



May 2025 Issue

## Help Establish Industry Benchmarks Gray, Gray & Gray's Annual Energy & Propane Industry Survey is Now Open!

Have you taken our [34th annual Energy Industry Survey](#)? 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.**

Check out the video below to hear straight from Partner & Energy Practice Chair, Marty Kirshner, about the importance of your participation in our 2025 Energy & Propane Industry Survey.



[CLICK HERE TO TAKE SURVEY NOW](#)

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**



## Gray, Gray, & Gray Celebrates 80th Anniversary

2025 marks the 80th anniversary of Gray, Gray & Gray! Since 1945, our firm has evolved into a leading independent accounting and advisory firm while maintaining our commitment to the industry and providing remarkable service to our clients. As we reflect on 80 years of delivering more, we are grateful to our clients and team members.



*"From a three-person post-war start up, we have grown steadily and deliberately over the years with the intention of maintaining our identity as an independently operated, entrepreneurial firm. Whether it was through organic growth by adding new clients or expanding with our existing clients, our path has always been forward and upward. Throughout our history we*

*have been fortunate to have team members of exceptional skill and dedication; and clients who placed their trust and confidence in our firm,"* says James DeLeo, MBA, CPA/MST, a 35-year veteran of Gray, Gray & Gray who serves as the firm's Leading Partner.

[READ THE FULL PRESS RELEASE](#)



## Gray, Gray & Gray Featured in Butane-Propane News April Issue

We are pleased to announce that Robert Levene has been featured in the April issue with the article, "Are Your Propane Technicians Happy?"

Being a propane service technician isn't just any job—it's a commitment to safety, precision and community trust. Every day, propane technicians navigate high-stakes challenges like detecting leaks, ensuring tank integrity, responding to emergencies in freezing weather and calming anxious homeowners. When these professionals feel supported, trusted and valued, their ability to safeguard lives and fuel daily life becomes a cornerstone of your company's success.

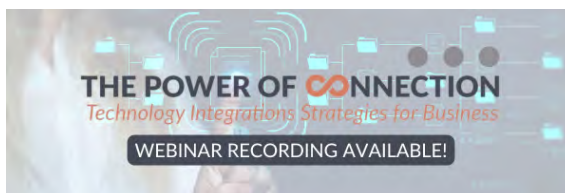


[READ THE FULL ARTICLE](#)



## Webinar Recording Now Available!

We continued "The Power of Connection" webinar series with Integration Methods and Data Approaches! **In case you missed this webinar or would like a refresher on the information shared, you can now access the recording online.** During this 30-minute session, we 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. Check out a glimpse of the webinar [HERE](#).



Looking for more? The webinar series continues on June 17 with our next session, Integration Use Cases and Security Considerations! Learn more and register for upcoming

webinars [HERE](#).

ACCESS THE FULL RECORDING

## API Management in Successful Systems Integration

Successful systems integration has become the cornerstone of digital transformation initiatives. At the heart of these integration efforts lies API management, a critical discipline that determines the long-term success and sustainability of connected systems. After helping multiple enterprises navigate complex integration challenges, I've observed that organizations often underestimate the strategic importance of robust API management in their integration journey.



LEARN MORE HERE

## 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.

## Thank You to Our Incredible 2025 Interns



We appreciate our interns' efforts and commitment to learning, which made a mark on this year's busy season and our firm as a whole. Each of these individuals brought their best each and every day over the past several months, as they immersed themselves in the world of accounting, gaining real-life experience that they can carry with them throughout their career.

Each year, we become more and more grateful for our internship program and strive to offer an unparalleled experience for the group of students/recent graduates that become a part of the G3 team. We wish them all endless growth and opportunities in their future endeavors.

[READ THE FULL ARTICLE](#)

## Announcing New Gray, Gray & Gray Team Members

We are pleased to welcome the following new Gray, Gray & Gray team members.



**Olivia Atherton**  
Audit  
Staff Accountant



**Cole Canfield**  
Sage Intacct Consultant



**Maya DeMello**  
Marketing & Communications  
Intern



**Meghan Stravin**  
Marketing & Communications  
Intern



**Nishita Redkar**  
Transaction Advisory Services  
Intern

[LEARN MORE](#)

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

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