



Fueling Your Future

You Deliver Power to Your Customers.
We Give You the Power to Do More.

June 2022 Issue

2 Weeks Left to Take Gray, Gray & Gray's Annual Energy & Propane Industry Survey!



Don't miss out on taking [Gray, Gray & Gray's annual survey!](#) This year, we look at challenges resulting from the Russia/Ukraine conflict and how companies like yours have adapted. Your participation and thoughtful responses contribute to our continued success with this annual survey. We use YOUR feedback to develop a "snapshot" of the retail oil and propane industry, assisting you with measuring the growth and development of your business. Please complete this

year's survey with information from your company's April 1, 2021 - March 31, 2022 results.

Submission Deadline: June 15, 2022

Need to gather your company's information prior to filling out the online survey?

[CLICK HERE](#) to view a PDF of the survey questions in advance. Please note that page titles within the document coincide with each type of company (oil, propane, both).

We have once again partnered with Angus Energy, a respected energy services firm. The data collected through this year's survey will be augmented by financial and operational data developed by Angus Energy.

**CLICK HERE TO TAKE THE SURVEY
NOW**

Oil & Energy Magazine features "Are You Paying Enough to Compete for Employees?"

article

By Gray, Gray & Gray's Marty Kirshner & Joe Ciccarello



Many companies plan to raise wages by more than 6% this year.

The energy industry has not escaped the nationwide labor crunch. A common concern we are hearing from our clients is they are having difficulty in hiring competent and reliable people. Blame for the dearth of available help has been placed on everything from pandemic-prompted handouts and inflation to the “Great Resignation” and a

generation gap. Whatever the root of the problem, the solution will come from the people doing the hiring – the owners and managers of energy companies that are desperate to fill open positions.

[READ THE FULL ARTICLE](#)

● ● ●

This Month! Southern New England Energy Conference Presentation "Fighting the Great Resignation"

We are pleased to announce that we will be presenting the following:

Fighting the Great Resignation

Monday, June 20, 2022, 10:00 am - 11:00 am

Presenter: Marty Kirshner, CPA, MSA, Partner, Gray, Gray & Gray, LLP



Are you an owner out on the truck making deliveries for the first time in years? Do you find yourself handling dispatch calls because there is nobody else to do it? Are you struggling to cope with the loss of technicians, drivers and office staff? You are not alone. The energy industry has not been immune to the “great resignation” afflicting businesses across the country. Losing employees is the single biggest threat to your company. An experienced team is an absolute necessity for remaining in business. Which is why employee retention should be your biggest priority in 2022. It is more important to dedicate resources to keeping employees than it is to hiring new workers or even signing up new customers.

Learn why employee retention has become more important than customer recruitment and retention, creative ideas on how to retain employees, and ways to make your company a "destination" employer for the future.

● ● ●

Webinar Recording Available! What Every Organization Needs to Know and Do to Mitigate Risk

In case you missed our recent webinar or would like a refresher on the information shared, **you can now access the recording online.** This webinar hosted by Gray, Gray & Gray's [Hank Wolfson](#) and cybersecurity expert [Nathaniel Gravel](#), provided a vital look at the cyber threats aimed at businesses, the most important actions to take to protect yourself, and an understanding of how current global affairs have spiked the risk of cyberattack for American companies. Here are just some of the takeaways from this information-packed webinar:

- A look into cybercrime and today's cybersecurity threat landscape
- Which cyber threats pose the greatest risk for small- and mid-sized entities
- Real-life examples of how cyber criminals infiltrate your network
- Steps you should take today to prepare for attacks against your organization
- How the combination of people, process, and technology can help reduce your attack surface



[ACCESS THE RECORDING](#)

Click [here](#) to learn more about how having a response process and business recovery plan in place are essential to your organization's cybersecurity defense.



Do you have a colleague that would like to receive our news?

[SUBSCRIBE](#)

Gray, Gray & Gray, LLP | www.gggllp.com



 [Share This Email](#)

The information contained in this communication (including any attachments and/or re-directs to other online sources) is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code.

Copyright © 2022. All Rights Reserved.