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## Gray, Gray & Gray, LLP's News

### Celebrating Women's History Month at g3

We are pleased to celebrate Women's History Month, which serves as an opportunity to honor all of the remarkable women who have shaped our firm's legacy and continue to drive our success. Their dedication to both professional and personal growth inspires us each and every day!

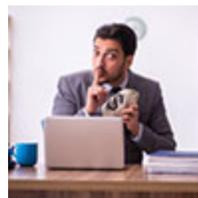


This year, we are proud to announce that the following team members have been featured in Boston Business Journal's "People on the Move" in honor of Women's History Month. The features highlight their unique backgrounds and experience. Please join us in congratulating them on this well-deserved recognition!

- [Colby Dondero, Senior Manager](#)
- [Xiaoyi Peng, Director of Implementation Services](#)
- [Venice Williams, Partner](#)

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## Family Business



### From Risk to Resilience: Protecting Your Family Business from Fraud

Family businesses are built on trust and close relationships. However, those strengths can become blind spots when it comes to fraud. This article explores the most common vulnerabilities family businesses

face, the high financial and personal costs of fraud, and proactive steps you can take to safeguard your company's assets, reputation and value.

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## Human Resources

### Use Overtime Prudently or You'll Incur Major Risks



Ideally, overtime should be like a safety valve that you open only when productivity pressure gets too high. But many businesses develop an unhealthy dependency on employees putting in extra hours. These companies risk labor shortages, accidents and a bad reputation. This article suggests eight steps for assessing your need for overtime and handling it with workers' well-being in mind.

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## Benefits Administration

### 6 Common COBRA Mistakes Made by Employers



**Regardless** of their level of experience, HR professionals would all likely agree that COBRA is a complex, labor-intensive area of benefits administration. That's why it's important for employers to regularly review what's required. To help you stay on top of these tasks and avoid some of the pitfalls, here's a list of six common mistakes associated with COBRA benefits.

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