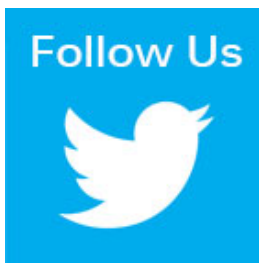


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### GG&G News - Employee Benefit Plan Audits

#### Important Tax Deadline Reminder: January 31st



Reminder, individuals who did not pay their last installment of estimated tax by January 16 may choose (but aren't required) to file their income tax return for 2017 by January 31<sup>st</sup>.

All businesses must provide annual information statements to recipients of certain payments made during 2017 by January 31<sup>st</sup>. You can use the appropriate version of Form 1099 or other information return.

[Click here for more information on some important tax deadlines.](#)

As always, if you have any questions, need help filing your taxes, or are wondering what you will need to file, please contact Gray, Gray & Gray's Tax Department at (781) 407-0300.

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### Employee Benefits

#### Weigh Three IRA Options



**Retirement plans** help ensure future financial security for you and your employees, but choosing the right one can be complex. Read on to learn about three pensions that may be good choices for your business, depending on how much you want to contribute, whether you have employees and how large your enterprise is.

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### Benefits Administration

#### HRAs Are Subject to 'COBRA Continuation'



**The IRS guidance** makes it clear health reimbursement arrangements are considered group health plans subject to continuation of coverage rules if employment ends. Continue reading for an explanation of how these plans work and how to treat them under the *Consolidated Omnibus Budget Reconciliation Act (COBRA)*.

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### Benefit Tax Issues

#### Be Careful to Document Hardship Distributions and Plan Loans



The IRS is cautioning plan administrators that they need to keep documentation for all employee loans from qualified retirement plans. The same is true for hardship distributions made to employees. This article explains the basics about plan loans and hardship distributions, along with the paper or electronic records that must be kept.

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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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