



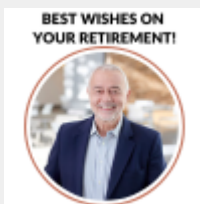
[Home](#) [About](#) [Areas of Focus](#) [Services](#) [Partners](#) [Contact](#)

Learn more about our [Employee Benefit Plan Audits practice here.](#)

[Personal Info](#) | [Refer Colleague](#) | [Unsubscribe](#) | [Feedback](#)

Gray, Gray & Gray News - Employee Benefit Plan Audits

Gray, Gray & Gray Partner Joe Ciccarello to Retire



It is with deep appreciation and gratitude that Gray, Gray & Gray announces the retirement of longtime Partner C. Joseph “Joe” Ciccarello, CPA, MST. Ciccarello joined Gray, Gray & Gray in 1986 and was elected a Partner in 1992. He served as the firm’s Managing Partner (now Leading Partner) from 2008-2017. During his tenure as Managing Partner he spearheaded the acquisition of three accounting firms, helping Gray, Gray & Gray’s annual revenue more than double. Best wishes on your retirement, Joe! [Click HERE](#) to read the full press release.

[Full Article](#)

Service Spotlight: Outsourced Accounting & Advisory Services

Gray, Gray & Gray's suite of service offerings is based on our clients' needs and in alignment with our mission of being your complete and trusted business advisor. It is important to us that you are aware of all the services available to you, particularly as your business evolves and your needs change. With this in mind, we are pleased to introduce our latest "Service Spotlight" – Outsourced Accounting & Advisory Services!



7 Ways Outsourcing Your Accounting & Business Office Functions Can Unleash Efficiency

Small and medium-sized enterprises (SMEs) looking to sustain growth face a multitude of challenges, from navigating complex financial regulations to keeping up with the ever-evolving technological landscape. Business owners can find themselves overburdened by administrative tasks, particularly in the areas of accounting and functional business advisory services. This article highlights seven ways outsourcing these functions can empower SMEs to achieve their full potential. [Click HERE](#) to read the full article.

For information on all of our services, visit our website at www.gggllp.com.

[Full Article](#)

Find Problems With Benefit Plans Before the IRS Does



The IRS conducts audits involving qualified employee benefit plans. The ultimate punishment the IRS can impose is disqualification of a plan. There are also penalties and fees that can be devastating to a business. Fortunately, an employer might be able to identify and correct some problems before an audit. Here's a list of compliance errors, along with IRS programs to fix inadvertent problems.

[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](#)

Retirement Plans

ERISA Protection Extended to Working Owners



Are you the working owner of a small business that sponsors a retirement plan for yourself and your employees? If so, are you considered a plan participant, entitled to protection of your retirement income from creditors? That question was answered by the U.S. Supreme Court. To find out what the ruling means, keep reading.

[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)

Disclaimer of Liability

Our firm provides the information in this e-newsletter for general guidance only, and does not constitute the provision of legal advice, tax advice, accounting services, investment advice, or professional consulting of any kind. The information provided herein should not be used as a substitute for consultation with professional tax, accounting, legal, or other competent advisers. Before making any decision or taking any action, you should consult a professional adviser who has been provided with all pertinent facts relevant to your particular situation. Tax articles in this e-newsletter are not intended to be used, and cannot be used by any taxpayer, for the purpose of avoiding accuracy-related penalties that may be imposed on the taxpayer. The information is provided "as is," with no assurance or guarantee of completeness, accuracy, or timeliness of the information, and without warranty of any kind, express or implied, including but not limited to warranties of performance, merchantability, and fitness for a particular purpose.

The information contained in this communication (including any attachments and/or re-directs to other online sources) is not intended or written to be used, and cannot be used, for the purpose of avoiding penalties under the Internal Revenue Code.

Webinar content is intended for educational purposes only. Webinars provide a brief summary based on our understanding and interpretation of current law. All tax references are to federal tax law only, unless otherwise stated. The information contained in the webinars is general in nature and is based on authorities that are subject to change. It is not, and should not be construed as accounting, legal or tax advice or opinion provided by Gray, Gray & Gray, LLP. The material presented may not be applicable to, or suitable for, specific circumstances or needs, and may require consideration of non-tax factors and tax factors not described herein. Contact Gray, Gray & Gray or another tax professional prior to taking any action based upon this information. Changes in tax laws or other factors could affect, on a prospective or retroactive basis the information contained herein; Gray, Gray & Gray assumes no obligation to inform the reader/webinar attendee of any such changes. The material presented is not intended to, and cannot be used to, avoid IRS penalties. This material supports the marketing and promotion of accounting services. Seek advice based on your particular circumstances from independent tax, legal accounting, insurance, investment, and financial advisors.



150 Royall Street Canton, MA 02021