

## PRESIDENT'S MESSAGE

The nominating committee is currently working on the 2007 – 2008 Slate of Officers. If you have an interest in serving on the Board next year please contact Stephanie Setlak at [ssetlak@lutzcpa.com](mailto:ssetlak@lutzcpa.com) or Kristen VanFoeken at [kvanfoeken@cox.net](mailto:kvanfoeken@cox.net). We will be voting on the Slate of Officers at our April meeting.

Our chapter is at a 70% retention rate for the 2006 – 2007 year. I would love for our chapter to reach a 90% retention rate before the end of the year in order to be recognized at the next national conference. For members that have not yet renewed their membership, but were planning on doing so, I urge you to take a few moments out of your time to complete the member renewal process online at [www.aswa.org](http://www.aswa.org). Also, for all members, please continue inviting non-members to our meetings. The Omaha Chapter Recruitment Challenge is in full swing. Remember that 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).

Please mark your calendar and make plans to join us for the 22<sup>nd</sup> Annual Diet Pepsi/UNO Women's Walk on Saturday, April 21, 2007. 126 young

women received scholarships as a result of the 2006 walk and this year's event will reach the three million dollar mark. Please contact Linda Aust at [laust@thinksacco.com](mailto:laust@thinksacco.com) if you are able to participate in the walk or if you would like to assist with the event in another way.

I'm pleased to announce that ASWA has agreed to support the 2007 Creighton University Beta Alpha Psi Continuing Professional Education Symposium. This year Patrick Kuhse will be presenting "Journey of a Prodigal: From Prominence to Prison and Back." The event qualifies for 2 hours of continuing professional education in **ethics** and will be held at the Qwest Center on Monday, April 23<sup>rd</sup>. As a platinum partner of the event, we will be providing tickets to our membership at a discount. More details to follow.

I look forward to seeing each of you the March meeting & I hope you all have a happy St. Patrick's Day!

**Shelly Kapustka**

President 2006 – 2007



### 2006/2007 OMAHA BOARD OF DIRECTORS

Shelly (President): [mkapustka@deloitte.com](mailto:mkapustka@deloitte.com)  
Kerry (President Elect): [tkclark1@cox.net](mailto:tkclark1@cox.net)  
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## MARCH DINNER MEETING

**Time:** 5:30  
**Date:** Wednesday March 21st  
**Cost:** \$15  
**Menu:** Crispy Breaded Tilapia w/  
Tomato Raisin Chetne, Roasted  
Red Skin Potatoes & Grilled  
Zucchini  
**Speaker:** Elizabeth Malcom  
**Topic:** Professional Organizer  
**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 March 16, 2007

### **ANNOUNCEMENT:**

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.

### ARTICLE

#### **Report Indicates Job Candidates Now Have the 'EDGE'**

The hiring environment has changed. While employers were in the driver's seat earlier in the decade, the tide has shifted back to job seekers, according to the recent *Employment Dynamics and Growth Expectations (EDGE) Report* from Robert Half International and CareerBuilder.com. The study explores employment, hiring and compensation trends from the perspective of both hiring managers and employees in an effort to gauge who has more leverage in the job market.

Companies are confronting the dual challenge of the looming retirement of baby boomers along with a shortage of talented workers to replace them. In addition, hiring managers are having more difficulty finding qualified applicants and are more willing to increase starting salaries and offer

bonuses to attract them. As a result, job seekers with in-demand skills are finding more opportunities to choose from and more flexibility in compensation packages. Following is a closer look at some of the survey findings:

- Four out of five hiring managers surveyed said they believe it is equally or more challenging to recruit new candidates compared to 12 months ago, and more than 80 percent expect the trend to continue over the next year.
- Fifty-two percent of hiring managers said a shortage of skilled candidates was their primary challenge in finding qualified staff; 21 percent said the top challenge was the inability to offer competitive compensation.
- Of the 1,000 hiring managers polled, 38 percent expect compensation offers to rise in the next year. Another 54 percent forecast no change, and only 8 percent anticipate a decrease.

While salaries are on the rise at many firms, money is not the only concern for prospective employees. Forty-five percent of workers surveyed view health insurance as the most important benefit, while 24 percent cited flexible work hours as most significant.

If you are working with tight salary budgets, you can still compete for top accounting and finance professionals by heralding other benefits offered by your organization. Remember that excellent health coverage and perks such as bonuses, telecommuting options, training opportunities and retirement-savings plans can add great appeal to job offers.



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# Member Profiles

Mary Anne Ramge

Member For: 23 years?  
Graduated from: Florida State University  
Company: KPMG  
Position: Senior Manager ~ Tax  
Birthday: November 27  
Hobbies: Camping, hiking, Joslyn Castle "stuff"  
Spouse/Kids: Married to Bruce for 25 years, 2 sons in college  
Most Exciting Event of the past Year: Trip to Italy in 2006; for 2007, graduation of Nick, our eldest  
Favorite Ice Cream: Homemade peach  
Favorite Movie: Rear Window

Sara Snyder

Member For: 6 years  
Graduated from: UNO  
Company: First national of Nebraska  
Position: Internal Audit  
Birthday: March 26th  
Hobbies: Shopping, Walking, Reading  
Spouse/Kids: Dan/Lauryn - 21 months  
Most Exciting Event of the past Year: Finding out we are having a baby boy!!!  
Favorite Ice Cream: Chocolate Chip Cookie Dough  
Favorite Movie: Grease

HAPPY ST. PATRICK'S DAY

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