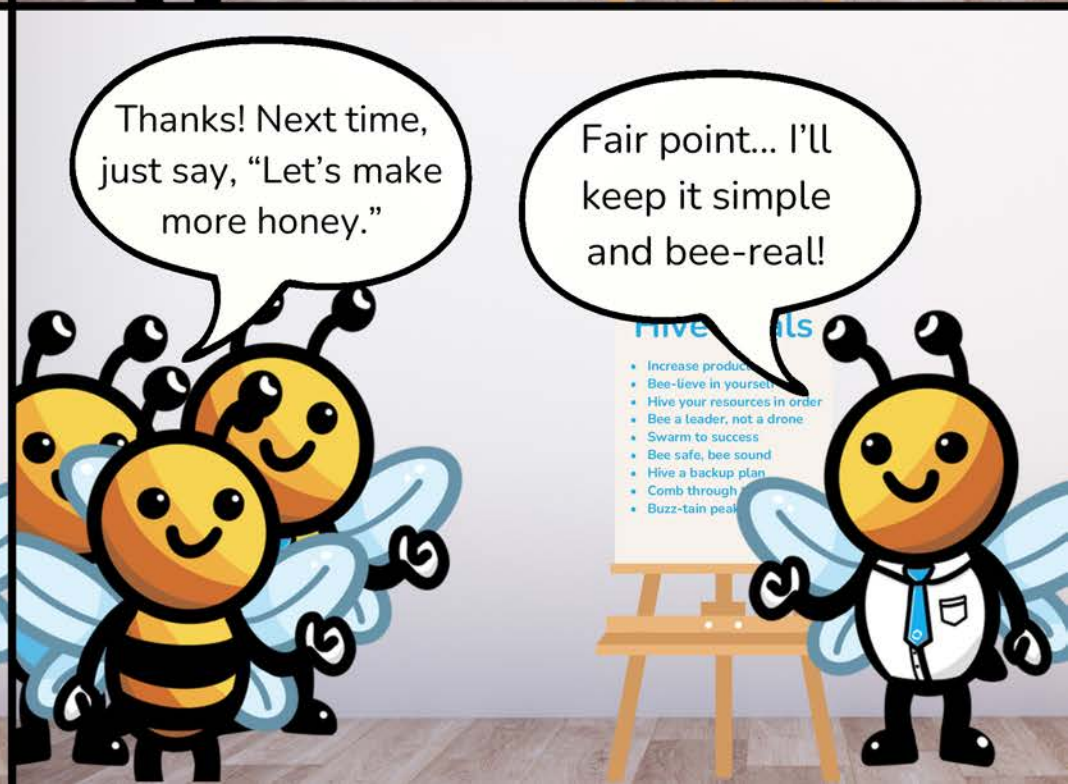
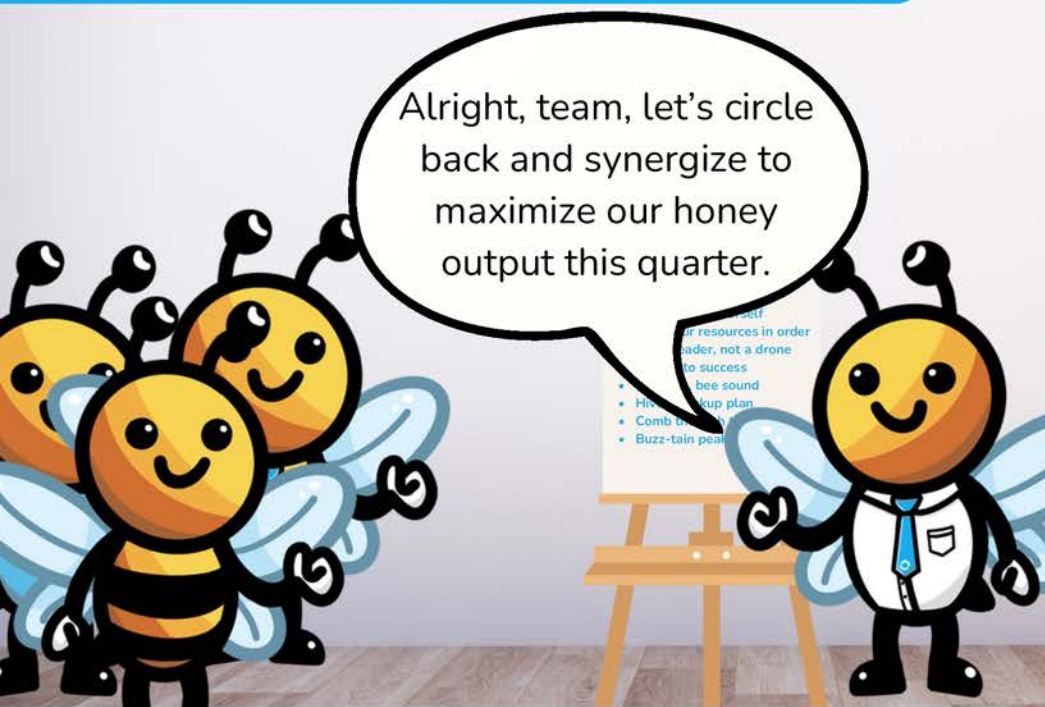
- Mid-Year Compliance Check - ensure all company policies and practices are up to date with any regulatory or legislative changes.

