

## Seattle Chapter Meeting Wednesday, January 23

College Club of Seattle  
505 Madison Street, Seattle, WA 98104  
(206) 622-0624

Social Hour 5:30 pm  
Dinner 6:30 pm  
Speaker 7:30 pm

### Menu:

**Salad:** College Club Supreme  
**Entrée:** Stuffed Fillet of Sole with Rice Pilaf  
**Vegetable:** Broccoli Hollandaise  
**Vegetarian Option:** Stir Fried Vegetables  
**Dessert:** Cheesecake

Members/Faculty	\$25.00
Guests	\$27.00
Students Members	\$17.00
Student Guests	\$19.00
Coffee Only	\$ 3.00

### **Reservations, need to be made by 1 pm, Thursday, January 17**

in order to guarantee a spot. Standing reservations will apply. For **reservations:** use the **Online Reservations Form**, send email to [reservations@aswaseattle.org](mailto: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, January 21**

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

## Wednesday, January 23 1 Hour CPE

**Topic:** Annual Tax Update, featuring discussion of updates and changes in individual and business taxation

**Speakers:** Heather Mills, CPA, Tax Senior Manager and Rich Barry, CPA, Senior Tax Manager, both with Ernst & Young LLP

**Heather Mills** is a tax senior manager with Ernst & Young LLP. She has approximately 17 years of tax reporting experience - coordinating services for a variety of domestic and international clients in a wide range of industries. Her experience includes over six years in industry, working as a tax director for a large service company with over 150 corporations in the group. In this capacity, she dealt with all of the day-to-day tax issues affecting a company including federal, SALT and International. She has gained a deep technical knowledge of tax reporting issues. In addition, she has over six years experience working with the Big Four, with two years of focus on start-up high technology clients. Throughout her career, Heather has worked with both large SEC registrants as well as small start-up companies with high growth. Heather received her bachelor's degree in Accounting, cum laude, from University of Alaska, and a Masters in Taxation, from Golden Gate University. Heather is a CPA in the state of Washington.

**Rich Barry** also serves as a tax senior manager in Ernst & Young's Seattle office. He has over 11 years of experience with a specialization in high net-worth individuals and pass-through entity taxation. Richard's practice is focused on individual tax planning, partnership mergers and acquisitions, IRC 1031 like-kind exchanges, property acquisitions and dispositions, and REIT operations and testing. Prior to joining the Seattle office he worked in both Los Angeles and Boston. Richard received his BBA degree in accounting from the University of Massachusetts at Amherst. He is a licensed CPA in Washington, California and Massachusetts.



