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

### Boston Business Journal Ranks Gray, Gray, & Gray #42 on Fast50 List



We are pleased to announce that Gray, Gray & Gray has been ranked by the Boston Business Journal as the 42nd fastest growing private company in Massachusetts in its 2025 Fast 50 list. The BBJ Fast 50 list was selected and ranked based on total revenue growth from 2021 to 2024 as analyzed by the Business Journal's research department.

*"Gray, Gray & Gray's steady growth is a tribute to our people, who deliver 'The Power of More' to our clients every day, and to the clients who have trusted in our guidance and continue to have confidence in us going forward,"* said James DeLeo, MBA, CPA/MST, Leading Partner at Gray, Gray & Gray.

Click [HERE](#) to read the full press release.

[Full Article](#)

## Family Business

### 5 Tips For Making Business Loans to Family Members



Business loans made to family members must be structured properly and follow certain rules to avoid IRS scrutiny and other issues. This article provides five tips to keep in mind if an adult child or other relative approaches you looking for financing. For example, loans should carry interest at market rates.

[Full Article](#)

## Benefits Administration



### ERISA Basics for Employers

**For U.S. employers** that offer any kind of pension benefits to their employees, it's critical to have an understanding of the Employee Retirement Income Security Act of 1974. The failure to know what the landmark law says about employer obligations and responsibilities may lead to significant liability. This article discusses employer obligations for pensions as well as for health benefits.

## Benefit Q&As for Employers

### HIPAA Privacy Rules for Employers with Self-Insured Plans



The questions we answer in this article are:

1. Does hiring a third party to conduct electronic health plan transactions absolve a self-insured health plan of liability under the Health Insurance Portability and Accountability Act (HIPAA)?
2. How should a self-insured health plan implement access control under the HIPAA Security Rule?

Full Article

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