

# The Advisor

Going Beyond the Numbers to Deliver Insight, Guidance and Success

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CERTIFIED PUBLIC ACCOUNTANTS | ADVISORS

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

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

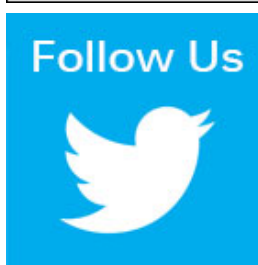


To our clients and our team members, we wish you a holiday season filled with joy and a prosperous New Year!

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

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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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## Human Resources

### Having the Right Stuff

**Some people** always seem able to outperform others even when they all have the same skills. And there's a reason for that. Here is a look at a basic and crucial trait you should look for when you want to hire the best and inspire your employees to excellence.

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## Management

### Watch the Language in Employee Handbooks



The contents of your employee handbooks and manuals shouldn't be open to interpretation. They should be clear, concise and easily understandable. And they should not seem or sound like an employee contract. Improperly drawn documents can lead to a legal hassles. This article contains a list of *Dos and Don'ts* that can help you use the right language now to avoid trouble later..

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*Reuters.com - Thu, 26 Dec 2019 07:50:11 -0500*

### [Oil hits highest since September on trade hopes, OPEC cuts](#)

*Reuters.com - Thu, 26 Dec 2019 07:46:39 -0500*

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