

The Advisor

Going Beyond the Numbers to Deliver Insight, Guidance and Success

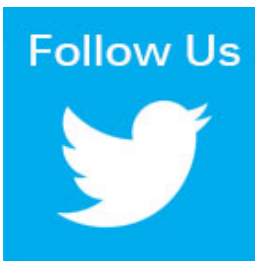
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Gray, Gray & Gray, LLP's News

Gray, Gray & Gray Scholarship Supports Accounting Students



The Massachusetts Society of Certified Public Accountants (MSCPA) has announced the renewal of the Gray, Gray & Gray Scholarship for 2017. The annual scholarship, which is funded by the firm and administered through the MSCPA Educational Foundation, is awarded to a deserving accounting student at a Massachusetts college or university.

"We are happy to be able to help support the future of the accounting profession through the Gray, Gray & Gray scholarship," said Joe Ciccarello, CPA, MST, Managing Partner of Gray, Gray & Gray. "It is essential that those of us currently practicing reach out to encourage and assist the young accounting professionals who will one day fill our shoes."

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Family Business

Keeping the Business in the Family



If you're part of a family business, you've taken pride in watching the company grow -- and having family members be part of it. But at some point, you may want to step down from the leadership position. If you want your siblings or children to take the helm, make sure they're well equipped to rise to the challenge. Here are some considerations as you craft a succession plan.

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Human Resources

Be Careful When Setting up an 'English-Only' Language Policy



Only under certain circumstances can your company *ban* employees from speaking foreign languages at work. In general, a company's English-only policy is likely to stand up to scrutiny if it serves a legitimate business need. Here are some rules to ensure you fall within EEOC guidelines, along with some relevant court cases that illustrate how employers should handle this issue.

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Management

The Six Golden Keys of Change

Transitions can cause rebellion and resistance among even your most valuable employees. So if you are planning any changes to your business, take some time to involve everyone and allow for discussions. Here are a few tips to help smooth the bumps.

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