

President's Message

July is upon us once again and it's time to start a new year for ASWA. Last year was a great year that brought in many new members and with them new ideas.

The board has already been hard at work improving upon the solid foundation that has been laid for us by past boards. I am excited to announce that we are making changes to this year's program and meeting structure in response to your answers to our survey. Our new meeting location at Sunset Valley Country Club will hopefully be a more central location for everyone and will provide a great environment for fun and successful meetings. Please keep the comments coming and we'll do everything we can to make your membership in ASWA everything that you want it to be! With that thought, there are still many opportunities to be involved on committees so please contact me or join us at the committee procedures meeting later this month if you would like to help out in any capacity (see details later in bulletin).

The program is in the process of being finalized for the year and is included as it currently sits later in this bulletin. Our regular meetings will be held at Sunset Valley Country Club at 11:30 for lunch and 5:30 for dinner. The annual Public Relations dinner will be held November 19, 2008 at the Omaha

Country Club with author Jeff Beals as the featured speaker.

Here's to another great ASWA year. I look forward to all the opportunities a new year brings and to working with each and every one of you!

Kristen Lembke
President 2008 – 2009

COMMITTEE

PROCEDURES MEETING

Time: 5:30pm
Menu: appetizers
Date: July 16th
Cost: No Charge
Location: Rick's Boatyard Café
345 Riverfront Drive
Reservations: Kristen Lembke at
klembe@fzacpa.com by noon
on Friday July 11th

Instead of our regular meeting, we will hold a planning/procedures meeting where each committee will have a chance to meet individually and work on goals for the upcoming year. Those who served on a committee last year are asked to help transition their committee role to their successor.

2008/2009 OMAHA BOARD OF DIRECTORS

Kristen (President): klembe@fzacpa.com
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Article

Savvy Recruiting and Hiring Tactics

Implementing savvy hiring strategies will not only save your firm time and money; it will significantly boost the odds that your recruitment efforts yield a large, talented pool of accounting and finance candidates. Following are smart tactics for securing top talent today:

Do a salary checkup. You can't afford to be on the low side of the market if you want to attract the best and brightest candidates. To ensure that your current starting salaries are above or at least on par with competing firms in your industry and geographic region, consult resources such as the Bureau of Labor Statistics' *Occupational Outlook Handbook*, the *2008 Salary Guide* from Robert Half, and accounting and finance trade publications.

Get progressive with perks. Nontraditional perks can be tremendous recruiting tools. Beyond the standard benefits, consider offering performance-based bonuses, tuition reimbursement, formal mentoring programs and profit-sharing packages.

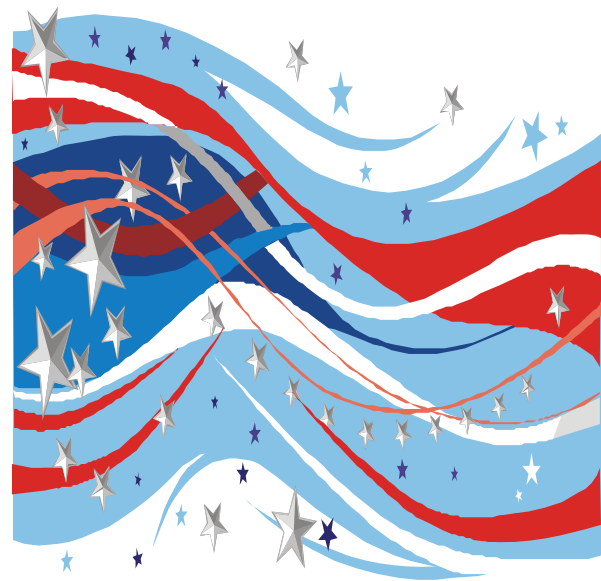
Today's professionals also highly value work-life harmony. Telecommuting options, flexible work schedules, parental leave, extra vacation time and even an on-site cafeteria or fitness facility can help employees better balance competing work and personal obligations.

Highlight possible career paths. Emphasize your firm's track record for developing and promoting high-potential employees. Candidates want challenging and fulfilling careers with organizations that will recognize and reward their contributions. Explaining that your firm strives to establish long-term career

tracks for employees and frequently promotes from within are key selling points.

Offer referral bonuses. Find good employees with the help of good employees. Your current staff understands your firm's culture and needs, and will likely recommend friends and business associates who would be an excellent fit. Give these internal recruiters incentive to tap their own professional networks by rewarding them with cash bonuses for referrals that result in new hires.

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 360 offices worldwide and offers online job search services at www.accountemps.com.



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National Website: www.aswa.org