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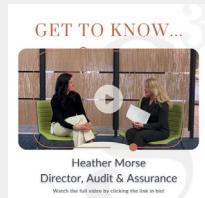
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Gray, Gray & Gray News - Employee Benefit Plan Audits

Get to Know Our New Audit Director - Heather Morse

We're thrilled to introduce Heather Morse, our new Audit Director who joined Gray, Gray & Gray in January 2026. With 20+ years of Big Four experience, Heather shares why she chose g3—from the genuine connections she felt during the interview process to the collaborative, people first culture she's experienced since day one. Hear straight from Heather about the value of mentorship, the benefits of joining an independent firm, and how our flexible work environment supports her life as a busy mom.



Click [HERE](#) to check out the full video.

[Full Article](#)

Employee Benefits



Avoid Mistakes That Undermine a Deferred Comp Plan

Companies frequently use non-qualified deferred compensation plans in their pay packages for executives and key employees. Because these plans are not subject to the same compensation and benefits limits that apply to qualified plans, they help build adequate retirement income for high earners. They also offer tax advantages by deferring tax into later years when high earners may be in a lower tax bracket.

Here are some mistakes to avoid when maintaining a non-qualified deferred comp plan.

[Full Article](#)

Benefits Administration

Get the Word Out About Your Benefits



If your company pays for an employee benefit but nobody knows about it, what is your return on investment? The answer is, not much! Job applicants are often focused on the benefits you offer. But if you've added or enhanced benefits over time, existing employees may not be aware of what is available. They may also make the mistake of undervaluing what you pay in terms of the cost to you. If that's the situation in your company, it's time you let your people know.

[Full Article](#)

Benefit Tax Issues

Help Decrease the Chance of an IRS Audit



Reports indicate the IRS is conducting more audits involving executive compensation and fringe benefits. What exactly are auditors looking for? The IRS provided its auditors with guides spelling out how to uncover taxable fringe benefits which were not included in an executive's wages. Keep reading for information from these IRS internal audit guides about issues that could trigger an examination.

[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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