

# 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

### Congratulations On Our Recent Team Promotions!

The Partners of Gray, Gray & Gray are pleased to announce the following team member promotions - effective January 1, 2015:

**Marty Kirshner, CPA, MSA - Manager**  
**Carol Gerry - Senior Staff, Franchise**  
**Lilit Gasparayan, MBA - Senior Staff, Client Services**  
**Christopher Sweeney - Senior Staff, Client Services**  
**Simon Huang - Supervisor, Tax**

*Congratulations to Marty, Carol, Lilit, Chris, and Simon on your well-deserved promotions! Your commitment to going beyond the numbers is recognized and greatly appreciated.*



*Pictured here, from left to right, are:  
Chris Sweeney, Marty Kirshner, Carol Gerry,  
Lilit Gasparayan, and Simon Huang*

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### Welcome Aboard to Gray, Gray & Gray's Newest Team Members!






As we celebrate our 70th anniversary this year, we're reminded that our success lies in our ability to foster strong, long-lasting relationships with our team members and clients alike. We'd like to introduce you to some of the newest members of the Gray, Gray & Gray team who are dedicated to helping clients achieve sustained profitability and growth.

**Karen Anne Benoit, CPA, MST – Supervisor, Tax**

**Marquis Cooper – Staff Accountant, Client Services**

**Giola DiLetizia – Administrative Assistant, Tax**

Jamie Doucette, CPA – Manager, Client Services  
Jessica Downey – Marketing Coordinator  
Thomas Flanagan – Senior Staff, Audit  
Donna Green, CPA – Manager, Tax  
Sol Green, CPA, MST – Partner, Tax  
David Ingalls – Staff Accountant, Emerging Business  
Jill Marcolini, CPA – Manager, Tax  
Lisa Mavilia – Human Resources/Marketing Assistant  
Judy McDonnell – First Impressions  
Jen Meyers, CPA, MST – Director, Tax  
Ashley Oates, MBA – Staff Accountant, Client Services  
Steve Price – Staff Accountant, Tax  
Yaliza Rose – Staff Accountant, Client Services  
Philip Rosenblatt, CPA – Manager, Tax  
Natalia Snegour – Senior Accountant, Client Services  
Brian Tait – Staff Accountant, Client Services

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## Human Resources

### Help New Employees Reach Their Potential



**Ease employees into** your company. Think about assigning veteran staffers as coaches to new hires. You'll save time and money in training and turnover costs. And make sure the orientation is spread over time to allow more information at a slower pace. Here are some tips.

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## Business Finance

### Is Your Company Facing a Cash Flow Crunch?



**No company can survive** without cash and an effective way to manage the inflows and outflows. And this is particularly true if your company runs into an economic or industry slump. Click "Full Article" for a checklist to help you diagnose the health of your cash flow.

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Reuters.com - Thu, 29 Jan 2015 12:53:33 GMT

### Alibaba quarterly revenue disappoints, shares fall

Reuters.com - Thu, 29 Jan 2015 12:52:29 GMT

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Reuters.com - Thu, 29 Jan 2015 12:51:45 GMT

### As gasoline prices drop, Americans swing to favor oil exports: Poll

Reuters.com - Thu, 29 Jan 2015 12:47:00 GMT

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Reuters.com - Thu, 29 Jan 2015 12:25:57 GMT

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