## Calendar of Events

<b>January 17, 2008</b>	<b>ASWA Spokane Meeting: Red Lion Hotel at the Park</b>
<b>January 23, 2008</b>	<b>Monthly Meeting: College Club</b>
<b>February 11, 2008</b>	<b>ASWA Tacoma Student Night: LaQunita Inn</b>
<b>February 13, 2008</b>	<b>Board Meeting: 6:00 – 8:00      TBD</b>
<b>February 19, 2008</b>	<b>ASWA Bellevue Meeting: Coast Hotel Bellevue</b>
<b>February 21, 2008</b>	<b>ASWA Spokane Meeting: Red Lion Hotel at the Park</b>
<b>February 27, 2008</b>	<b>Student Night: Rainier Golf &amp; Country Club</b>
<b>March 10, 2008</b>	<b>ASWA Tacoma Meeting: LaQunita Inn</b>
<b>March 20, 2008</b>	<b>ASWA Spokane Meeting: Red Lion Hotel at the Park</b>
<b>March 20, 2008</b>	<b>ASWA Bellevue Meeting: Red Lion Bellevue Inn</b>
<b>March 26, 2008</b>	<b>Monthly Meeting: Rainier Golf &amp; Country Club</b>
<b>April 17, 2008</b>	<b>ASWA Spokane Meeting: Red Lion Hotel at the Park</b>
<b>April 21, 2008</b>	<b>ASWA Tacoma Meeting: LaQunita Inn</b>
<b>April 22, 2008</b>	<b>ASWA Bellevue Meeting: Coast Hotel Bellevue</b>
<b>April 23, 2008</b>	<b>Monthly Meeting: Rainier Golf &amp; Country Club</b>
<b>May 12, 2008</b>	<b>ASWA Tacoma Meeting: LaQunita Inn</b>
<b>May 14, 2008</b>	<b>Board Meeting: 5:30 – 7:00      TBD</b>
<b>May 15, 2008</b>	<b>ASWA Spokane Meeting: Red Lion Hotel at the Park</b>
<b>May 20, 2008</b>	<b>ASWA Bellevue Student Night: Coast Hotel Bellevue</b>
<b>May 28, 2008</b>	<b>Guest Night: Rainier Golf &amp; Country Club</b>
<b>May 30 - 31, 2008</b>	<b>NW Area Conference: Bellevue Courtyard Marriott</b>
<b>June 9, 2008</b>	<b>ASWA Tacoma Meeting: LaQunita Inn</b>
<b>June 17, 2008</b>	<b>ASWA Bellevue Meeting: Coast Hotel Bellevue</b>
<b>June 19, 2008</b>	<b>ASWA Spokane Meeting: Red Lion Hotel at the Park</b>
<b>June 25, 2008</b>	<b>Monthly Meeting: Rainier Golf &amp; Country Club</b>
<b>October 28 - 30</b>	<b>Joint National Conference: The Fairmont, Dallas</b>

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### **Virtual Exchange (VE) – Question of the Month**

We need input from our membership to keep up with topics of interest and we are very interested in hearing from you! Have you had an opportunity to visit the VE and share your questions and ideas with other ASWA members? It's never too late to join the community!



**American Society of Women Accountants**  
Box 237  
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## Savvy Recruitment Strategies

by Noreen Florio ([noreen.florio@rhi.com](mailto:noreen.florio@rhi.com))

To remain competitive in today's market, companies must put more time, thought, energy and creativity into recruiting highly skilled accounting and finance professionals. Generous compensation packages and the prospect of employment stability are no longer enough to woo top candidates. Organizations must provide challenging and meaningful work, career development opportunities and a more individualized approach to management that addresses the preferences of a wide array of workers with differing needs and priorities.

These are some of the findings of the Robert Half International Financial Leadership Council ([www.financialleadershipcouncil.com](http://www.financialleadershipcouncil.com)). The group, which is comprised of distinguished industry influencers from public accounting, private industry, legislative bodies and academia, gathered to discuss important issues and workforce trends affecting the accounting, finance and audit professions. Here are a few of the specific recruitment solutions and strategies they recommended:

Focus on work-life balance. Flexibility is in great demand today. Emphasize programs that enable employees to more harmoniously balance their professional and personal obligations. These can range from telecommuting options to an on-site fitness facility or cafeteria.

Tap internal resources. Starting a referral bonus program (or enhancing the incentive currently offered to employees who refer new hires) is an effective and relatively inexpensive recruiting technique.

Get on message. Consistent and unified messaging from everyone who interacts with recruits will help the prospective employees understand exactly what your organization stands for and how their work will tie into your values and overall vision.

Capture the imagination of your recruits. Paint a broad picture of the long-term career opportunities your employees enjoy. Has an entry-level payroll professional moved up the ladder to become a senior manager at your firm? Highlighting instances like these will show your firm's commitment on grooming internal staff for leadership roles.

Consider temp-to-hire arrangements. Bringing in highly skilled professionals on a temporary or project basis with the assistance of a specialized staffing firm is a smart and cost-effective way to identify potential candidates for full-time positions.

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](http://www.accountemps.com).



## Announcements

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Beginning in February, the dinner meeting will be at the Rainier Golf & Country Club. Contact the Arrangements Committee for further details.

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**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](http://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.

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**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](http://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](mailto:michelle@womenforhire.com) and include "American Society of Women Accountants" in the subject line.

### Next Journal Deadline: Wednesday, January 23

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](mailto: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.