



Elevate Your Team's Well-being with TRG Turnkey Challenges!

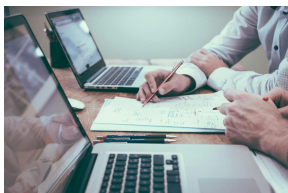
At TRG, we're committed to helping our clients foster a culture of well-being for a thriving and engaged workforce. Our Directors of Well-being, Mari & Lindsay, manage the [Wellness Resource Portal](#) for TRG clients. This portal offers a plethora of wellness resources, including our self-administered, turnkey challenges.

The aim of these challenges is to promote and inspire healthy lifestyle habits among your employees. Our current lineup features challenges specifically tailored to enhance physical activity, nutrition, sleep, financial health, and emotional well-being. A new challenge is released each quarter (p.s., we're gearing up to launch an amazing new nutrition challenge, just in time for National Nutrition Month!).

Running your own challenge is easy. Simply log in to our [Wellness Resource Portal](#) (Username: TRGClient, Password: Wellness) and visit the *Challenges* tab. Select the challenge you'd like to offer, download the communication materials, and follow the step-by-step instructions. Wondering how can you increase engagement with incentives? Be sure to check out our [Incentive Guide](#).

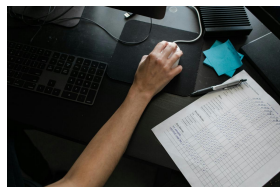
TRG's [Wellness Resource Portal](#) is designed to simplify your wellness planning. We've taken care of the details so you can focus on what matters most – your team's well-being! Utilize the portal throughout the year to take advantage of our growing resources.

Employee Benefits Best Practices



Scrutinize your Invoices Every Month

Reviewing your invoices each month can help ensure employee coverage is accurate and avoid costly or time-consuming issues with invoices in the future.



Double Check your 2024 Payroll Deductions

Take the time to double every payroll deductions for 2024. Failing to set up a payroll deduction or deducting the wrong amount can easily turn into a headache for both the employer and the employee.



Section 125 Plans

Section 125 Plans allow employees to contribute to certain benefits, such as health, dental and vision insurance premiums, on a pre-tax basis. This reduces the employee's taxable income, resulting in lower

Here are some tips to help reconcile your monthly invoice:

- Verify enrollment changes have been processed and are reflected in the billed amount.
- Identify any discrepancies in coverage level, plan selection or employee demographics
- Verify passive enrollments from 2023 carried through to 2024 accurately

Pay close attention to any benefits that have age-based premiums and make sure to adjust the payroll deduction accordingly. Premiums most likely to change with age include voluntary employee and dependent life insurance.

Finally, remind employees to carefully review their pay statements regularly. If there are discrepancies, addressing them promptly can help prevent misunderstandings and potential conflicts.

income tax liabilities.

Employers with a Section 125 Plan also benefit because they save on FICA (Federal Insurance Contributions Act) payroll taxes as a result of the reduction of employees' overall taxable income.

Be sure to review your Section 125 Plan Document annually and update as necessary to ensure compliance with federal regulations.

Navigating Corporate Social Responsibility



Corporate social responsibility (CSR) has evolved from a voluntary initiative to an important business strategy that influences brand perception, employee engagement, and investor relations.

CSR can include:

- charitable donations
- disaster relief
- employee volunteer programs
- sponsorships
- partnerships

A recent **report from Skillsoft** highlights a significant increase in CSR investment, with 63 percent of companies investing in CSR initiatives. It is important to note that the motivations behind CSR have shifted, with only 13 percent of respondents attributing it to the desire to "do the right thing," contrasting with 40 percent in 2022. Instead, the major driving factors are now customer feedback, government mandates, and public perception.

Authenticity is the key to successful CSR endeavors. Initiatives should align with a company's values, mission, and core issues. Internal or third-party assessments can ensure genuine integration into the business culture. Both

Benefits for Employers

- Improved brand perception – CSR enhances a company's image, attracting socially conscious consumers, employees, and stakeholders. Demonstrating a commitment to social change elevates brand value.
- Talent attraction and retention – CSR aligns with the values of the modern workforce, influencing talent decisions. Purpose-driven companies retain employees up to 40 percent more than competitors, reducing turnover costs.
- Investor appeal – Investors increasingly consider CSR initiatives, and companies with developed CSR programs become more appealing. CSR aligns with environmental, social, and governance metrics, influencing investment decisions.

What to Avoid

- Unrelated initiatives – Avoid participating in charitable efforts unrelated to your core business focus or ethical standards. Align initiatives with your business and community

internal and external, education plays a vital role, equipping employees with skills and fostering awareness about the societal impact of CSR initiatives.

Research suggests a potential shift toward environmental, social, and governance (ESG) initiatives overtaking CSR. While CSR covers a broader range of issues, ESG's focus on inclusion, equity, and diversity is gaining traction and is expected to dominate corporate responsibility in the coming years.

Setting Clear CSR Goals

CSR initiatives can encompass many goals, including social justice, equality, climate awareness, etc. To navigate the complexity, companies must establish clear measures of success. Initially focusing on tangible metrics like donation totals and volunteer hours, successful CSR programs evolve to include key performance indicators (KPIs) such as employee retention, productivity, and societal impact.

The Impact of CSR on Employees

According to Skillsoft's report, 66 percent of employees believe CSR has become more important since 2022. Inclusion, equity, and diversity emerge as top priorities, reflecting the evolving societal landscape. Offering paid time off for volunteer work, training, and celebrating CSR achievements enhances employee engagement and fosters a sense of community.

- Marketing schemes – Don't use CSR opportunities solely for marketing purposes. Long-term commitment to socially responsible practices yields authentic and lasting benefits.
- Waiting for industry standards –Don't wait for regulations; proactively adopt socially responsible norms to set industry standards.

CSR has emerged as an integral component of corporate strategy, fostering positive change when implemented authentically. As trends progress, organizations need to adjust, giving priority to inclusivity, diversity, and environmental consciousness. Successfully navigating CSR requires a considered approach, emphasizing authentic impact, well-defined objectives, and unwavering commitment, thereby securing advantages for employees, communities, and the company itself.



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