

The Advisor

Going Beyond the Numbers to Deliver Insight, Guidance and Success

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Gray, Gray & Gray, LLP's News

Gray, Gray & Gray Partner Jim DeLeo Talks Mergers & Acquisitions on Business Radio



Recently, Gray, Gray & Gray Partner Jim DeLeo was a featured guest on "Radio Entrepreneurs," a syndicated daily Boston-area business radio program. During the interview conducted by radio host Jeffrey Davis, Jim discussed the current climate for merger and acquisition activities for New England businesses.

[Click here to view a recording of Jim DeLeo's guest appearance on Radio Entrepreneurs.](#)

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Timely Opportunities

Controlled Group Analysis Is the Key to Complying with Benefits Rules



For employee benefit purposes, when a business is related to other organizations, the group is generally treated as a single employer. The "controlled group" concept is complex and traps many employers. You might discover that you have more employees than you realize for benefit coverage and discrimination testing purposes. This will become more important next year when certain requirements of the healthcare law kick in for employers with more than 50 full-time equivalent employees. Here are some of the issues involved to help ensure compliance with federal laws.

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Human Resources

Tread Carefully to Avoid Immigration Discrimination



Many of today's employees are well informed about their legal rights. And the federal government also publishes materials explaining in several languages how to file complaints and lawsuits against companies. Here's a guide to help you comply with the complex laws governing the employment of immigrants, including the hiring process.

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