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June 2024 Issue

LESS THAN 3 WEEKS LEFT TO PARTICIPATE!

Gray, Gray & Gray's Annual Energy & Propane Industry Survey

There is still time to take our [33rd annual Energy Industry Survey](#), which will continue providing companies like yours with key benchmarking data for their present and future success.



This year's more efficient survey experience should enable you to complete it in just 15-30 minutes, while still providing the important benefits of helping to establish the most up-to-date industry benchmarks and the standards by which company performance is measured. Plus, you'll notice a greater focus on two important and timely topics – workforce development and key business concerns, such as electrification. **As always, YOUR thoughtful responses will help us to develop a "snapshot" of the retail oil and propane industry, assisting you with measuring the growth and development of your business.**

This Year's Survey In Partnership With:



We have once again partnered with Angus Energy, a respected energy services firm. Data collected through this year's survey will be augmented by financial and operational data developed by Angus Energy.



Our continued partnership with the Propane Education & Research Council (PERC) will help supplement our survey findings and maximize benchmarking abilities to assist companies in planning for the future.

Need to gather your company's information prior to filling out the online survey?

[CLICK HERE](#) to view a PDF of the survey questions in advance. Please note that page titles within the document coincide with each type of company (oil, propane, both).

**Please complete this year's survey with information from your company's
April 1, 2023 – March 31, 2024 results.**

Submission Deadline is this Month: June 25, 2024

[CLICK HERE TO TAKE THE SURVEY NOW](#)

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Eastern Energy Expo 2024

We were excited to continue tradeshow season last month at the Eastern Energy Expo! Our Energy team had the opportunity to connect with many industry professionals at our booth. Plus, Marty Kirshner and Bryan Pearce of Gray, Gray & Gray, and Bruce Spiridonoff of Tevis Energy presented the session, "What strategic planning actually means: how to create a successful game plan for business growth in the next 2-5 years", providing ideas on building an organization that is flexible, nimble, and performance focused.



Oil & Energy Magazine features "These Benefits Can Help Improve Worker Retention" article By Gray, Gray & Gray's Alison Burgett



Start by finding out what your employees value

In the evolving landscape of the business world, fostering an environment that nurtures employee satisfaction and retention is quintessential for sustainable success. Benefits play a pivotal role in creating a workspace that values employee well-being, which in turn, contributes to higher retention rates. Businesses, especially small and medium

enterprises, should explore affordable and innovative benefits that align with the needs and aspirations of their employees.

[READ THE FULL ARTICLE](#)



Cybersecurity Survival Guide for SMBs in 2024

In the digital age, data is the crown jewel. For small and medium-sized companies, it's the lifeblood driving customer loyalty, operational efficiency, and market advantage. Yet, with great data comes great vulnerability. Cybercriminals see SMBs as ripe targets, exploiting their perceived lack of sophisticated defenses. The landscape in 2024 is particularly treacherous, with evolving threats and tightening regulations demanding proactive attention.



But fear not! This article serves as your battle cry, equipping you with the knowledge and actionable steps to safeguard your data in 2024. We'll delve into the top cybersecurity challenges for businesses, debunk common myths, and outline a practical roadmap for building a formidable data fortress.

[READ THE FULL ARTICLE](#)



New Strategic Thinking Podcast Episode: Bryan Pearce Interviews Stephen Rusch of Gray Strategic Partners

Host Bryan Pearce, Director of Strategic Business Planning at Gray, Gray & Gray, interviews Stephen Rusch, Managing Director of Gray Strategic Partners. During this episode, Bryan



and Stephen discuss a variety of important topics related to navigating the sale of a business, from when to consider a sale or “recapitalization,” to preparing for a sale and maximizing value of the business, to personal business owner considerations of time and finances beyond the sale.

[LISTEN NOW](#)



Gray, Gray & Gray featured in LP Gas Magazine May Issue

We are pleased to announce that Marty Kirshner has been featured in the May issue of LP Gas Magazine.

In the "Forging Strong Bonds" article, LP Gas reached out to companies involved in the M&A space about the issues impacting the market in 2024. Click below to read the full issue and hear what Marty has to say.



[READ THE FULL FEATURE](#)



Announcing New Gray, Gray & Gray Team Members

We are pleased to welcome the following new team members to g3.



Kaylah Andrade
Tax
Staff Accountant



Nivetha Baskar
Transaction Advisory Services
Analyst



Ryan Jensen
Audit
Staff Accountant



Shari Kent
Audit
Administrative Assistant



Michael Miano
Audit
Supervisor



Rishika Mishra
Gray Strategic Partners
Investment Banking Analyst



Phuong Ngo
Tax Processing
Coordinator



Derick St. Cyr
Audit
Supervisor



Do you have a colleague that would like to receive our news?

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