



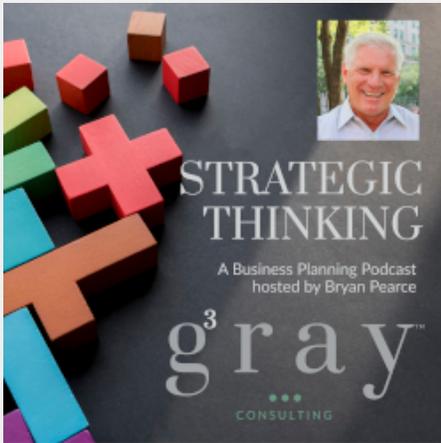
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### Gray, Gray & Gray News - Employee Benefit Plan Audits

#### Our Strategic Thinking from Gray, Gray & Gray podcast series continues!



In episode 3, host Bryan Pearce interviews John Cerulli, CEO of Acumentrics in Walpole, MA. Acumentrics has been a trusted market leader in critical power solutions used in military and commercial applications since 1994. John has over 25 years of experience in both financial and operational management in both public and private companies and is currently leading the strategic planning refresh for Acumentrics.

Click [here](#) to listen to the latest episode now to hear how John has strategically grown and expanded Acumentrics' business over the years to meet the changing power demands of their customers.

Be sure to check out other episodes in our podcast series [here](#).

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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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### Benefit Tax Issues

#### Help Decrease the Chance of an IRS Audit



**Reports indicate** the IRS is conducting more audits involving executive compensation and fringe benefits. What exactly are auditors looking for? The IRS provided its auditors with guides spelling out how to uncover taxable fringe benefits which were not included in an executive's wages. Keep reading for information from these IRS internal audit guides about issues that could trigger an examination.

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### Retirement Plans

## Navigating the Shoals of 401(k) Hardship Withdrawals



As you already know, the primary purpose of a 401(k) plan is to accumulate tax-deferred retirement savings. But employers have the option to let a plan be used for another purpose — helping employees address a personal financial crisis. If your plan does allow for "hardship" withdrawals, however, you need to be sure they satisfy strict IRS guidelines.

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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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