



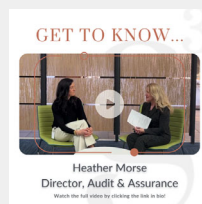
Home About Areas of Focus Services Partners Contact

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

[Personal Info](#) | [Refer Colleague](#) | [Unsubscribe](#) | [Feedback](#)

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)

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 e-newsletter 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.