



April 2025 Issue

## 2025 SURVEY NOW OPEN!

### Participate in Gray, Gray & Gray's Annual Energy & Propane Industry Survey

We are excited to announce that our [34th annual Energy Industry Survey](#) is now open! We are pleased to continue providing companies like yours with key benchmarking data for their present and future success.

You should be able to complete this more efficient survey in just 15-30 minutes. Doing so is critical to helping establish the most up-to-date industry benchmarks and the standards by which company performance is measured. This year's survey includes a focus on key topics such as workforce recruitment and retention, diversification, and electrification concerns.

As always, **YOUR** thoughtful responses will help us to develop a “snapshot” of the retail oil and propane industry, assisting you with measuring the growth and development of your business.



This Year's Survey In Partnership With:



We have once again partnered with Angus Energy, a respected energy services firm. Data collected through this year's survey will be augmented by financial and operational data developed by Angus Energy.



Our continued partnership with the Propane Education & Research Council (PERC) will help supplement our survey findings and maximize benchmarking abilities to assist companies in planning for the future.

**Please complete this year's survey with information from your company's  
April 1, 2024 – March 31, 2025 results.**

**Submission Deadline: June 17, 2025**

**[CLICK HERE TO TAKE SURVEY NOW](#)**



## NPGA Expo Recap 2025

Our Energy team enjoyed participating in the 2025 NPGA Expo in Charlotte, NC this past weekend! We took part in some exciting and informative events, including the session "National Propane Survey Panel Discussion: What the Experts Say", co-presented by Gray, Gray & Gray Partner, Marty Kirshner. Our team had a great time meeting and networking with attendees at our booth, including conducting demos of Sage Intacct! Plus, Gray, Gray & Gray, Cargas, Cetane, Ray Murray, and Warm Thoughts Communications co-hosted a clients & friends appreciation event at the Harvey B. Gantt Center, celebrating and connecting with many energy industry professionals! Thank you to all who attended and participated, and to those who visited our booth during the expo.



## NPGA EXPO 2025

### Gray, Gray, & Gray Named to Boston Business Journal Fast50 List



We are excited to announce that The Boston Business Journal has named Gray, Gray & Gray to its 2025 Fast 50 list. The list represents the 50 fastest-growing private companies in Massachusetts and was selected and ranked based on total revenue growth from 2021 to 2024.

*"It underscores our dedication to supporting our clients' success as an entrepreneurial business partner by delivering 'The Power of More' through robust financial solutions and strategic insights that fuel their growth. We are excited to continue partnering with our clients as their trusted advisor as they scale and expand their businesses," says James DeLeo, Leading Partner at Gray, Gray & Gray.*

[READ THE FULL PRESS RELEASE](#)

### Oil & Energy Magazine features "Tax Considerations for Multi-State Operations" article By Gray, Gray & Gray's Marty Kirshner

*Expanding your footprint adds layers of complexities to tax compliance*

For heating oil and propane distribution companies operating across multiple states, navigating the complex web of tax obligations requires careful planning and meticulous

record-keeping. The expansion into neighboring states often brings significant revenue opportunities, but it also introduces layers of compliance requirements that demand attention from leadership and accounting teams.



[READ THE FULL ARTICLE](#)

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## Register for Upcoming Webinars!

Our [Technology Integrations Consulting](#) services bi-monthly webinar series: “The Power of Connection” continues! In these 30-minute sessions, we’ll tackle all the burning questions about how to best deploy and utilize the incredible array of tools available to streamline operations and build a more efficient business.



Join us as we explore everything from the basics of software integrations and API building blocks, to choosing an integrations approach, data-mapping, use cases, security considerations, future trends, and more!

### **[SIGN UP FOR THIS MONTH'S WEBINAR...](#)**

**Integration Methods and Data Approaches**

April 22 at 1:00pm

*We'll explore integration methods and choosing the right approach, plus data-mapping and transformation through the lens of making data more understandable and meaningful for your organization.*

### **[REGISTER HERE](#)**

[LEARN MORE & REGISTER FOR OTHER WEBINARS IN THE SERIES](#)

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## Upcoming Event

We are pleased to announce our participation at the following spring event.