NOTES












Do you work with temporary staff? Click [here](#) to see how BlueHive can help you keep your talent compliant!





Bee-yond the Buzzwords



September 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1  Labor Day (Federal Holiday)	2	3	4	5	6
7  National Grandparents Day	8	9	10  World Suicide Prevention Day	11  Patriot Day	12	13
14	15 	16	17	18	19	20
21	22  First Day of Fall / Rosh Hashanah (begins at sundown)	23	24	25	26  HR Appreciation Day	27
28  Women in Leadership Institute Start Date	29	30 	 Start strong— \$50 off pre-placement evaluations for new hires.  September is National Preparedness Month			

Compliance and Work Observances

-  **September 15, 2025 (Monday):**
 - Estimated tax payments due for Q3 2025.
-  **September 30, 2025 (Tuesday):**
 - Provide employees and beneficiaries a Summary Annual Report of benefit plan's financial health and operations.

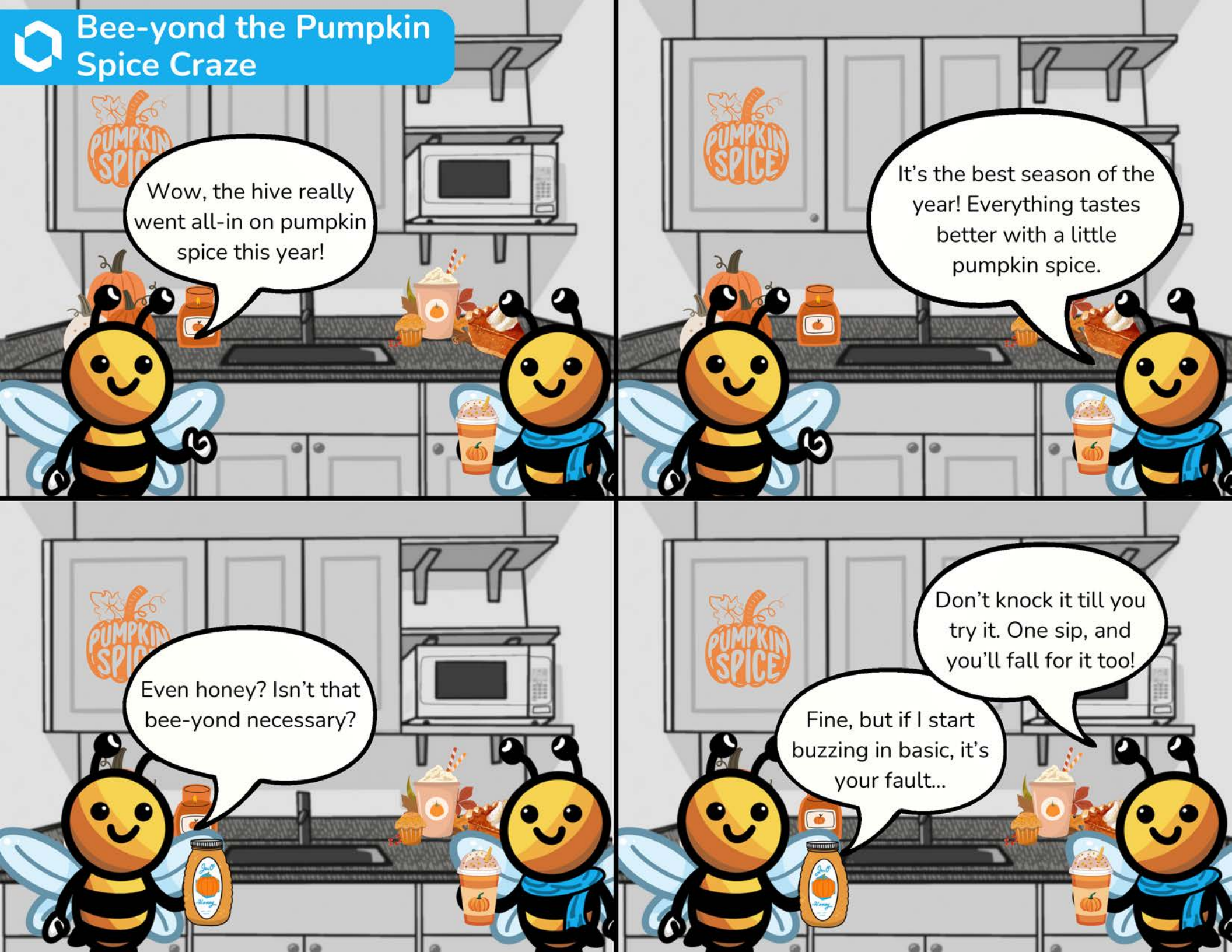
NOTES

Click here to learn how BlueHive can help you manage drug testing and health screening in the transportation sector!





Bee-yond the Pumpkin Spice Craze



Wow, the hive really went all-in on pumpkin spice this year!

It's the best season of the year! Everything tastes better with a little pumpkin spice.













Even honey? Isn't that bee-yond necessary?

Fine, but if I start buzzing in basic, it's your fault...



Don't knock it till you try it. One sip, and you'll fall for it too!

October

2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 October is National Breast Cancer Awareness Month  October is National Cybersecurity Awareness Month			1	2	3 	4
5	6  Customer Service Week	7	8	9	10	11
12	13	14	15 	16  World Food Day	17	18
19	20	21	22	23	24	25  Make a Difference Day
26  SHRM Inclusion 2025 Conference	27	28  National First Responders Day	29	30  Candy Corn Day	31  Halloween	 Secure health and data—15% off executive physicals.

