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Welcome!

Gray, Gray & Gray News - Employee Benefit Plan Audits

### Celebrating Juneteenth



Juneteenth marks the important day in which enslaved African-Americans were emancipated at the end of the Civil War. It represents the resilience of African-Americans who endured over 200 years of slavery as well as the present-day community who are still fighting for their freedom and acceptance over 150 years later. There is so much more to be done and Gray, Gray & Gray is committed to supporting a more inclusive, understanding and respectful society through our Diversity, Equity and Inclusion Committee and the promotion of continuous education for our team members.

**In observance of this holiday, Gray, Gray & Gray will be closed on Monday, June 19, 2023 and will reopen Tuesday, June 20, 2023.**

[Full Article](#)

Employee Benefits

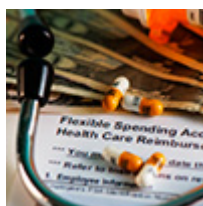
### Are Your Company's Voluntary Benefits Really ERISA Plans?



**There's no question** that voluntary benefit plans are growing in popularity in America's workplaces. Employees and employers alike love them. One word of caution if you are considering offering a voluntary benefit ... check to find out if ERISA governs your plan. Knowing the difference can help keep your company out of hot water.

[Full Article](#)

Benefits Administration



### Design Health Care FSAs to Be Cost-Effective

**You can** provide your company's employees with a valuable benefit which could cost very little. Flexible spending accounts, when used wisely, reduce the taxes paid by both the employer and the employee,

and make it easier for participants to pay out-of-pocket medical expenses as they arise. Keep reading to learn more about this benefit.

[Full Article](#)

## Benefit Tax Issues

### Tax-Wise Way to Pay Medical Costs



**There's an option** to pay for out-of-pocket health costs. It's called a Health Savings Account and it provides individuals and businesses a tax-advantaged vehicle to pay medical bills. And unlike flexible spending accounts which have a "use it or lose it" feature, you don't have to zero out the account every year. You can carry over any unused portion to the next year. Here are the details.

[Full Article](#)

"We formerly had our employee benefit plan audit with one of the 'Big Four' national accounting firms, but knew that we were not getting the attention and service we needed. Making the switch to Gray, Gray & Gray was like night and day! We are getting the same degree of competence and experience, but with a much higher level of service. At much more reasonable fees, too!"

-New England Sports Network (NESN)

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