

# The Advisor

Going Beyond the Numbers to Deliver Insight, Guidance and Success

**GRAY GRAY & GRAY**<sup>®</sup>  
CERTIFIED PUBLIC ACCOUNTANTS | ADVISORS

BEYOND THE NUMBERS

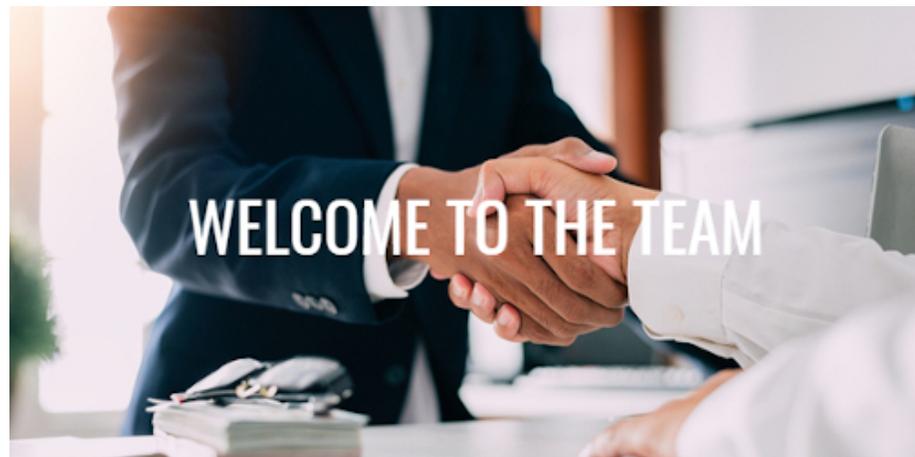
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## Gray, Gray & Gray, LLP's News

### Welcome Our New Team Members to Gray, Gray & Gray!

We are pleased to welcome the following new Gray, Gray & Gray team members.



- Erin Bourgeois, Audit Staff
- Kerin Coleman, Tax Intern
- Jessica Cote, Tax Intern
- Kayla Cromosini, Audit Intern
- Meghan Dillon, Tax Intern
- Oritsematosan Dudu, Tax Intern
- Klismann Evora, Tax Intern
- Susan Flynn, Tax Processing
- Elena Kapolis, Tax Intern
- Jelaya Kennedy, Tax Intern
- Geena Mink, Tax Processing
- Alexander Novin, Tax Processing
- Brian Patterson, Audit Intern
- Mario Sevi, Tax Processing
- Zarin Sikder, Tax Intern

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## Family Business

### Understanding the Need for Key Employee Insurance



**Your family** business may depend largely on the special skills and personalities of a few key people. What would happen if you suddenly lost those people? Could your business survive? One way to protect your company is with *key employee insurance*. Not familiar with this coverage? Read on.

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## Human Resources

### Avoid the Overtime Backlash



**Working extra hours** can be hard on everyone. Overtime can disrupt employees' lives as well as productivity in the workplace. Here are eight simple steps that can help ease the stress and show your staff you care.

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## Management

### Six Keys to Successful Change in the Workplace



**Transitions can cause** tension and resistance among even your most valuable employees. So if you are planning a merger, restructuring or even a new color in the work space, take some time to involve everyone and allow for discussions. When the change is accomplished, monitor the results to help ensure it was successful. Read on for six tips that can help smooth the bumps.

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*Reuters.com - Thu, 16 Jan 2020 08:59:23 -0500*

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*Reuters.com - Thu, 16 Jan 2020 08:46:41 -0500*

### **[Hyundai, Kia invest \\$110 million in UK electric van startup Arrival Ltd](#)**

*Reuters.com - Thu, 16 Jan 2020 08:38:32 -0500*

### **[Amazon orders electric vans from Deutsche Post's StreetScooter](#)**

*Reuters.com - Thu, 16 Jan 2020 08:37:47 -0500*

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