Compliance and Work Observances

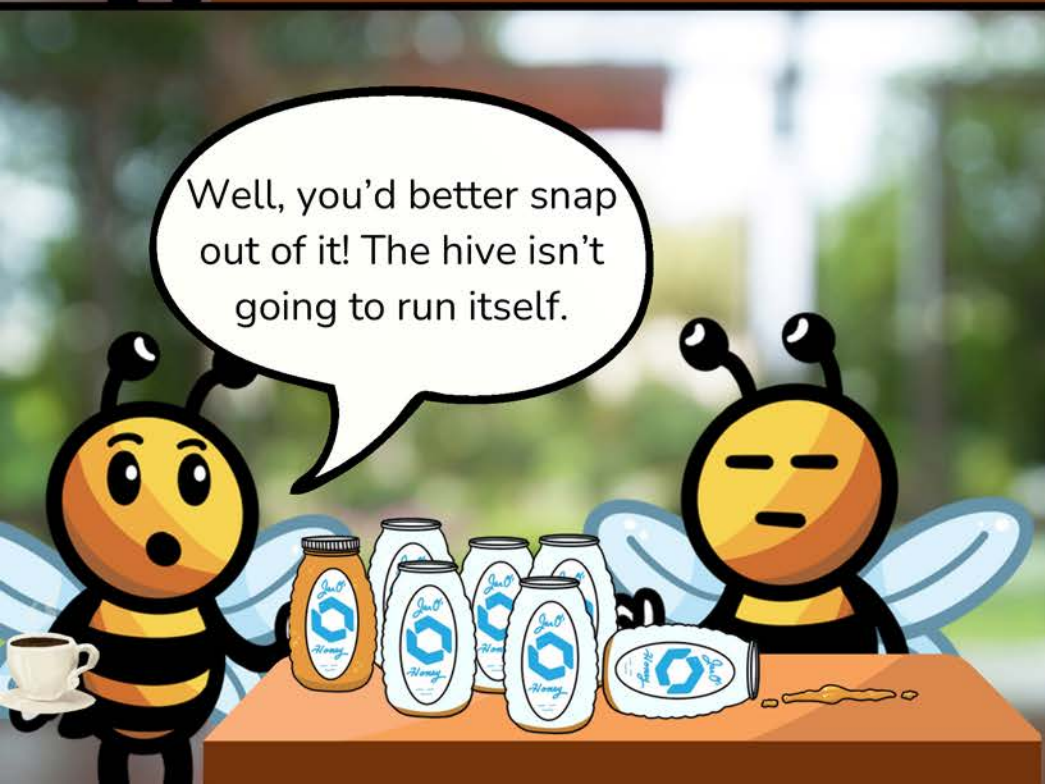
-  **October 3, 2025 (Friday):**
- QSEHRA (Qualified Small Employer Health Reimbursement Arrangement) written notice deadline.
-  **October 15, 2025 (Wednesday):**
- Medicare Part D Creditable Coverage Notices due.
 - Extended Federal Income Tax Returns due for employees who requested an extension.

NOTES











What do you know about ergonomics? [Click here to learn how it is a crucial part of maintaining a healthy workforce!](#)





Bee-yond the Food Coma



November 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Keep your team ready— 15% off fitness for duty exams  November is Men's Health Awareness Month						
2	3	4	5	6	7	8
9	10	 Veterans Day (Federal Holiday)	12	 World Kindness Day	 World Diabetes Day	15
16	17		19	 Universal Children's Day	 Substitute Teacher Appreciation Day	22
23	24	25	26	 Thanksgiving (Federal Holiday)	28	29
30						

Compliance and Work Observances


-  **November 1, 2025 (Saturday):**
 - Distribute open enrollment announcements communicating benefit options, updates, and deadlines.
-  **November 18, 2025 (Tuesday):**
 - Distribute federal and company holiday guidelines

NOTES


[Click here to see how BlueHive can help you leverage health data to build a resilient workforce!](#)




The Holiday Spirit




I bet this tree cost half our bonus budget...



Happy Holidays, everyone!














Where's my pollen bonus? I've been buzzing overtime all year...




The real bonus is the friends we made along the way. Now, enjoy your honey!

December 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
 Stay prepared —\$20 off post-trip health consultations!	 World AIDS Day			 National Cookie Day		
			 Human Rights Day			
 Hanukkah Begins	 International Tea Day				 National Ugly Sweater Day	
				 Christmas Day	 Kwanzaa Begins	
			 New Year's Eve	 December is National Safe Toys and Gifts Month December is HIV/AIDS Awareness Month		

Compliance and Work Observances

-  **December 1, 2025 (Monday):**
- Notify employees of any changes to compensation or benefits that start at the beginning of 2026.
 - Deadline to distribute 401(k) safe harbor, QDIA, and automatic enrollment required notices to plan participants.

NOTES



Meet BlueHive: Your All-in-One Platform for Simplified Occupational Health



HRIS Integration

Connect your existing HR platforms to BlueHive, keeping employee rosters up-to-date without extra effort.



Order Creation

Manage various services, set limits, and create recurring orders for physicals, labs, vaccines, and more.



Service Management

Auto-accept referrals, utilize discounted fee schedules, maintain service inventory, and more.



Provider Directory

Access an 18,000+ provider directory, where information, appointments, and pricing are efficiently handled.



