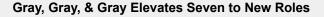


#### Home About Areas of Focus Services Partners Contact

Click to watch our video and discover how Gray, Gray & Gray delivers the Power of More to each of our clients!

Personal Info | Refer Colleague | Unsubscribe | Feedback

#### Gray, Gray & Gray News - Employee Benefit Plan Audits



Gray, Gray & Gray is pleased to announce the promotion of seven team members to new positions.



"The true strength of our firm is found in our people, and these highly accomplished individuals have proven their ability to lead by example," said Gray, Gray & Gray's Leading Partner, James DeLeo, MBA, CPA/MST. "Their focus on bringing the 'Power of More®' to our clients is a key reason for our success as an organization, and our ability to remain competitive as an independent firm."

#### Click <u>HERE</u> to read the full press release.

Full Article

# Gray, Gray, & Gray Expands Its Gray Leadership Academy Program

Gray, Gray & Gray is elated to announce that Xiaoyi Peng, a CPA and Senior Manager in the firm's Sage Intacct & Advisory Practice, is the latest addition to its Gray Leadership Academy program. The current Gray Leadership Academy cohort comprises 17 individuals, representing over 10% of the firm's staff.



"The Gray Leadership Academy offers a clear path for the future for our firm," said Gray, Gray & Gray's Leading Partner, James DeLeo, MBA, CPA/MST. "The individuals in the program have demonstrated both the desire and ability to continue the legacy of independence and exceptional client service that has been our hallmark for 80 years."

## Click <u>HERE</u> to read the full press release.

Full Article

## **Employee Benefits**

#### Is Our Employee Assistance Plan Subject to COBRA and ERISA?

Many employers offer an employee assistance plan (EAP) which provides counseling benefits. Employers may wonder if these plans are



subject to the rules under the *Consolidated Omnibus Budget Reconciliation Act* (COBRA) and the *Employment Retirement Income Security Act* (ERISA). This article discusses the issues involved in EAPs.

Full Article

**Retirement Plans** 



# Want to Retain Top Talent? Offer a Real Pension Plan

**If your company** is looking to hire individuals who will stay on the job for years to come, take a look at the retirement plan you have in place. Not all plans are created equal, but do you know which are most likely to help you attract and keep good employees? Read on for details.

Full Article

## Benefits Administration



Protecting Your Company Against Liability from Confidential Data Leaks

**As organizations grow** in the digital age, their reliance on technology can be both an advantage and a disadvantage. The liability from the improper release of sensitive data is a huge potential problem for businesses. The more sensitive the information a company gathers, the more detrimental to the organization a data breach is, should it occur.

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, tool" -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 enewsletter 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. Personal Info | Unsubscribe | Your Privacy | Disclaimer of Liability | © 2025, Powered by CPA Site Solutions



150 Royall Street Canton, MA 02021