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

#### Gray, Gray & Gray Announces New Charitable Foundation Board Members

We are pleased to introduce you to the newly appointed members of Gray, Gray & Gray's Charitable Foundation:



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**Karen Anne Benoit**  
CPA, MST



**Thomas M. Flanagan**



**Donna G. Green**  
CPA



**Richard A. Hirschen**  
CPA, CGMA



**Mark E. Kashgegian**  
CPA



**Justin Klunder**  
CFA



**Jaclyn F. Linehan**



**Lisa M. Mavilia**



**Kelly J. Monestime**







**Hannah E. Orrall**

**Our Mission: Making a difference by actively supporting causes impacting the health and wellness of the community.**

At Gray, Gray & Gray, we believe strongly in the concept and practice of corporate citizenship. As such, we have made a firm-wide commitment to being actively involved in the communities that we serve. This includes not just a financial commitment, but also a dedication of time and effort by our partners and staff.

[Click here for more information about our Charitable Foundation.](#)

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## Management

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**Court battles with employees** can be enormously costly in time and money, but your company can avoid much of that waste by asking employees to agree in advance to put grievances through arbitration. Click "Full Article" for guidelines on alternate dispute resolution programs where both sides can win.

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## Operations

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**They are based on fear** – fear that an employee might run off to a competitor and take along some highly specialized knowledge. And while that concern is legitimate, non-compete agreements must be phrased carefully and they cannot unreasonably restrict a former employee's activities. Here's a guide to what you can do to protect your company's interests.

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