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

### Gray, Gray, & Gray Ranked Among Top Massachusetts Accounting Firms by Boston Business Journal



Gray, Gray & Gray has been ranked as the 17th largest accounting firm in Massachusetts by the Boston Business Journal. The publication's annual rankings are based on the size of the firm's professional staff in the state and include both independent firms and regional offices of large national accounting firms. Gray, Gray & Gray moved up two places overall from its previous ranking and is the 6th largest independent accounting firm in the state.

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## Family Business

### Ask the Right Questions When Growing the Family Business



**Growing pains.** They're common among family businesses. The key is choosing and carrying out strategic plans that safely grow the company without overextending its cash flow or burning out (or simply confusing) employees. This article provides a handy checklist of important questions to ask as a family business goes about an ambitious undertaking such as an expansion, merger or acquisition.

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## Q&As for Employers Offering Benefits

### Taxable and Nontaxable Fringe Benefits Provided to Employees



The questions we'll answer in this article are:

1. Are employees taxed on their personal use of frequent flyer miles earned by business travel?
2. When are employer-provided cell phones a taxable fringe benefit?



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## Human Resources

### Could Your Company Defend Itself in an Age Discrimination Lawsuit?

If **your** company is sued for age discrimination, an expert witness statistician could dig up damaging evidence about your practices. This article provides a look at the federal *Age Discrimination Employment Act* and the damages allowed in age discrimination lawsuits. It also offers 12 key points to consider in your organization's approach toward older employees.



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