

# The Advisor

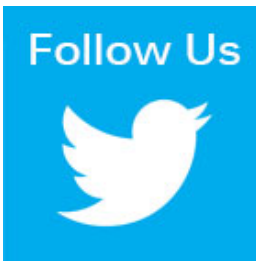
Going Beyond the Numbers to Deliver Insight, Guidance and Success

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

### Congratulations to Our Newly Promoted Gray, Gray & Gray Team Members!

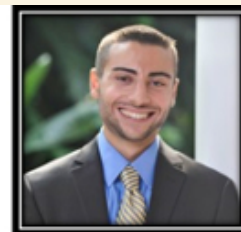
We are pleased to announce the following Gray, Gray & Gray team member promotions this summer. Congratulations on your well-deserved promotions and thank you for leading by example with your dedication to going beyond the numbers for clients and fellow team members.



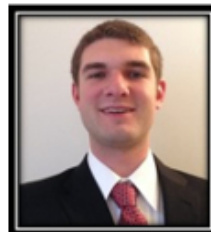
Nick Mauro  
Senior Tax Staff



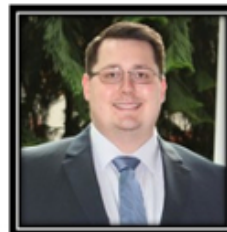
Tim Doyle  
Senior Franchise  
Staff



Chris Sweeney  
Audit Manager



James Byman  
Audit Senior Staff



Paul Dussault  
Audit Supervisor

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## Family Business

### The Benefits of Philanthropy



**Running a family business** often means local relationships are essential to your success. Charitable activities are an effective way of helping the community, your company's image and the bottom line. Continue reading for some insight into how businesses can benefit from charitable giving.

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## Human Resources

### Develop a Strong Employee Development Plan



**Enabling** your employees to develop new skills on a regular basis benefits your organization in two ways: It facilitates growth and reduces employee turnover. But achieving these benefits requires a strategic and sustained effort. If training isn't an area of focus for your company, you could be making a critical mistake. Here's some guidance on putting together a plan.

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## Management

### Managing Remote Employees: Five Issues to Consider



**These days**, your business may have more employees requesting to work from home. This is common at many companies — and even the federal government — because it helps employers save money and gives employees more work/life balance. The number of remote, virtual or telecommuting employees continues to grow as technology has made it easier than ever to conduct business from home. Here are five issues for employers to consider to minimize the risk and maximize the returns.

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