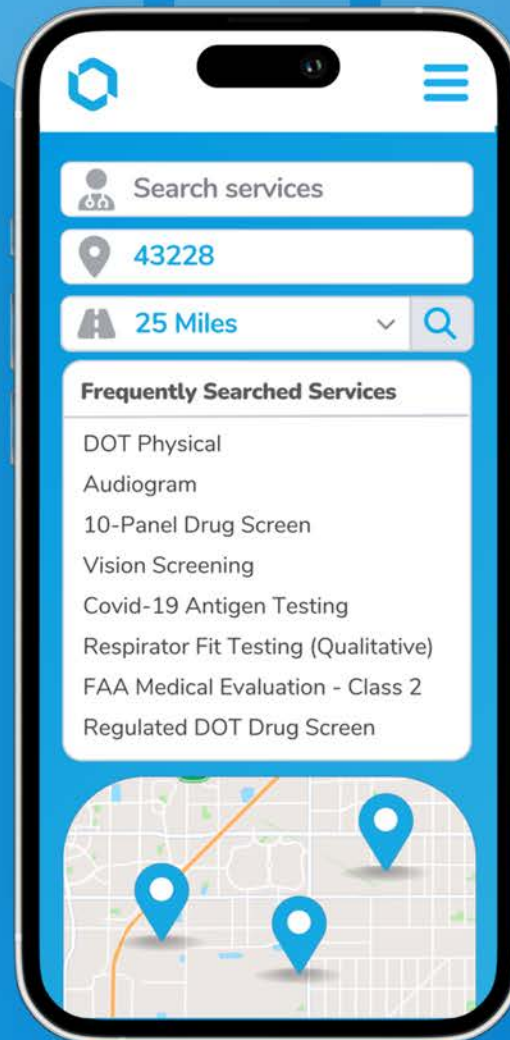
Simplified Invoicing

Easily access your balances and invoices, with the option to make immediate credit card payments.



Single Sign-On

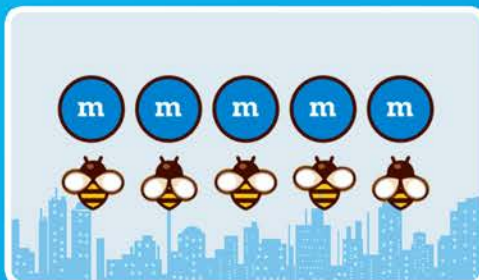
Customizable SSO authentication and secure emails for results, orders, and direct provider chats.



Get to Know BlueHive Better: Watch Our Featured Videos



BlueHive: An Introduction



The BlueHive Story



Service Sourcing in 3 Simple Steps



Staffing & Onboarding Testimonial



(260) 217-5328



contact@bluehive.com



bluehive.com

Source Occupational Health Services in 3 Simple Steps

1 Easily Populate Employee Details

- **Effortlessly Import Data:**
Auto-sync seamlessly from supported platforms or manual CSV imports.
- **Comprehensive Data Inclusion:**
Name, birthday, phone number, email, job title, department, etc.
- **Enhanced Efficiency:**
Automated syncing ensures a swift and efficient management process.



bluehive

Employees

Directory

Overview

Directory

Import



✓ Bonnie Andrews
Marketing Specialist



✓ Dennis Barnes
Operations Coordinator



✓ Bryan Benton
Project Manager



✓ Jackie Campbell
Financial Analyst



✓ Mariah Edwards
Procurement Specialist



✓ Gary Hudson
IT Specialist

2 Select Your Service Preferences

- **Diverse Service Selection:**
BlueHive offers a comprehensive array of 100+ occupational health services to choose from.

Frequently Searched Services

DOT Physical
Audiogram
10-Panel Drug Screen
Vision Screening
COVID-19 Antigen Testing
Respirator Fit Testing (Qualitative)

- **Recurring Services Options:**
Employers can easily set up and manage recurring services, ensuring compliance, continuity, and efficiency.
- **Bulk Employee Assignments:**
Assign multiple employees to specific occupational health services, optimizing workflow and saving time.

3 Choose Your Preferred Provider



- **18,000+ Clinic Locations:**
Effortlessly locate the services you need with our comprehensive database, curated by our dedicated provider representative team.
- **Provider Selection Criteria:**
Select a provider based on specific criteria, including distance and ratings.
- **Streamlined Scheduling:**
Let our provider concierge service coordinate appointments, or pick providers with built-in scheduling for enhanced convenience.



Schedule a demo