



August 2024 Issue

Gray, Gray, & Gray Ranked Among Top 200 Accounting Firms in U.S. for 12th Consecutive Year



We are pleased to announce that Gray, Gray & Gray has been named one of the country's Top 200 accounting firms by INSIDE Public Accounting magazine. The publication ranked Gray, Gray & Gray as the 144th largest accounting firm in the U.S., up 10 places from last year; and third largest independent accounting firm in Massachusetts. This is the twelfth consecutive year the firm has been ranked among the country's Top 200 firms.

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Oil & Energy Magazine features

"Choosing the Best Path for Your Family Business" article

By Gray, Gray & Gray's Marty Kirshner

Is your successor inside the family business, an outsider, or a white knight?

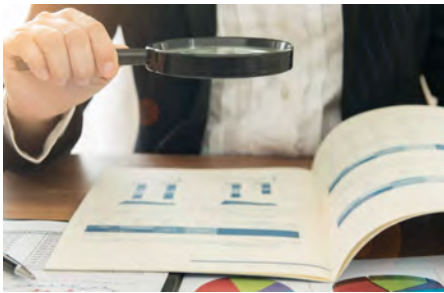
The future of your family business rests on a crucial decision: choosing your successor. This responsibility entails more than simply selecting an heir. It requires careful planning, introspection, and communication, all while considering the needs of your family, the future of the business, and your own personal aspirations. While many owners look toward their own family for the next leader, it's important to recognize that the ideal successor may lie within the company, outside the family, or even not exist at all. This article will guide you through the process of exploring each option, helping you make an informed and confident decision for your business's future.



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Financial Due Diligence for Mergers and Acquisitions



Mergers and acquisitions (M&A) come with inherent risks. To mitigate these risks, comprehensive due diligence is essential. Due diligence is the process of investigating a target company to assess its financial health, business operations, and legal compliance. Financial due diligence is a critical component of the overall due diligence process, as it evaluates key metrics which are used to value the target company and provides insights into its financial statements, and potential financial risks and opportunities.

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Upcoming Events

We are pleased to announce our participation at the following events.

LP Gas Growth Summit
September 17 - 19, 2024
Reunion Resort, Orlando, FL



Gray, Gray & Gray is proud to be a partner for the 2024 LP Gas Growth Summit, an exclusive buyer/seller networking event in which propane retailers learn ways to diversify their offerings, improve efficiencies and grow gallons. As a partner, we look forward to the opportunity to take part in one-on-one meetings and other networking activities, building relationships with retailers and other industry professionals.

Southern New England Energy Conference September 23 - 24, 2024

Newport Marriott, Newport, RI

Gray, Gray & Gray is excited to announce our participation in next month's Southern New England Energy Conference. We hope to see you on Monday, September 23rd from 2:15 - 3:15 pm as our very own Marty Kirshner and Bryan Pearce present "How to Create a Successful Game Plan for Business Growth in the Next 2-5 Years". Marty and Bryan will share the critical ingredients of how to build an actionable plan for strategic growth, including the results of Gray, Gray & Gray's industry-leading survey, showing how to incorporate industry metrics into your plans.



And More!



Gray, Gray, & Gray Staff Members Participate in "Day of Service"

More than 40 staff members from Gray, Gray & Gray took part in a "Day of Service" on Thursday, June 20, in conjunction with the statewide MassCPAs initiative on giving back to the community.

Team members spent the day doing yardwork and gardening at the Boston Higashi School in Randolph, MA, an international residential school serving



children and young adults on the autism spectrum.

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The Hidden Costs of a Data Breach for Small- and Medium-Size Businesses



As a cybersecurity consultant, I've seen firsthand the devastating impact that a data breach can have on small and medium-sized businesses (SMBs). While the immediate costs of a ransom payment or fine may seem daunting, the hidden costs that follow can be even more detrimental to a company's long-term success. In this article, we'll explore the often-overlooked expenses that SMBs face in the wake of a data breach, and why investing in robust cybersecurity measures is crucial for any business, regardless of size.

[READ THE FULL ARTICLE](#)

Gray, Gray, & Gray Promotes 14 Team Members

We are pleased to announce the following Gray, Gray & Gray team member promotions. Congratulations on your well-deserved promotions and thank you for leading by example with your dedication to doing MORE for clients and fellow team members.

 Miyabi Armstrong Audit Senior Staff Accountant	 Max Bowden Tax Supervisor	 Abigail Cox Audit Supervisor	 Alexandra Cummins Audit Senior Staff Accountant	 Giuseppe Dattolo Tax Senior Staff Accountant	 Tiago Gomes Audit Senior Staff Accountant	 John Leone Tax Senior Staff Accountant
 Michael McCusker Audit Supervisor	 Michael Murphy Audit Senior Staff Accountant	 Rebecca Palma Audit Manager	 Margaret Palmer Audit Supervisor	 Brendan Phair Audit Supervisor	 Julianne Schwallie Audit Manager	 Zachary Wensley Audit Senior Staff Accountant

Company headshots by David Shopper

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Gray, Gray, & Gray Expands Its Gray Leadership Academy Program to Welcome Nine Team Members in 2024

Gray, Gray & Gray is elated to announce that nine team members have been invited to join in its Gray Leadership Academy program in 2024. Gray Leadership Academy is an innovative multi-year training program for development of the firm's future leaders.

WE ARE PLEASED TO WELCOME THE FOLLOWING TEAM MEMBERS TO GRAY LEADERSHIP ACADEMY IN 2024



Andrea Cincotta



Katie Correllas



Colby Dondero



Pam Holmes



Simon Huang



Nick Mauro



Frank McCarthy



Corey Oliver



Venice Touze



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