



# The Advisor



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

### Gray, Gray & Gray and GraVoc Announce Cybersecurity Services Collaboration



[Gray, Gray & Gray](#) is elated to announce our partnership with [GraVoc Associates, Inc.](#), a Peabody-based technology consulting firm. The collaborative venture is designed to provide comprehensive cybersecurity services to organizations across all industry segments.

The alliance between Gray, Gray & Gray and GraVoc will provide the technological skills and resources to deliver a full slate of cybersecurity services. These services include risk assessment, disaster recovery/business continuity planning, security awareness training and testing, IT audit, penetration testing, as well as compliance and advisory services to help clients improve their security posture while meeting industry, state, federal, and international information security regulations and standards. [Click here to read the full press release.](#)

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## Family Business

### Succession Planning Requires Smart Strategies

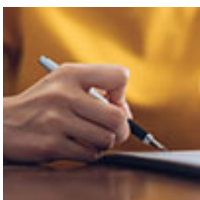


**Family businesses often** run on assumptions. This can be a fatal mistake for the business when it comes to succession planning, as a family-run company may not make it to the next generation without one. This article explores some of the big-picture strategies that can help a family business create a solid succession plan.

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## Operations

### Non-Compete Agreements: What Can They Accomplish?



**Fear is the** basis of non-competes — fear that an employee might run off to a competitor and take along some highly specialized knowledge. And while that concern is legitimate, these types of agreements must be phrased carefully and they can't unreasonably restrict a former employee's activities. Here's a guide to what you can do to protect your company's interests.

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## Business Tax

## Save Taxes While Controlling Employee Health Costs



**As an employer**, you're probably fed up with rising health care costs, especially when the economy is reeling with uncertainty. Many employers have responded by rethinking the benefits they offer. There are ways to provide tax-advantaged health care programs to your employees, and at the same time, cut your overall costs. Here are three options you can consider.

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