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GG&G News - Employee Benefit Plan Audits

Strategy Session with Bryan Pearce: Building and Retaining an "A Team"

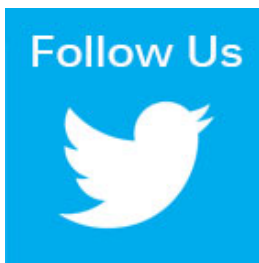
We are pleased to bring you the next article in our "Strategy Session" series by [Bryan E. Pearce](#), Gray, Gray & Gray's Director of [Strategic Business Planning](#). Discover proven, accessible approaches to thinking strategically about your business in order to make more informed decisions, with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

THIS WEEK'S FEATURE: [Building and Retaining an "A Team"](#)

"Hire for attitude. Train for skills" – Tom Peters, Management Author

Virtually every high-growth entrepreneur and business leader that I know readily acknowledges the critical role that a strong team has played in making their business a success. How do the best entrepreneurs and business leaders assemble world-class teams? Simply put, the *best talent* wants to work at the *best companies*. So why would a great potential team member choose to work at your company instead of a competitor or other industry player?

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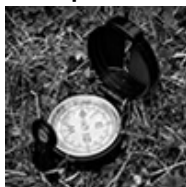
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Employee Benefits

A Compass for Your 401(k)



Retirement plan investment options can be complicated to navigate and while investment policy statements are *de rigueur* in defined benefit plans, they are less frequent with 401(k)s. Yet, there are many advantages to having a policy document to clarify goals and manage fiduciary responsibilities. Read on for some guidelines of what these statements should cover.

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Benefits Administration

Are You Getting Ripped Off by Workers' Compensation Fraud?



Workers' Compensation is a great resource for employees who genuinely need it, and a protection for the employer. It's also a significant expense for businesses. Unfortunately, among those employees who are less than honest, a growing number have begun to view Workers' Comp as a pot of gold to be mined. Here are some red flags to watch for when Workers' Comp claims arise.

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Benefit Tax Issues

Be Careful to Document Hardship Distributions and Plan Loans



The **IRS** is cautioning plan administrators that they need to keep documentation for all employee loans from qualified retirement plans. The same is true for hardship distributions made to employees. This article explains the basics about plan loans and hardship distributions, along with the paper or electronic records that must be kept.

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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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