

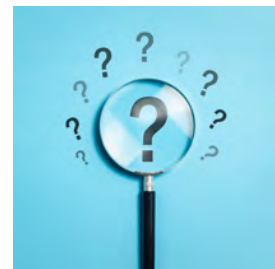


February 2025 Issue

Help Us Help You! Share Your Question Suggestions for Our 2025 Energy & Propane Industry Survey

Our 34th annual survey is coming soon and we want to hear your question suggestions!

At Gray, Gray & Gray, we are committed to bringing you key information to fuel your success, including our annual industry survey which provides vital information on fuel oil and propane industry standards of performance. For over three decades, your participation in our survey has been critical for developing a "snapshot" of the retail oil and propane industry. Your feedback is important! Provide your question suggestions today to assist us in building a thoughtful industry survey, establishing industry benchmarks and the standards by which company performance is measured.



Please email your suggestions to us at info@gggllp.com by February 18th.

SUBMIT QUESTION SUGGESTIONS

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Butane-Propane News features "Looking Back to Plan Ahead: Strategic Planning for Propane Companies" article by Marty Kirshner & Bryan Pearce



Kick off 2025 with a strategy built on industry data analysis to drive growth & tackle challenges

Nobody has to tell you that propane companies – and their owners and managers – face a complex array of obstacles: volatile pricing, labor shortages, regulatory and environmental pressures, and evolving customer needs. In this article, we'll use the recently released

2024 Propane Industry Survey from Gray, Gray & Gray to provide insights that can help inform strategic planning decisions. When combined with proven strategic planning principles, these statistics offer a road map for building a more resilient and profitable propane business.

[READ THE FULL ARTICLE](#)

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Announcing the Smart Business Dealmakers Boston Conference on March 20th

[The Smart Business Dealmakers Conference](#) connects thousands of local entrepreneurs, investors and advisers for a day of dynamic content and networking. With sessions ranging from raising capital to buying and selling companies to alternative asset investing, this conference covers the breadth of the M&A landscape.

Gray, Gray & Gray is proud to be a co-sponsor for this major M&A event that will feature speaking engagements, networking, and panel discussions, including the following session moderated by our very own Leading Partner, Jim DeLeo:

Deal Prep

Presented by: Gray, Gray & Gray / CMBG3 Law / Gerron Group LLC / Truck 9 Partners / Ti-SALES, Inc.

11:00-11:40am

Additional details coming soon.



Click [here](#) to view the full event agenda and be sure to register below. Use promo code **GRAY250** to save \$250 off registration.

REGISTER TODAY

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Gray, Gray & Gray featured in *LPGas Magazine* January issue



We are pleased to announce that our new Technology Integrations Consulting practice has been featured in the January issue of *LPGas Magazine*.

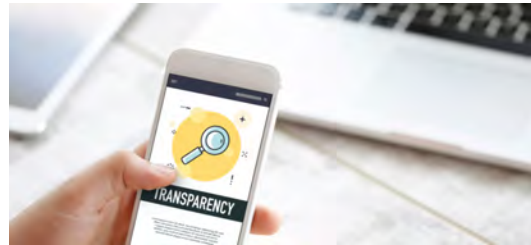
The right balance of technology can streamline processes and break down barriers between departments for propane dealers. Gray, Gray & Gray's technology integrations consulting program makes technology work for you, connecting business management, operations, logistics, financial and customer relationship software into a seamless, fully integrated system.

READ THE FULL FEATURE

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Supreme Court Decision May Clear Path for Corporate Transparency Act Enforcement

On January 23, 2025, the U.S. Supreme Court removed one nationwide injunction on the enforcement of the Corporate Transparency Act (CTA), a significant change designed to enable the Financial Crimes Enforcement Network (FinCEN) to proceed with its regulatory framework. However, according to FinCEN, a separate nationwide injunction, issued by a separate Texas court, remains in place.



LEARN MORE

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Richard Frizzell Elected Partner at Gray, Gray & Gray

It is our sincere pleasure to announce that [Richard Frizzell, CPA, MSA](#) has been elected a partner in Gray, Gray & Gray's Transaction Advisory Services practice, which assists businesses contemplating a sale or an acquisition.



“Rich Frizzell is the embodiment of our firm’s commitment to bringing the Power of More® to every client,” said James DeLeo, MBA, CPA/MST, Gray, Gray & Gray’s Leading Partner. *“In transactional engagements that are almost always complex, with a multitude of time-sensitive details, Rich has proven himself to be the ultimate trusted advisor who is adept at controlling and managing the process.”*

Congratulations on this well deserved promotion, Rich!

[READ THE FULL PRESS RELEASE](#)



Venice Williams Promoted to Tax Director at Gray, Gray & Gray



Gray, Gray & Gray is elated to announce that [Venice Williams, CPA, MST](#) has been promoted to Director of Tax. Her new role will include responsibility for strategic tax planning, ensuring tax compliance, management of internal tax teams, and fostering the development of client relationships across a wide range of industries.

“Venice Williams is a rising star in the tax world, and one of the reasons our firm enjoys such a sterling reputation among clients and the broader business community,” said James DeLeo, MBA,

CPA/MST, Gray, Gray & Gray’s Leading Partner.

Congratulations on this well deserved promotion, Venice!

[READ THE FULL PRESS RELEASE](#)



Congratulations to Our Newly Promoted Gray, Gray & Gray Team Members!

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.

“We are very pleased to announce the well-deserved promotions of these seven exceptional individuals,” said Gray, Gray & Gray’s Leading Partner, James DeLeo, MBA, CPA/MST. *“Their dedication, expertise, and commitment to our clients have been instrumental in our firm’s continued success. We look forward to their continued contributions as they take on these expanded roles.”*



Jacob Barrett
Sage Intacct & Advisory
Manager



Nivetha Baskar
Transaction Advisory Services
Senior Analyst



Patricia Matthews
Tax
Senior Bookkeeper



Michael Miano
Audit
Manager



Xiaoyi Peng
Sage Intacct & Advisory
Senior Manager



Lexi Pereira
Audit
Senior Staff Accountant



Kevin Sheehy
Tax
Manager

Company headshots by David Shopper

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