

President's Message

I hope that everyone is having a great year so far and keeping those New Year's resolutions! The month of February for me always seems to be the busiest month. I know that many of us are in the middle of our busiest time of year whether it be taxes, or year end closing. And then add to that Valentine's day and less days in the month; where does the month go? Hopefully, everyone will be able to take time out of their busy schedules to make the dinner meeting this month. Liz Hall of C & A Industries will be talking to us about the "Power of Communication".

The scholarship deadline is coming up quickly, so please let people know that it is **NOT** too late to submit an application! If you know of any student interested, please encourage them to apply. Remember that our basket raffle was a success and we have money to give away!!! Please submit applications to Kristen Lembke.

The nominating committee will begin working on getting our slate of officer for next year. Currently we still have to fill the member position for the committee. If you have any questions please contact Shelly, Chris Carlson or I. Along with the Nominating Committee, Kristen is working on getting committee chairs and

members set up, so please be thinking about where you want to serve next year. What is best about this organization is that you can be as involved as you want.

I hope all of you enjoy the month of February and look forward to seeing all of you at Champions Run for dinner on the 20th!

Kerry Clark
President 2007 – 2008



Dinner Meeting

Speaker: Liz Hall, C&A Industries
Topic: Power of Communication
Time: 5:30 p.m.
Menu: fish
Date: February 20th
Cost: \$25.00
Location: Champions Run
13800 Eagle Run Drive
Reservations: djuhlin@hemphillstaffing.com
or 334-4841 Ext. 241 by noon
on Friday February 15th

2007/2008 OMAHA BOARD OF DIRECTORS

Kerry (President): tkclark1@cox.net
Kristen (President Elect): klembke@fzacpa.com
Stephanie (Vice President): ssetlak@cox.net
Debbie (Treasurer): dzadina@fzacpa.com
April (Secretary): anarz@firstcomp.com

Shelly (Past President): mkapustka@deloitte.com
Chris (Program Director): ccarison@aureusgroup.com
Sarah (Communications Director): sarahcarse@hotmail.com
Stephanie (Membership Director): slaustin@kpmg.com

Local Website: www.aswaomaha.org

National Website: www.aswa.org

MEMBER PROFILES

Elaine Clark

Member Since: 1993 – 15 year anniversary this year
Graduated from: UNO
Company: Coldwell Banker Commercial World Group
Position: Director of Accounting
Birthday: July 25th
Hobbies: Reading & traveling
Spouse/ Pets: Randy - spouse Smokey - cat
Most Exciting Event of the past Year: Visiting Walt Disney World for the annual ASWA conference!
Favorite Ice Cream: Mint chip
Favorite Movie: Jeremiah Johnson, Shawshank Redemption, Wizard of Oz, all the Harry Potter movies

Karen Hosier

Member For: 2 years
Graduated from: Undergrad - Creighton Graduate - UNO
Company: Goodwill Industries
Position: Finance Director
Birthday: May 22
Hobbies: Quilting, Needlepoint, reading
Spouse/Kids/Pets: Tom - spouse; Kristine & Nicole - daughters no pets
Most Exciting Event of the past Year: Vacation in Okoboji when we bought a new boat - expensive but fun
Favorite Ice Cream: Plain old vanilla
Favorite Movie: Love Harry Potter



Lori Kleinschmit

Member For: 13 years
Graduated from: UNL
Company: ConAgra Foods
Position: Director, Customer Finance
Birthday: March 25, 1971
Hobbies: Golfing, Boating, Reading, Kid-Friendly activities
Spouse/Kids/Pets: 1 spouse 2 kids
Most Exciting Event of the past Year: Family Wedding in Cabo San Lucas, Family vacation to Myrtle Beach, ConAgra Sales meeting in Panama City, Panama
Favorite Ice Cream: Chocolate Chip Cookie Dough
Favorite Movie: The Wedding planner

Mary Anne Ramge

Member For: +/- 25 years
Graduated from: Florida State University
Company: KPMG
Position: Senior Manager- Tax
Birthday: November 27, 1955
Hobbies: Friends of Joslyn Castle
Spouse/Kids/Pets: Bruce, Deputy Director - Nebraska Department of Insurance; Nick, age 23, project manager in WV for Kiewit; Philip, age 20, junior in Mechanical Engineering at Rose-Hulman in Indiana
Most Exciting Event of the past Year: The Murder Mystery at the Castle
Favorite Ice Cream: Homemade peach
Favorite Movie: currently - Pan's Labyrinth

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ARTICLE

Pay Attention to Retention

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.

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