

PRESIDENT'S MESSAGE

Happy New Year! This New Year brings new opportunities for ASWA Members.

The first opportunity extended to our members is the Omaha Chapter Recruitment Challenge. A current member will receive a \$10 gift certificate for each new member they actively recruit between the months of October (2006) and May (2007). I want to take a moment to encourage everyone to bring a guest to the next meeting. We have a fantastic organization and this social event is a great way to get the word out.

Did you know that you can post job positions on our local website? For \$100 any employer or recruiter can post a job on our website for two weeks. We hope that this will not only be a valuable tool for our members, but also hope to raise additional funds for our organization.

The scholarship committee is looking for members to participate in selecting the 2006 – 2007 scholarship recipients. If you're interested in becoming involved in this committee, please contact Kristen Lembke at klembke@fzacpa.com.

The annual mid-year goals meeting will be held on January 10th at Lutz & Company starting at 6 p.m. We would like to use this evening to continue to improve our committee descriptions and to get your input on the areas that our chapter could

improve in. Everyone is invited to attend; however, if you are planning on attending please RSVP to Kerry Clark at tkclark1@cox.net. In addition, chapter points will be awarded to everyone that attends.

Our next event is our holiday party to be held on January 17th at Joslyn Castle. Mary Anne Ramge will be giving a tour of the Castle. In addition to the tour, we have a wonderful dinner in store for those planning on attending. Please feel free to bring a guest and relax at this month's social event. If you haven't sent Annette your RSVP please do so as quickly as possible at annette@travisandannette.net.

I look forward to seeing each of you at our January event!

Shelly Kapustka
President 2006 – 2007



2006/2007 OMAHA BOARD OF DIRECTORS

Shelly (President): mkapustka@deloitte.com
Kerry (President Elect): tkclark1@cox.net
LaTonya (Vice President): lbennett106@cox.net
Paula (Treasurer): peastman6923@yahoo.com
Kristen (Secretary): klembke@fzacpa.com

Kristen (Past President): kvanfoeken@cox.net
Stephanie (Director): ssetlak@lutzcpa.com
Kim (Director): kim.steffen@owh.com
Annette (Director): annette@travisandannette.net

Local Website: www.aswaomaha.org

National Website: www.aswa.org

Joslyn Castle Dinner Meeting

Time: 5:30
Date: Wednesday January 17th
Cost: \$25
Location: The Joslyn Castle
3902 Davenport Street
Omaha, NE 68106
Reservations: To Annette Wells by **Monday, January 8th** at
annette@travisandannette.net

DECEMBER SPEAKER RECAP

Chris Kopiasz, Senior Manager at Deloitte Tax, LLP, presented the 2006 tax legislation update; which included a discussion on both the Tax Increase and Prevention Act of 2005, signed by the President on May 17, 2006, and the Tax Relief and Health Care Act of 2006. If you would like a copy of the power point presentation, please contact Shelly Kapustka at mkapustka@deloitte.com.

CONGRATULATIONS!!

To Barb Lau on her new position in the Internal Audit department at Girls and Boys Town.

Member Profiles

Jane Onken

Member Since: mid-1990s
Graduated from: Iowa State University
Company: Schleisman Onken & Associates PC
Position: Partner
Birthday: November 5th
Hobbies: reading, walking, cross-stitch
Spouse: fiancé Jim
Most Exciting Event of the past Year: article about our firm in Journal of Accountancy
Favorite Ice Cream: chocolate
Favorite Movie: Somewhere in Time

Janet Redick

Member For: 30 years (really!)
Graduated from: Iowa State University, 1972
Company: J.L. Redick & Associates, Inc.
Position: President, Owner, Employee
Birthday: June 20, 1950
Hobbies: The Beatles, reading, baking cakes and cookies
Spouse/Kids/Pets: Rob, husband of 34 years; son Christian, age 19; cats Cleopatra, Panther, and Kathryn
Most Exciting Events of the past Year: Trips to Yellowstone National Park and Beatles Week in Liverpool
Favorite Ice Cream: Blue Bunny squares cookies and cream, and bunny tracks
Favorite Movies: Star Wars, Lord of the Rings, A Hard Day's Night, Casablanca

Karen Hosier

Member For: 2 years
Graduated from: Creighton University (BSBA) UNO (MBA)
Company: Goodwill Industries
Position: Asst. Finance Director
Birthday: May 22
Hobbies: Reading, Needlepoint, shopping
Spouse/Kids: Tom (spouse) Kristine & Nicole
Most Exciting Events of the past Year: Youngest daughter graduated from college
Favorite Ice Cream: Pistachio Almond
Favorite Movie: Sound of Music

Erica Schlickbernd

Member For: 1 year
Graduated from: UNL
Company: Deloitte Tax LLP
Position: Tax Consultant
Birthday: July 31, 1980
Hobbies: Shopping, Watching movies
Pets: 2 Kittens
Most Exciting Events of the past Year: Became an aunt
Favorite Ice Cream: Vanilla



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ARTICLE

2007 Accounting Salary and Hiring Trends

Times are good for accountants. According to the *2007 Salary Guide* from Robert Half International, accounting and finance salaries are on the rise, with a national average increase in base compensation of 3.8 percent projected for 2007. Business growth, a shrinking labor pool and ongoing compliance-related issues are fueling demand for professionals at all levels.

In corporate accounting, demand is strong for internal audit and compliance specialists. Maintaining compliance with regulations such as the Sarbanes-Oxley Act remains a top priority for many businesses, particularly public companies. Organizations are offering premium compensation to candidates with expert knowledge of U.S. Securities and Exchange Commission reporting requirements. Following are some additional corporate-accounting findings from the *2007 Salary Guide*:

- Chief compliance officers with large companies (more than \$250 million in sales) can expect the largest percentage increase in base compensation, with average starting salaries forecast to rise 14.4 percent, to between \$132,500 and \$181,250.
- Internal audit managers in large companies will see base compensation in the range of \$77,500 to \$101,500, up 5.8 percent from 2006.
- Average starting salaries for entry-level general accountants in small firms (up to \$25 million) are expected to rise 5.8 percent, to between \$31,500 and \$37,000.

The increasingly competitive hiring environment is prompting public accounting firms of all sizes to make recruiting a year-round priority in areas such as audit, corporate governance, tax and risk management. According to the *2007 Salary Guide*:

- Senior manager/director starting salaries at large firms (more than \$250 million in sales) are projected to climb 8.1 percent, to between \$92,000 and \$141,000 annually.

- Managers at midsize firms (\$25 to \$250 million in sales) will see average starting salaries of \$69,750 to \$87,000, up 4.7 percent from 2006 levels.
- Entry-level professionals at small firms (up to \$25 million in sales) can anticipate a 5.1 percent increase in average starting salaries, to the range of \$38,000 to \$44,000 per year.

In general, employers are willing to pay at the high end of their salary ranges for accounting professionals possessing the right mix of skills. Firms also are offering signing bonuses and expediting the hiring process to attract top performers. Options such as flexible scheduling, telecommuting and part-time work arrangements are increasingly common. Consider these important factors as you develop and adjust staffing and recruiting plans in 2007.



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