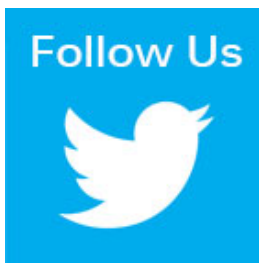


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### GG&G News - Employee Benefit Plan Audits

#### How Soon Can Your Child (or Grandchild) Start Saving for Retirement?



By Michael D. Koppel, CPA, PFS, CITP, MBA  
*Retired Partner at Gray, Gray & Gray*

School's out! What are your children (or grandchildren) doing during their summer vacation? Going to camp? Hanging around with friends? How about beginning to plan for retirement?

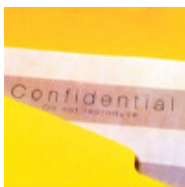
Retirement for the younger set may be 50 years or more away. But they have a rare opportunity to get a head start on planning and saving now. And you may be able to help them.

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### Employee Benefits

#### Make Sure Workers and Managers Comply With HIPAA



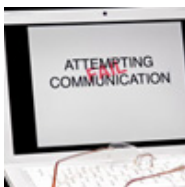
**When it comes** to health issues, employee privacy is important. But the rules may seem overwhelming for employers. The *Health Insurance Portability and Accountability Act (HIPAA)* has added many new responsibilities. Do you know what's expected of your organization? If not, continue reading this article.

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### Benefits Administration

#### How to Make Benefits Information Easier for Employees to Understand



**If you value** your employees, don't blindsides them with important information written in a way that is unclear. It's not uncommon for otherwise intelligent people to struggle with things like jargon and multiple acronyms and convoluted language. Here are some tips to consider when preparing handbooks and other communiques that you want your workforce to read and understand.

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### Benefit Tax Issues

#### Generous Health Plan May Not Preclude HSA Contribution

**If you're covered only** by a health insurance plan with a high-deductible, you may be eligible to contribute to a tax-advantaged health savings account, even if your spouse has other, more generous coverage. The rules can be confusing, but the IRS has clarified who qualifies and who doesn't with some examples. Here are the specifics.



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"We formerly had our employee benefit plan audit with one of the 'Big Four' national accounting firms, but knew that we were not getting the attention and service we needed. Making the switch to Gray, Gray & Gray was like night and day! We are getting the same degree of competence and experience, but with a much higher level of service. At much more reasonable fees, too!"  
-New England Sports Network (NESN)

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