



November 2024 Issue

## Have You Registered? Gray, Gray & Gray's 2024 Year End Planning Seminar

Thursday, December 5th  
In-Person: Gray, Gray & Gray's Canton  
Office

*Registration, Breakfast & Networking: 8:00  
am - 9:00 am*  
*Seminar Sessions: 9:00 am - 12:00 pm*



**What can you do to make 2025 your best year ever?** The future is what you make it, and we're here to help! Gray, Gray & Gray's Year End Planning Seminar will fire you up for 2025 with information and inspiration designed to give you a head start on developing the strategies and tactics to grow and prosper in the New Year. With the help of our expert presenters and panelists, you can build your knowledge on what's ahead for the economy, the post-election tax landscape and how to prepare for potential implications, and what other business leaders are doing to create a more resilient company.

*\*Advance registration is required. Attendance is free, but seating is limited. Click the button below to register.\**

LEARN MORE & REGISTER

## Upcoming NEFI Webinar

**A Look at What the Results are Really Saying: 2024 Energy Industry Survey**  
**November 7, 2024**  
**1:00 PM EDT**



The challenges facing heating oil and propane companies - both in our own backyard of New England and across the country - seem to continue mounting. That's the takeaway from Gray, Gray & Gray's 2024 Energy Industry Survey, a nationwide poll which has taken the pulse of energy dealers for the past 33 years. Nationally recognized management advisor Marty Kirshner will review this year's survey results, what they mean for dealers in New England, and what guidance they can deliver for strategic planning.

REGISTER HERE

## Oil & Energy Magazine features "Wages, Benefits, and Employment Practices Among Energy Companies" article By Gray, Gray & Gray's Marty Kirshner



*What the 2024 Industry Survey Tells Us about Liquid Energy Retailers*

Our firm's 2024 survey of propane and heating oil dealers across the United States has revealed significant insights into their employment practices, wage structures, and benefit offerings. This study sheds light on the current state of the industry and the challenges faced by employers in attracting and retaining skilled workers. (You can download the full results of the survey at [www.gggllp.com/energy-survey-results-2024](http://www.gggllp.com/energy-survey-results-2024))

READ THE FULL ARTICLE

# Thanks for Joining Us!

From conducting presentations and sharing knowledge, to networking and learning from others in the industry, the Gray, Gray Gray team was honored to participate in a variety of industry events in 2024. In addition, thank you to all those who have spread the word about our [Annual Energy & Propane Industry Survey results](#), including diving deeper into these survey insights through various speaking engagements and webinars. Thanks for joining us at the following events and many other association meetings.



- Eastern Energy Expo
- LP Gas Growth Summit
- NEFI Visions Conference
- Northern New England Energy Conference
- NPGA Benchmarking Council Meetings
- NPGA Southeastern Convention & International Propane Expo
- NYPGA Conference
- PGANE Northeast Propane Show
- SEPA Annual Convention
- Southern New England Energy Conference

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## A Season to Be GRAYteful! Gray, Gray & Gray Offices Closed Thanksgiving Week

With Thanksgiving right around the corner, we are yet again reminded of the immense appreciation and gratitude we hold for the trust and partnership of our clients, and our talented and dedicated team members. In recognition of our team's efforts in delivering more throughout 2024, we are elated to announce that we will be continuing our annual holiday office closure tradition. As such, **Gray, Gray & Gray's offices will be closed for the entire week of Thanksgiving, from Monday, November 25th through Friday, November 29th.** This well-deserved break allows our team to relax and recharge with their loved ones and take time to enjoy their hobbies and interests outside of work.

We wish our clients and friends of the firm a wonderful Thanksgiving holiday filled with joy and togetherness. Thank you for being a valued part of our firm's success – we are truly GRAYteful for you!



# A Season to Be GRAYteful

*happy thanksgiving*

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*Butane-Propane News* features  
"Ensuring Financial Stability by  
Avoiding Debt Traps" article  
By Gray, Gray & Gray's Marty Kirshner

In today's tenuous economic landscape, debt can be both a lever for growth and a chain that hinders it. For a propane business, finding the right balance is crucial. The stakes are especially high in the propane market, where competition is intense and margins are often razor thin. Accumulating too much debt can not only impair your financial stability but also put your entire operation at risk. There are several strategies you can employ to help your business stay solvent and avoid the "debt trap."



[READ THE FULL ARTICLE](#)

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## Discover the Power Behind Gray, Gray & Gray!

Take an inside look at how our team brings The Power of More to each client —delivering world-class service and building lasting partnerships rooted in trust and dedication. At Gray, Gray & Gray, we believe in the Power of More and strive to provide clients with the support they both need and deserve through our full suite of expanded offerings and commitment to their success. **Click below to watch our newly updated video and learn more.**



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

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