

# The Advisor

Going Beyond the Numbers to Deliver Insight, Guidance and Success

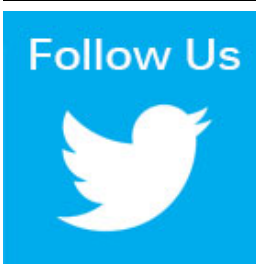
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## Gray, Gray & Gray, LLP's News

### Happy Holidays from Gray, Gray & Gray!



To our clients and our team members, we wish you a holiday season filled with joy and a prosperous New Year!

*Please note Gray, Gray & Gray's offices will be closed Monday, December 24th and Tuesday, December 25th, in celebration of the holiday. We will resume normal business hours on Wednesday, December 26th.*

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## Family Business

### Remember Business Basics When Paying Relatives



**Salaries can** hit close to home in a family business. Some relatives may feel they're underpaid compared with others. The key to harmony and a profitable business is to rely on industry standards. This article provides a rundown of the issues involved in family business compensation.

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## Human Resources

### Managing Technical Employees Can Take Special Understanding

**Your best** workers who are proficient in STEM (science, technology, math and engineering) are often not utilized properly by management. This can lead to dissatisfaction by the employees and your company not



getting the most value out of tech workers. Here are a few tips on how to create a workplace culture that helps technical experts to thrive.

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## Management

### Guard Against Age-Bias Suits When Downsizing



**Layoffs** can be unavoidable, and when they are, your business should take protections to avoid litigation, particularly when it comes to age discrimination. While you can ask employees to waive their right to file age-bias suits, federal law governs the terms of those accords rigidly. This article can help you understand how the statutory requirements work.

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