

# The Advisor

Going Beyond the Numbers to Deliver Insight, Guidance and Success

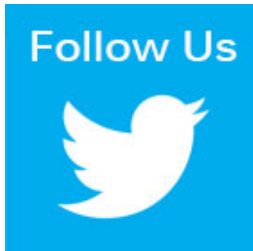
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## Gray, Gray & Gray, LLP's News

### Minimize Employee Turnover by Using Effective Motivation



In a low unemployment environment, employers are typically at the greatest risk of a turnover spike. While this isn't always bad, losing valued employees can have enduring negative impacts. Minimizing unwanted turnover and retaining good employees will require more than a quick fix. For that, you need a strategy. Here's more.

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## Family Business

### Keep Family Employees in Line



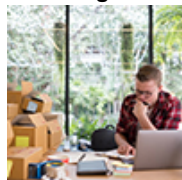
**Solid, successful** companies have standards that every employee must meet — and that should also be true for family-run businesses. This article provides some tips on how to ensure your family members are meeting performance standards and not generating resentment from the other employees.

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## Business Tax

### Deducting Pass-Through Business Losses



**Tax law** changes further restrict the amount of losses that sole proprietors, partners, LLC members and S corporation shareholders can currently deduct — starting in 2018. This is potentially bad news for start-ups and other business ventures that are incurring tax losses. Here's an overview of the new rules for so-called excess business losses and net operating losses (NOLs).

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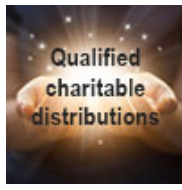
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## Personal Tax

### How the Tax Law Hits Charitable Giving

**A recent** tax law includes changes that may affect your charitable donations. This article examines some of the changes — which result in the loss of a tax break for some people who give to charity and provide a higher deduction limit for folks who give more than half of their adjusted gross income to charity. We'll also explain how some well-off seniors can directly donate up to \$100,000 from their IRAs to charity without paying tax on the money.

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