
The **ASWA** *Journal*
Seattle

Volume 59 Issue 8

<http://www.aswaseattle.org>

February 2008

**Seattle Chapter Meeting
Wednesday, February 27**

**Rainier Golf & Country Club
11133 Des Moines Memorial Drive South
Seattle, WA 98168
(206) 242-4460**

Dress code requirement: no jeans

Menu:

Entrée: Pasta Bar

Dessert: Apple Crisp with Whipped Cream

Members/Faculty	\$27.00
Guests	\$29.00
Students Members	\$19.00
Student Guests	\$21.00
<u>No coffee only option</u>	

**Reservations, need to be made by
1 pm, Thursday, February 21**

in order to guarantee a spot. Standing reservations will apply. For **reservations**: use the **Online Reservations Form**, send email to reservations@aswaseattle.org, or contact, Arrangements Chair, (206) 467-8645 (ASWA voice mail).

For **cancellations**, please call, use the online form, or send an email to cancel no later than noon on **Monday, February 25**

No-shows and late cancellations will be billed. Walk-ins are welcome but with no meal availability guarantee.

**Wednesday, February 27
1 Hour CPE**

Student Night

Topic: Managing Your Career: Making the Right Choices from the Start!

Here's your opportunity to learn how to successfully manage your career from the start by making the right choices. We will start the evening off with a panel discussion, featuring women who have taken diverse career and life paths. In addition, we will have a guest speaker who will discuss the role of mentor relationships in starting and refining your career.

We will also be launching the Seattle Chapter Mentoring Program, so there are many reasons to attend this meeting.

The cost for **Students** and **Faculty** is **only \$10!**
Door prizes and other goodies!!!

Pre-Dinner Panel Discussion:

5:30pm - 6:15pm

Dinner: 6:30pm – 7:30pm

Speaker: 7:30pm – 8:20pm

Please come early and hear our panelists! This is a great opportunity to hear what Accounting and related fields have to offer for new graduates as well as those who are looking to change their careers.



Calendar of Events

February 19, 2008	ASWA Bellevue Meeting: Coast Hotel Bellevue
February 21, 2008	ASWA Spokane Meeting: Red Lion Hotel at the Park Topic: Hidden Payroll & Personal Benefits Statements
February 27, 2008	Student Night: Rainier Golf & Country Club
March 10, 2008	ASWA Tacoma Meeting: LaQunita Inn
March 20, 2008	ASWA Spokane Meeting: Red Lion Hotel at the Park
March 20, 2008	ASWA Bellevue Meeting: Red Lion Bellevue Inn
March 26, 2008	Monthly Meeting: Rainier Golf & Country Club
April 17, 2008	ASWA Spokane Meeting: Red Lion Hotel at the Park
April 21, 2008	ASWA Tacoma Meeting: LaQunita Inn
April 22, 2008	ASWA Bellevue Meeting: Coast Hotel Bellevue
April 23, 2008	Monthly Meeting: Rainier Golf & Country Club
May 12, 2008	ASWA Tacoma Meeting: LaQunita Inn
May 14, 2008	Board Meeting: 5:30 – 7:00 TBD
May 15, 2008	ASWA Spokane Meeting: Red Lion Hotel at the Park
May 20, 2008	ASWA Bellevue Student Night: Coast Hotel Bellevue
May 28, 2008	Guest Night: Rainier Golf & Country Club
May 30 - 31, 2008	NW Area Conference: Bellevue Courtyard Marriott
June 9, 2008	ASWA Tacoma Meeting: LaQunita Inn
June 17, 2008	ASWA Bellevue Meeting: Coast Hotel Bellevue
June 19, 2008	ASWA Spokane Meeting: Red Lion Hotel at the Park
June 25, 2008	Monthly Meeting: Rainier Golf & Country Club
October 28 - 30	Joint National Conference: The Fairmont, Dallas

2007-2008 Dues Schedule

<u>Member Classification</u>	<u>Total Dues</u>	<u>Breakdown</u>	
Regular	\$153.00	National \$104.00	Chapter \$49.00
Affiliate	\$153.00	National \$104.00	Chapter \$49.00
Associate (Non-Student)	\$ 63.00	National \$34.00	Chapter \$29.00
Associate (Student)	\$ 49.00	National \$34.00	Chapter \$15.00
Retired	\$ 45.00	National \$24.00	Chapter \$21.00

Dues are prorated for the second year of membership according to the month the Board approved in the first year.



American Society of Women Accountants
 Box 237
 800 5th Avenue, Suite 101
 Seattle, WA 98104-3191

President's Message February 2008

Hello Everyone: February is a very exciting month for the Seattle Chapter. Not only are we hosting our annual Student Night this month, but we are also having our first Dinner Meeting in our new venue: the Rainier Golf and Country Club! Part of the reason that we chose the Rainier Golf and Country Club, even though it was outside our usual dining area of Downtown Seattle, was to keep costs down. I'm sorry to say that we are going to have to increase the dinner fee slightly (\$2). We had hoped to avoid raising the dinner costs, but will not be able to avoid it, after all. Had we stayed within our traditional dining area, the increase would have been much higher. The Student Night evening promises to be an entertaining one, nonetheless, with a career panel, noted speaker and good food. Please join me in exploring Mentoring Relationships – and bring a friend!

