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**GG&G News - Employee Benefit Plan Audits**

**Strategy Session: Exploring the Importance of Strategic Business Planning with Bryan Pearce**

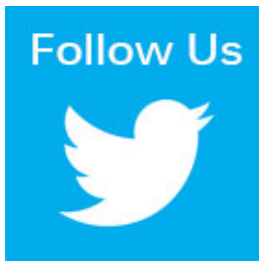
We are pleased to introduce "Strategy Session" - a new article series by [Bryan E. Pearce](#), Gray, Gray & Gray's Director of [Strategic Business Planning](#). Discover proven, accessible approaches to thinking strategically about your business in order to make more informed decisions, with a focus on the six business drivers that will put you in a position to succeed.

**THIS WEEK'S FEATURE: [The Importance of Strategic Planning in Today's Rapidly Changing Business Environment](#)**

"Change has never happened this fast before, and it will never be this slow again." -- Graeme Wood, Journalist

Business leaders agree that the demands of running a business today are more complex and are changing more rapidly than ever before. The collective impact of technological innovation, new competitors, heightened customer expectations, new ways of working, margin pressures, and a continually evolving regulatory environment poses a significant challenge to business leaders. So how do successful businesses today ensure they continue to "renew" themselves and avoid the risk of decline?

[Read more here.](#)



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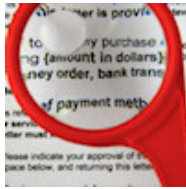
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**Employee Benefits**

**Audit Your Retirement Plan Before the Feds Do**

Many companies are unaware that their retirement plans have problems until they are audited by the IRS or investigated by the Department of Labor. However, by self-auditing your plan, you can identify and correct any problems *before* the federal government initiates an investigation. Click "Full Article" for six areas that can get your company in trouble.



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## Retirement Plans

### Employees, Sponsors Sailing Toward Safe Harbor 401(k) Plans



**Who doesn't need a safe harbor** when navigation gets tough? For employers, a safe harbor 401(k) plan can be a beacon in what feels like a sea of red tape. To learn more, keep reading.

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## Benefits Administration

### Vigilance Can Reduce Family Medical Leave Act Cheating



**The purpose** of the Family Medical Leave Act (FMLA) was to allow sick or injured workers time to recover without losing their jobs. The same is true when an employee has a sick or injured family member who requires care. Unfortunately, some workers have treated the FMLA as extra time off to be used as they wish. If you suspect this is happening in your workplace, there are remedies. Read on for details.

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"We formerly had our employee benefit plan audit with one of the 'Big Four' national accounting firms, but knew that we were not getting the attention and service we needed. Making the switch to Gray, Gray & Gray was like night and day! We are getting the same degree of competence and experience, but with a much higher level of service. At much more reasonable fees, too!"

-New England Sports Network (NESN)

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