

## PRESIDENT'S MESSAGE

**D**ecember is here, but where did November go? With Thanksgiving past and Christmas around the corner, it seems as if time has been flying by. Time is such a premium these days. Should I go to the store or go to the gym? Should I work late or spend more time with my family? Personally, it feels like there is never enough time to do everything. I'm sure most of you feel the same and that is why I would like to thank everyone for their involvement in our organization.

**I** also want to thank everyone that attended our Public Relations Dinner and Educational Seminar last month. The turnout was fantastic and it is my belief that everyone had a wonderful time. Once again, a big thank you goes out to Virginia Klug, Linda Aust, and Kerry Clark for all of their hard work in getting us ready for these two events.

**T**he basket raffle was also a huge success. Through your donations and the hard work of our basket raffle committee we were able to raise a great deal of money for the ASWA scholarship fund. I would like to thank Angela Tompsett, Ruth Schneider, April Nerz, and Sarah Carse for all of their hard work on the basket raffle committee. These ladies spent a tremendous amount of their time finding basket donations, creating baskets, and organizing the fundraiser.

**O**ur organization is very fortunate to have members who always step-up to put these events together. I don't think I could ever say enough to express my gratitude for their hard work and effort.

If any of you would like to become more involved with ASWA, but are unsure of how, please feel free to contact any board member. There are so many ways in which you can help our organization, even with a limited amount of time available.

**O**ur next event is the annual tax update to be held on December 20<sup>th</sup> at Champions Club. CPE credit has been requested from the State of Nebraska and it is my hope that CPE certificates will be available immediately following the presentation.

**I** look forward to seeing each of you at the December meeting and would like to wish you and your loved ones a very happy holiday season!

**Shelly Kapustka**  
*President 2006 – 2007*



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## DECEMBER LUNCH MEETING:

**Time:** 11:30  
**Date:** December 20<sup>th</sup>  
**Cost:** \$10  
**Menu:** Soup in Bread Bowls  
**Speaker:** Chris Kopiasz  
**Topic:** CPE - Annual Tax Update  
**Location:** Champions Club  
13800 Eagle Run Drive  
Omaha, NE 68164  
**Reservations:** Debbie Zadina at 496-9100 or  
[dzadina@fzacpa.com](mailto:dzadina@fzacpa.com) by NOON  
on Friday December 15, 2006

Chris Kopiasz is a senior tax manager at Deloitte & Touche, LLP. Chris has nine years of experience in public accounting. This experience includes various tax compliance and consulting projects for middle-market and large corporate clients in the energy, manufacturing, and transportation industries. His extensive involvement in C corporation, partnership, and SFAS 109 issues includes international and acquisition related areas. Chris will be presenting on the 2006 Tax Reconciliation Bill which will also include an overview of the Tax Increase Prevention and Reconciliation Act of 2005.

## PUBLIC RELATIONS SPEAKER RECAP

Thank you to our presenter George Morgan. Mr. Morgan, who has an extensive background in economics, shared with us his views on globalization. In summary, Mr. Morgan reminded us how small the world has become with the invention of the internet and other technology. As a country, we need to embrace the concept of globalization, which will help the US continue to prosper. We all appreciated hearing Mr. Morgan's wit and insight. Thanks for a wonderful presentation.

## SAVE THE DATE:

Our annual mid-year goals meeting will be held January 10<sup>th</sup>. More details to come.

## Joslyn Castle Dinner Meeting January 17, 2007

Our January meeting is a special holiday party at the Joslyn Castle. We welcome you to bring your spouse or friend to help us celebrate the start of another year. If you are planning on attending please RSVP by December 22<sup>nd</sup> to Annette Wells at [annette@travisandannette.net](mailto:annette@travisandannette.net) or by phone at 661-8732. The cost is estimated at about \$25 per person, final costs will be determined once we receive a rough RSVP. The evening will include dinner and a tour of the castle. We hope to see you there!

## Member Profiles

### Catherine (Cathy) Carey

**Member For:** 10 years  
**Graduated from:** William Jewell College  
**Company:** Alegent Health  
**Position:** Accountant  
**Birthdate:** June 13  
**Hobbies:** golf, walking, kayaking  
**Kids:** son Shawn, grandkids  
**Most Exciting Events of the past Year:** surviving flight to Hawaii, and mule ride in the Grand Canyon  
**Favorite Ice Cream:** Toasted Almond Fudge  
**Favorite Movies:** When Harry Met Sally, Something About Mary, & Notebook

### Amy Thompson

**Member Since:** 1992, but a member for 9 years (4 years off with small children)  
**Graduated from:** University of Nebraska - Kearney  
**Company:** Rossitto & Associates  
**Position:** Senior Manager  
**Birthdate:** September 21  
**Hobbies:** camping, boating, hiking  
**Spouse/Kids/Pets:** Husband Steve, daughters Cassandra (12) and Courtney (3), sons Kyle (10), Dylan (7) and Blake (6)  
**Most Exciting Events of the past Year:** Colorado ski trip with my family  
**Favorite Ice Cream:** chocolate/peanut butter  
**Favorite Movie:** The Sandlot

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## ARTICLE

### How to Work with Temporary Professionals

In today's competitive hiring environment, many organizations are bringing in accounting professionals on a temporary or contract basis to strike a cost-effective balance between overhiring and understaffing. If you're considering engaging a temporary professional, here are some guidelines for building a successful and mutually beneficial relationship:

**Plan ahead.** Define your goals and expectations before the accounting professional starts. Regardless of the worker's expected tenure at your firm, it's beneficial to prepare a detailed description of assignments, responsibilities and deadlines.

**Provide a thorough orientation.** Taking time to communicate upfront will head off potential misunderstandings down the line. Meet with the temporary professional on day one to discuss your firm's reporting structure, policies and procedures. This is particularly critical when the person will work with confidential or proprietary information.

**Be a good tour guide.** After the orientation meeting, offer a tour of the office and introduce staff members along the way. Nothing is more uncomfortable for a temporary professional than

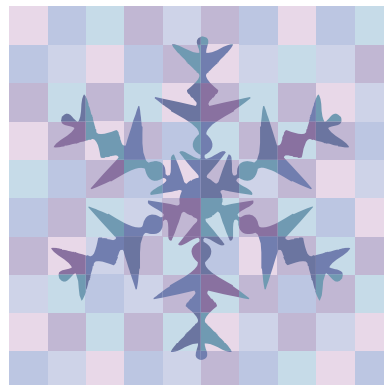
immediately being plopped down in a chair as employees whisper, "Who's that in Ann's old cubicle?" Consider scheduling additional time for the person to meet one-on-one with those with whom he or she will work directly.

**Allow time to adjust.** If you're working through a specialized staffing firm, the individual should be able to hit the ground running from a skills standpoint. Still, it can take a while to acclimate to a new work environment. Even the most experienced accounting professional will need time to become familiar with your firm's pace and culture. Set moderate goals for the first few days on the job to allow time for adjustment and provide regular feedback.

**Encourage interaction.** Making new employees feel as though they are part of the team is key. Include temporary professionals in meetings and group functions. They will feel more connected to both your firm and the accounting project at hand, which can increase motivation, productivity and job satisfaction.

Finally, if an interim employee is doing a stellar job, build rapport by asking about his or her background and career goals. You may discover that the "temporary" worker has talents, abilities and interests that align with your firm's longer-term needs.

*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 330 offices throughout North America, Europe, Australia and New Zealand, and offers online job search services at [www.accountemps.com](http://www.accountemps.com). For more information, call the Omaha office at (402) 384-8300.*



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