Rachel Petrich
president@aswaseattle.org

SAVE THE DATE

“Get Connected, Stay Connected”

With 16 hours of CPE (including 4 hours of Ethics)

Bellevue Chapter invites you to attend

The 2008 Northwest Regional Conference - May 30-31, 2008

Courtyard Marriott in Downtown Bellevue, Washington

3 tracks to chose from: Accounting/Auditing, Controller/Leader or Tax
Fun night at Parlor Billiards & Spirits - an upscale billiard parlor with a fashion session
Fabulous shopping at Lincoln Square and Bellevue Square, fine dining restaurants ... all within walking distance and featuring great Bellevue hospitality.

CPE Topics (subject to change):

- | | |
|-------------------------------------|--|
| Sox Update | Essential Skills |
| 4 hours of Ethics | Career Development in Corporate America |
| Forensic Accounting | Canadian Taxes |
| Profit & Loss Analysis | Where There's a Way, There's a Will |
| Internal Control/Engagement Letters | Department of Revenue - Sales Tax Simplification |
| Identity Theft | Retirement Plans for Small Business |
| ABCs of Credit Scoring | Foreign Tax Treaties |
| Global Business Etiquette | Executor Duties |
| Advanced QuickBooks | Social Security Benefits for Women |
| Employment Law | |

For more information, contact: Paula Bishop - paulabishop@qwest.net 425-591-1137 or Eleanor Siverts-Akerman – eleanorsa@comcast.net 425-255-8842

Pay Attention to Retention

by Noreen Florio (noreen.florio@rhi.com)

To maintain productivity and continue growing your business, it's critical that you retain your best and brightest professionals. Following are retention tactics recommended by the **Robert Half International Financial Leadership Council**, a distinguished group of industry influencers who convened to address key issues affecting the accounting, finance and audit fields:

Keep compensation competitive. Firms are boosting starting salaries to recruit new talent. But don't forget to periodically assess the pay levels of your more tenured employees to ensure equitable compensation among all team members. Benchmark your salaries to ensure they are above or at least on par with competitors in your area. Excellent resources include the U.S. Department of Labor's Bureau of Labor Statistics and the annual Salary Guide from Robert Half.

Provide advancement potential. Discuss individuals' career goals with them and point out new opportunities they may want to pursue within your organization. By offering a clear vision of their bright future with your firm along with a chance to take on expanded roles, employees will be less receptive to offers from competitors.

Get flexible. Maintaining harmonious work/life balance is important to virtually all employees. Consider offering flexible arrangements, such as telecommuting options, job sharing or part-time work. Having an on-site fitness facility or daycare center also is an excellent way to help employees better balance personal and professional obligations.

Explore mentoring. Professionals at all stages of their careers benefit from mentoring relationships. Providing mentors reinforces that you are invested in your staff members and care about their progress. Mentors, for their part, enhance their leadership skills while deriving satisfaction from knowing they are transferring valuable institutional knowledge and facilitating a protégé's career growth.

Recognize red flags. If a key staff member is considering jumping ship, indicators will likely appear before a resignation letter lands on your desk. A drop in productivity, low morale, uncharacteristic errors and increased absenteeism are signs a worker may be checking out. To help prevent losing top employees, be proactive and step in as soon as you notice behavior that's out of the ordinary for them. Reiterate their value to the company and inquire about their chief concerns (whether it's a perceived lack of visibility or a compensation-related issue, for example) and make adjustments if feasible.

Accountemps is the world's first and largest temporary staffing service specializing in the placement of accounting, finance and bookkeeping professionals. The company has more than 350 offices throughout North America, Europe and the Asia-Pacific region, and offers online job search services at www.accountemps.com.



Announcements

Consider serving with ASWA Seattle in the coming year. The nominating committee may have already contacted you. Say “yes” when they contact you.

Free copy of Robert Half's new 2008 Salary Guide. This is a special opportunity for you to receive the *new* **2008 Salary Guide** which provides you with up-to-date salary ranges for more than **200 accounting, finance and banking positions**. This essential career tool is a free benefit of your ASWA membership, provided by our Exclusive Staffing Visionary Partners, Accountemps and Robert Half Finance & Accounting. Visit us online (roberthalf.com) today to request your free guide. You can also call **1.866.833.5699** to request a free guide from your local staffing professional.

Women For Hire Career Expos: Women For Hire offers signature career expos, inspiring speeches and seminars, a popular career-focused magazine, customized marketing programs, and an online job board that help leading employers connect with top-notch professional women in all fields. Check out their fall schedule of upcoming career expos, www.womenforhire.com.

As a benefit for the American Society of Women Accountants, Women For Hire is offering a free network membership (\$38 value). Women For Hire Network includes such features as "Ask Tory & Team" that allows you to submit a personalized question for a guaranteed response, a network website, and newsletters. It also includes a free monthly conference call hosted by various experts! Visit <http://network.womenforhire.com> for full membership details. To take advantage of this free offer, email michelle@womenforhire.com and include "American Society of Women Accountants" in the subject line.

Next Journal Deadline: Wednesday, February 27

The Seattle Chapter of the American Society of Women Accountants, to serve its members' interests, publishes the *Journal* monthly. If you have news, seminars, community meetings, committee meetings or an article you would like published, attach the file (*preferably in Word™, single spaced with no tables, boxes or irregular formatting*) and send via email to **Marilyn Wilt** at journal@aswaseattle.org.

ASWA Mission Statement

The mission of the American Society of Women Accountants is to enable women in all accounting and related fields to achieve their full personal, professional, and economic potential and to contribute to the future development of their profession.

ASWA Claim Statement

For women who seek advancement in the accounting profession, ASWA is a professional membership organization that provides the leadership skills required for success. ASWA provides experienced mentors and a supportive, non-threatening environment to practice business management and establish a professional reputation among peers.