

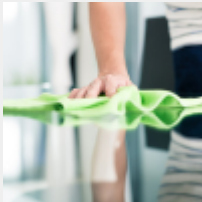


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## Gray, Gray & Gray, LLP's News

### It is Time for Your Financial Spring Cleaning



As you open your windows to welcome the first fresh breezes of Spring, it makes good sense to use this time of annual renewal to clean up and help secure your financial life. Click [HERE](#) for six steps to take this month to help ensure your finances are in order.

[Full Article](#)

### Baseline Security Measures for Cloud Environments



Securing cloud-based data must be a top priority for organizations that increasingly rely on cloud services for their daily operations. The rapid growth of cloud computing and the vast amount of sensitive information stored in these environments make it crucial to implement robust security measures to protect your organization's valuable assets. Click [HERE](#) to read the full article, which delves into the complex landscape of cloud security solutions, discussing various types available and highlighting their benefits and challenges.

[Full Article](#)

## Family Business

### Keeping Family Businesses Harmonious



**Keep the peace**, keep the company. Severe, counterproductive internal conflicts in a family business can spell doom for the going concern. Family-owned operations are particularly at risk because they're subject to not only disagreements at work, but also drama that arises at home. This article outlines some common sources of conflict and makes a number of helpful suggestions to consider.

[Full Article](#)

## Q&As for Employers Offering Benefits

### 401(k)s: Hardship Distributions and IRS Determination Letters

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

1. Can Participants Certify Electronically That They Have a Financial



## Need for Which a Hardship Distribution Can Be Made? 2. When Can an Individually Designed 401(k) Plan Be Submitted for a Determination Letter?

Full Article

### Human Resources

#### Compliance With Immigration Law Still Matters



**In an era** when the power balance has shifted somewhat from employers to employees, businesses must be particularly thoughtful and meticulous about their hiring processes. One long-standing issue that's still important is immigration. This article clarifies some of the misconceptions about interviewing non-U.S. citizens and offers suggestions for avoiding compliance problems.

Full Article

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