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

#### How to File for Your IEEPA Tariff Refund Through the CAPE System



This article walks through the mechanics of the CAPE filing process for IEEPA tariff refunds: who can file, what Phase 1 covers, how to prepare your data, what mistakes are sinking claims in the early filing surge, and what to do if your company was not the Importer of Record on your entries.

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### Employee Benefits

#### Audit Your Retirement Plan Before the Feds Do



Many companies are unaware that their retirement plans have problems until they're audited by the IRS or investigated by the U.S. Department of Labor. However, by self-auditing your plan, you can identify and correct any problems *before* the federal government initiates an investigation. Take a look at six areas that can get your company in trouble.

[Full Article](#)

## Retirement Plans

### Help Protect Your Business from 401(k)-Related Lawsuits



**The biggest** of all 401(k) plan disasters, the Enron collapse, taught the business world many lessons. Employers have a fiduciary duty to offer your employees a good plan, but you also owe it to yourself to take steps to protect your company, should disaster strike. Here is a rundown of what you need to know and what your business should be documenting.

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## Benefits Administration

### What Employers Should Know about Drug and Alcohol Abuse at Work



**Most of us** have pictures in our minds of what drug and alcohol abuse looks like, but often we're wrong. If you think people with these problems are not on your staff, think again. The vast majority of individuals who drink heavily and use drugs are employed, so there's a good chance some are on your payroll. That should be a cause of concern for any businessperson. Keep reading to learn what you need to know about drug and alcohol testing in the workplace.

[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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