



February 2023 Issue

## Upcoming Webinar How to Foster an Environment of Retention at Your Company

Wednesday, February 1, 2023  
12:15 pm - 1:00 pm



*Presented by:* Gerry Brien, Senior Vice President of Consumer Focus Marketing, with special guest Marty Kirshner, Partner and Chair of Energy Practice at Gray, Gray & Gray

Younger generations of employees don't stay in job roles as long as their retiring counterparts did. This is a challenge with which the energy industry in particular is struggling. Fortunately, we have a solution.

In this presentation, you'll learn how employers can solve the pressing issue of a flighty workforce. Tactics such as focus groups allow your CSRs, drivers, technicians, and other staff to share what is and isn't working within your company. Working with your employees shows that you truly care about fostering an environment of retention at your company by listening to the feedback your team has for you.

Our very own Marty Kirshner will be joining the webinar to share creative ideas on how to retain your employees and how to make your company a magnet for future career seekers.

REGISTER NOW

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## Your Feedback Matters!

### Share Your Question Suggestions for Our Upcoming Annual Energy & Propane Industry Survey

Do you have question suggestions for our 32nd annual survey? We want to know!

At Gray, Gray & Gray, we are committed to bringing you key information to fuel your success, including our annual industry survey which provides vital information on fuel oil and propane industry standards of performance. For over three decades, your participation in our survey has been critical for developing a "snapshot" of the retail oil and propane industry. Help us help you! Provide your question suggestions today to assist us in building a thoughtful industry survey, establishing industry benchmarks and the standards by which company performance is measured.



Please email your suggestions to us at [info@gggllp.com](mailto:info@gggllp.com) by February 17th.

SUBMIT QUESTION SUGGESTIONS

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## 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.

*"Advancing technology is a critical aspect of financial management for growing organizations," said James DeLeo, MBA, CPA/MST, Gray, Gray & Gray's Leading Partner. "Bill and our Sage Intacct team are delivering the power of this technology to our clients so that they can make more informed and timely decisions for their future."*

READ THE FULL PRESS RELEASE

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## Keep Your Data Safe When Working from Home

Keeping your computer, network and files secure while working remotely is a 24/7/365 task. **View the video below for eight important steps to take to help ensure your “home work” is not compromised by cyber criminals.**

Working remotely offers many advantages in safety, convenience and productivity. But the danger of your communications being compromised is significantly higher than at the office. Be aware and alert, and take these steps to protect yourself, your devices, and your information.



LEARN MORE

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## Alison Burgett Joins Gray, Gray & Gray as First Chief People Officer



We are pleased to announce that [Alison Burgett](#) was named the firm's first Chief People Officer. Burgett will work to help the firm's more than 130 employees realize their full potential by guiding and advising them along individual career paths that balance professional success with a sustainable work/life balance.

*"The most valuable assets in any organization are its people," said James DeLeo, Leading Partner at Gray, Gray & Gray. "Taking care of and nurturing our team at Gray, Gray & Gray is Alison Burgett's mission and passion."*

[READ THE FULL PRESS RELEASE](#)

## Gray, Gray & Gray Announces Twelve Staff Promotions

We are pleased to announce the following Gray, Gray & Gray team member promotions. Congratulations on your well-deserved promotions and thank you for leading by example with your dedication to doing MORE for clients and fellow team members.



**Meghan Bay**  
Internal Accounting  
Supervisor



**Stephanie Carabine**  
CAAS  
Senior Staff Accountant



**James Cotter**  
Sage Intacct & Advisory  
Manager



**Diane Gibson**  
Audit  
Senior Manager



**Aki Goto**  
Audit  
Senior Manager



**Veronica Haack**  
Audit  
Senior Staff Accountant



**Jaclyn Linehan**  
Tax  
Senior Manager



**Nicholas Mauro**  
Tax  
Manager



**Christin Schow**  
Operations  
Office Manager



**Shweta Singh**  
Tax Processing  
Supervisor



**Cristina Therriault**  
Internal Accounting  
Senior Accounting  
Specialist



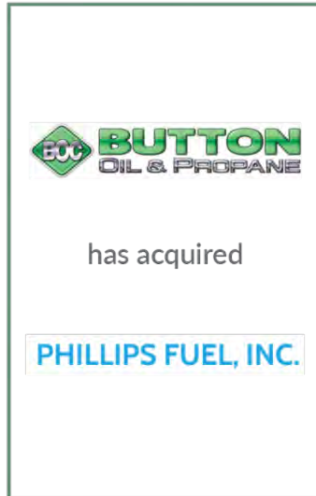
**Ashton Viguera-LaRochelle**  
CAAS  
Senior Integrations  
Consultant

*Company headshots by David Shopper*

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