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

### Gray, Gray, & Gray Elevates Seven to New Roles

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

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## 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, too!"  
-New England Sports Network (NESN)

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