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

### What's in the One Big Beautiful Bill Act for Privately Held Businesses?



The One Big Beautiful Bill Act (OBBBA), signed into law on July 4, 2025, represents the most significant tax reform since the Tax Cuts and Jobs Act of 2017, delivering substantial benefits for privately held businesses through permanent tax provisions and enhanced depreciation allowances.

Click [HERE](#) to learn more.

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### There is Still Time to Register for Our July 30th Webinar!

How might the "One Big Beautiful Bill" impact you?



Join the tax leaders from Gray, Gray & Gray on July 30 at 10:00am, as they explore the bill that seems to have something in it for everybody. [Kelly Berardi, JD, LL.M.](#), [Derek Rawls, CPA, MST](#) and [Brad Carlson](#) will dive into the many updated regulations and rates on both the corporate and individual taxpayer sides, with a special emphasis on new tax strategies you can implement now to help you save later. Click [HERE](#) to register.

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## Employee Benefits

### Is Outsourcing COBRA Administration the Solution for Your Firm?



COBRA allows employees to retain health insurance benefits after they leave a company. And while former employees pay for the continued insurance, employers must continue to administrate the plan. Outsourcing is becoming an increasingly popular COBRA solution for companies who must comply with the law but don't have the staff resources to continue health plan administration.

[Full Article](#)

## Benefit Tax Issues

## Audit Your Retirement Plan Before the Feds Do



**Many companies are unaware** their retirement plans have problems until they are audited by the IRS or investigated by the Department of Labor. However, by self-auditing your plan, you can identify and correct any problems *before* the federal government initiates an investigation. Continue reading for six areas which can get your company in trouble.

[Full Article](#)

## Retirement Plans

### Veterans Returning Home: What Are the 401(k) Make-Up Elective Rules?



If a business has employees returning to their jobs after being on military leave, is it required to have to allow the former service members make additional 401(k) plan deferrals for the time they were on leave? This article answers that question by reviewing the rules for the Uniformed Services Employment and Reemployment Rights Act.

[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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