

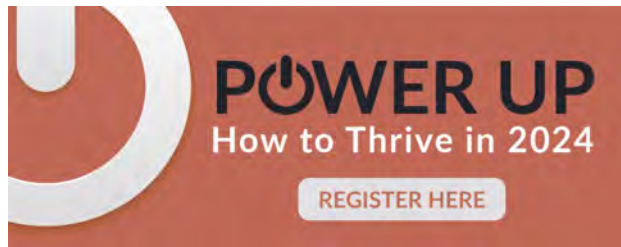


November 2023 Issue

## Have You Registered? Gray, Gray & Gray's 2023 Year End Planning Seminar

Tuesday, December 5th, 2023  
In Person: Gray, Gray & Gray's Canton  
Office

8:00 am - 9:00 am: *Registration and  
Networking Breakfast*  
9:00 am - 12:00 pm: *Seminar*



**What challenges will business leaders face in 2024, and how can they prepare to meet them?** Find out at Gray, Gray & Gray's annual Year End Planning Seminar. Learn what lies ahead on the economic front, how to plan for more changes in your corporate and personal taxes, and why the M&A market is set to heat up again. Plus you'll hear directly from successful business owners what strategies they are using to navigate their companies through tumultuous times.

*\*Advance registration is required. Attendance is free, but seating is limited. Click the button below to register.\**

LEARN MORE & REGISTER

## Thanks for Joining Us!

Gray, Gray & Gray was fortunate enough to be a part of a multitude of industry events in 2023. Our team enjoyed the opportunity to take part in networking, sharing knowledge, and learning from others in the industry. We would also like to extend our gratitude to those who have spread the word about our Annual Energy & Propane Industry Survey results, including diving deeper into these survey insights through various speaking engagements. Thanks for joining us at the following events and many other association meetings...



- Southeast Petro-Food Marketing Expo
- NPGA Southeastern Convention & International Propane Expo
- Eastern Energy Expo
- Northern New England Energy Conference | MEMA | EMANH
- The NEFI HEAT Show
- Heart Of America Energy Symposium
- LP Gas Growth Summit
- NPGA Spring & Fall Benchmarking Council Meetings
- Southern New England Energy Conference

## *Butane-Propane News* features "Rightsizing Your Financial Management Software" article By Gray, Gray & Gray's Marty Kirshner, Joe Ciccarello & Bill Constantopoulos



### *Steps to take when considering a transition to a new software system*

As your propane business grows and evolves, your needs change. This holds particularly true for financial management systems. If your business started small, you may have initially chosen a software solution appropriate for startups and small businesses. But over time, as your business operations have expanded, you may find that your basic financial software is no longer adequate to meet your growing needs. If you're in this situation, it's time to "rightsizing" your financial management software.

READ THE FULL ARTICLE

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## The Power of More...Giving! 2023 Thanksgiving Office Closure

The holiday season is quickly approaching! Thanksgiving is a time for giving back and reflecting on what we are thankful for. As a firm, we have much gratitude, admiration and appreciation for our valuable client relationships, and our world-class team members who have directly contributed to our prosperity and success in 2023. We are pleased to announce another year of giving MORE to our team during the Thanksgiving holiday. **Gray, Gray & Gray's offices will be closed for the entire week of Thanksgiving, from Monday, November 20th through Friday, November 24th.** Whether it's spending quality time with family and friends, focusing on relaxation, or enjoying hobbies and interests outside of work, our team will have the opportunity to take a well-deserved break to enjoy the holiday.



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## Oil & Energy Magazine features "Why You Need a Comprehensive Compensation Policy" article By Gray, Gray & Gray's Marty Kirshner



*Your most potent tool to retaining quality employees*

In the competitive landscape of the modern business world, the success of a propane or heating oil company, like any other, hinges on a dedicated, efficient and motivated workforce. One of the most potent tools for fostering such an environment is an attractive, comprehensive compensation program.

In an industry where efficiency, safety and reliability are paramount, a well-designed compensation policy not only rewards employees but also helps to align their actions with a company's broader strategic objectives.

[READ THE FULL ARTICLE](#)

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Upcoming Webinar  
Protect your business against  
impersonation & phishing attacks

**WHEN & WHERE:**

Wednesday, November 15, 2023  
1:00 - 1:30 pm EST  
ZOOM



Are you worried about cybercriminals using your brand to impersonate your employees and steal sensitive information? You're not alone. In today's digital age, it's easier than ever for fraudsters to mimic the look and feel of your company's emails, making it difficult for recipients to spot the difference. But don't let that scare you. You have the power to protect your business from devastating cyber-attacks like deposit fraud, ransomware, identity theft, and even reputation damage.

[Join our upcoming webinar](#) with industry experts [Bobby Garrett](#) of Gray, Gray & Gray and [Kieran Frost](#) of Sendmarc to learn how to safeguard your brand from cybercriminals. Don't wait - sign up now to take control of your digital security.

[REGISTER NOW](#)

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Gray, Gray & Gray featured in *LPGas Magazine*  
article "Company culture: Propane refines  
approach to recruitment, retention" article



Gray, Gray & Gray is proud to be featured in this recent article from LPGas Magazine, highlighting our focus on the Power of You for our team members, encouraging work/life balance and teamwork.

"We have a set of core values we live by, and the most important one is to create a culture of helpfulness. We are always helping one another. Nobody is in a silo," says Marty Kirshner, who heads the firm's energy business practice group.

[READ THE FULL ARTICLE](#)

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Do you have a colleague that would like to receive our news?

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