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

### Bill Constantopoulos Elected Partner at Gray, Gray & Gray

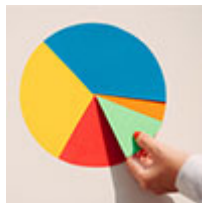


It is our sincere pleasure to announce that [Bill Constantopoulos](#) has been elected a partner at Gray, Gray & Gray! He will continue to lead Gray, Gray & Gray's Sage Intacct & Advisory practice group, which manages the design, transition and implementation process for clients who adopt the powerful Sage Intacct ERP system. [Click here](#) to read the full press release.

[Full Article](#)

## Family Business

### Succession Planning: Splitting Up the Pie



**Imagine a family** dinner. One sibling gets a huge piece of pie and the others get tiny slivers. The mood at the table would probably not be very good. Likewise, as part of the process of picking a successor, many family business owners struggle to compensate siblings who were not chosen to run the company. This articles offers some helpful thoughts on handling the situation fairly for everyone.

[Full Article](#)

## Q&As for Employers Offering Benefits

### What Is Surprise Billing and How Does It Affect Health Plans?

**The questions** we'll answer in this article are:



1. What is surprise balance billing and what does our group health plan have to disclose about it?
2. What is surprise billing independent dispute resolution?

[Full Article](#)

## Human Resources

### Tread Carefully to Avoid Immigration Discrimination



**As companies ramp up** hiring efforts during or following "the Great Resignation," employees with hiring authority need to step carefully. Costly lawsuits, bad PR and even government penalties await businesses that run afoul of immigration law. This article reviews some background info and best practices regarding the prevention of discrimination based on national origin.

[Full Article](#)

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