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

### New Webinar! Top Cyber Threats in 2023



Join Gray, Gray & Gray's cybersecurity expert Nathaniel Gravel and COO & Partner Hank Wolfson on March 28th as they spotlight the most pressing dangers to your data and network. The discussion will include real life examples of data breaches, ransomware attacks, and cyber intrusions from a risk management perspective, along with practical recommendations on preventative measures you should be taking.

Don't be one of the 77% of businesses who feel they are ill-prepared to deal with a cyberattack. **Learn more and register [HERE](#).**

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### Will We See You at This Year's Smart Business Dealmakers Boston Conference?



We are looking forward to the Smart Business Dealmakers Boston Conference on March 23<sup>rd</sup>, which connects thousands of local dealmakers - from middle-market CEOs to top investors and lenders to leading M&A advisers. Be sure to check out the many speaking engagements, networking and panel discussions, including Preparing Your Company for Sale, moderated by Gray, Gray & Gray Leading Partner, Jim DeLeo. Don't miss out on this exciting event! **Click [HERE](#) to learn more and to register.**

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## Family Business

### Start Succession Planning Now



**Don't wait one** moment longer. Succession planning for family businesses is often complicated and even emotional. Creating a clear and cohesive plan for how ownership will pass to the next generation is critical to avoiding conflicts that could harm or even end the company. This article discusses strategies that family business owners should consider when developing a solid succession plan.

[Full Article](#)

## Human Resources

## Use Overtime Prudently or You'll Incur Major Risks



**Ideally, overtime should** be like a safety valve that you open only when productivity pressure gets too high. But many businesses develop an unhealthy dependency on employees putting in extra hours. These companies risk labor shortages, accidents and a bad reputation. This article suggests eight steps for assessing your need for overtime and handling it with workers' well-being in mind.

[Full Article](#)

## Management

### Capture the Intellectual Property of Retiring Employees



**Depending on** your business, it's likely that a few of your employees are going to retire soon. When Baby Boomers leave an organization, the resulting loss of intellectual property that goes with them may be inconvenient at least and devastating at worst. Here are some ways to help stop the "brain drain" by gathering important information before retirees walk out the door.

[Full Article](#)

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