



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

### Beware of Tax Refund Scam in Your Mailbox



The Internal Revenue Service (IRS) has issued a warning about a new scam using old technology – the U.S. mail. Officials are cautioning taxpayers to be alert for a fraudulent letter that includes an official-looking IRS logo and includes wording about "your unclaimed refund." The letter tells recipients they must supply a photo of their driver's license, their cell phone number, bank routing information, bank account type, and Social Security number in order to receive the tax refund. **Read the full article below.**

[Full Article](#)

## Family Business

### Diminish Drama By Carefully Hiring, Managing Family Employees



**Want to watch** a soap opera? Just turn on your TV around midday during the week. Where you *don't* want to see a soap opera is within your family business, especially if the drama involves your non-family employees. This article discusses the upsides and downsides of hiring relatives. A sidebar provides a handy checklist for assessing whether family members are indeed performing effectively.

[Full Article](#)

## Management

### Guard Against Age-Bias Suits When Downsizing



**Layoffs can be avoidable** for a variety of reasons. Sadly, the COVID-19 crisis has made them much more common. When conducting layoffs, you can ask older workers to waive their right to file age-bias suits, but federal law governs the terms of these accords rigidly. This article can help you understand how the statutory requirements work.

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## Operations

### Hit the Ground Running: 7 Tips for New Business Owners

**Most every** start-up launches with high hopes and a surplus of entrepreneurial energy. Then reality hits in the form of various



challenges — some foreseen, others completely unexpected. What happens next often makes or breaks the young company. To help put new business owners in an optimal position to succeed, this article offers seven tips to consider, including being sure to respect the old dictum "cash is king" and watching out for excessively speedy growth.

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