**Eastern Energy Expo**  
**May 18 - 21, 2025**  
**Atlantic City Convention Center, Atlantic City, NJ**

Be sure to visit Gray, Gray & Gray's booth (#611) at this year's expo. We will also be co-presenting the following session:



### Going from Good to Great!

**Monday, May 19, 2025, 1:15 pm - 2:15 pm**

*Presenters: Marty Kirshner, CPA, MSA, Partner, Gray, Gray & Gray, LLP; Bobby Brown, President & CEO, Broco Energy; Craig Snyder, Chief Operating Officer, Valiant Energy Solutions; Bruce Spiridonoff, Chief Operating Officer, Tevis Energy*

Bruce Spiridonoff and his team at Tevis Energy are one year into a strategic planning initiative that is designed to prepare their company for a stronger, more resilient future. And the process is already delivering dividends in the form of stronger profitability, better employee retention and improved customer satisfaction. Last year we discussed Bruce and his journey, and a year later he is going to update you on the progress! Two other innovative industry leaders, Craig Snyder, Valiant Energy Solutions and Bobby Brown, Broco Energy will share their journeys with you – exploring the telltale signs that your growth strategy is flawed, reviewing the importance of analysis and self-examination, explaining the steps necessary to build a strategic plan that can withstand a constantly changing economy and energy marketplace, and offering advice on selling the program to your employees.

Attendees will leave this presentation with a real-world appreciation for the importance of strategic planning, the processes involved and the potential positive outcome by hearing real life examples from industry partners.



## Gray, Gray, & Gray Ranked Among Top Massachusetts Accounting Firms by Boston Business Journal



We are elated to announce that Gray, Gray & Gray has been ranked as the 18th largest accounting firm in Massachusetts by the Boston Business Journal! The publication's annual rankings are based on the size of the firm's professional staff in the state and include both independent firms and regional offices of large national accounting firms.

*"We do not answer to a corporate office in New York or Chicago. Our leadership, our guidance, and our decision-making are made right here where our clients need us," says James DeLeo, Leading Partner at Gray, Gray & Gray.*

[READ THE FULL PRESS RELEASE](#)



## Streamlining Business Processes Through ERP and CRM Integration

As a consultant who has guided dozens of organizations through complex software integrations, there is often an initial uncertainty on which applications or business processes



to address first. One of the first integrations that I often bring up is connecting Enterprise Resource Planning (ERP) and Customer Relationship Management (CRM) systems. I've seen firsthand how these types of integrations can transform business operations and introduce organizations to the power of automations. Today's competitive landscape demands seamless data flow and process automation, making integration not just beneficial but essential for sustainable growth and operational excellence.



[READ THE FULL ARTICLE](#)

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## FinCEN Eliminates CTA Reporting Requirements for U.S. Citizens and Domestically-Formed Entities



The Financial Crimes Enforcement Network (FinCEN) has issued an interim final rule that fundamentally transforms reporting obligations under the Corporate Transparency Act (CTA). The new rule (issued on March 21, 2025) completely removes the reporting burden from U.S. citizens and all entities formed within the United States.

[LEARN MORE](#)

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## Why Ransomware is a Growing Threat to Businesses of All Sizes

Ransomware has transformed from a relatively simple nuisance into one of the most persistent and damaging cybersecurity threats facing organizations today. Businesses of all sizes – from small local operations to multinational corporations – have fallen victim to increasingly sophisticated attacks. The threat landscape has changed dramatically, with cybercriminals adopting more targeted approaches and demanding higher ransoms than ever before.



Recent data from cybersecurity researchers indicates that ransomware attacks increased by 37% in 2024 compared to 2023. More alarmingly, the average ransom payment reached \$567,000 in 2024, representing a 58% increase year-over-year. These statistics reflect not just the growing frequency of attacks but also their increasing severity and financial impact.

[READ THE FULL ARTICLE](#)



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

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