

# The Advisor

Going Beyond the Numbers to Deliver Insight, Guidance and Success

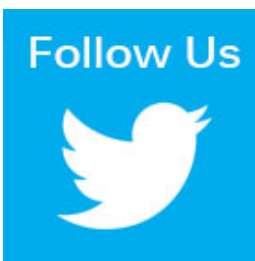
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## Gray, Gray & Gray, LLP's News

### Gray, Gray & Gray's 2nd Annual College Student & Recent Graduates Open House



Gray, Gray & Gray's recent Open House for college students and recent grads was a huge success! The event included tours of our state-of-the-art offices, an introduction from our Chief Operating Officer, Hank Wolfson, booths from each of our departments with the opportunity to meet GG&G team members, a chance to submit resumes directly to our Human Resources team, appetizers and refreshments and more! [Visit Gray, Gray & Gray's Facebook page to view more event photos.](#)

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### Have You Registered for GG&G's Year-End Business Planning Seminar?



REGISTER TODAY to save your place at our 2016 Year-End Business Planning Seminar in Canton, MA!

ELEVATE your business strategy at this year's seminar which promises to be like none other. We've assembled a distinguished lineup of leading experts to identify trends, provide advise and delve into the latest issues facing business owners and executives in the coming year. Join us in November for an overview of topics ranging from tax planning (a staple of our annual seminars!)

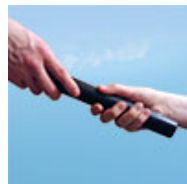
to post-election speculations, employment law, staffing and labor issues, and more. 7 CPE credits are available to attendees.

[Click here to register now.](#)

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## Family Business

### Don't Treat Your Family Business as a Royal Dynasty



In some family businesses, the succession plan is simply to pass the operation on to the oldest child, or in some cases, the oldest male child. While this may have worked in royal dynasties years ago, it has no place in family businesses. Here are seven steps that current senior owners should consider taking to help make passing the business on a success.

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## Human Resources

### Keep Pace with Changing Staff Needs

The key to retaining employees -- and saving the cost of replacing them -- is to offer programs that meet the needs of staff as they grow older. It's a balancing act that can be expensive, but here are two areas you might be able to change with minimal expense.

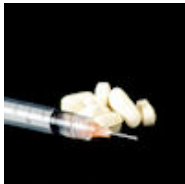


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## Management

### Make Your Workplace Drug Free



**Without a drug policy** your company could inadvertently become the "employer of choice" for drug abusers who can't get jobs at businesses with formal testing procedures. Here are important facts about drug testing, along with some resources if you're interested in setting up a program.

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*Reuters.com - Wed, 21 Sep 2016 10:03:53 -0400*

### **BOJ overhauls policy focus, sets target for government bond yields**

*Reuters.com - Wed, 21 Sep 2016 09:40:19 -0400*

### **U.S. home refinancing activity falls to lowest since June**

*Reuters.com - Wed, 21 Sep 2016 09:23:25 -0400*

### **Fed expected to keep rates unchanged, may signal year-end hike**

*Reuters.com - Wed, 21 Sep 2016 01:10:06 -0400*

### **Viacom slashes dividend; says interim CEO to leave**

*Reuters.com - Wed, 21 Sep 2016 09:48:10 -0400*

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