

President's Message

Greetings ASWA members and friends,

We are getting *very* close to our goal of 90% retention of last year's membership numbers. Don't forget to encourage prior meeting guests as well as colleagues to join. If they do so before the end of our fiscal year, we will have met our goal and achieved another membership award!

As we start to assemble committees for next year, please give serious thought to which committee you'd like to be involved in. Kristen Van Foeken, President-Elect, is busy filling positions for the 2005-2006 year, so please contact her with any questions or input.

Looking ahead to June, I hope you have all marked your calendars for our year-end dinner on June 15. Along with officer installation, this is our year-end celebration of the year's accomplishments and member recognition. Along those lines, we need committee chairs to report to Annette Swartz in terms of points to be awarded for committee participation. Please contact Annette directly with any questions. She will be compiling the year-end totals after the May meeting, so your timely response is needed.

Since I will be out of town at continuing education during our May meeting, Kristen will be handling the meeting this month. Please contact Kristen if you run

into any issues in my absence. I am disappointed to be missing Dr. Mark Taylor's presentation on Occupational Fraud, but I'm sure you will all find it quite interesting.

I wish you all a terrific May, and here's to some great spring weather!

Kelly Martinson
President 2004-2005

May 2005 Meeting

Cocktails: May 18, 2005

Time: 5:00 -5:30 Registration, buffet and networking

5:30 Business meeting followed by speaker

Menu: Sushi, Tenderloin-wrapped asparagus, dessert. Cash bar available

Cost: \$15.00 per member
\$16.50 per guest

Location: Champions Run Club
13800 Eagle Run Drive
Omaha, NE 68164

Speaker: Dr. Mark Taylor, Creighton University

Topic: "Occupational Fraud"

Reservations: Tricia Riggins
triggins@fzacpa.com or 963-4315 by
NOON, Friday May 13, 2005

****Note:** If you register to attend, but are then unable to make it you will be billed for the cost of the meal.

People Needed for Committee Chair & Member Positions!

Please contact Kristen Van Foeken as soon as possible with your interest in working on a specific committee. Also please let Kristen know if you know of anyone that you would recommend working on a specific committee.

Scholarship Winners

ASWA is pleased to announce the following \$1,000 scholarship recipients for the 2005-2006 school year:

Jordan Klute—Jordan is a student at Creighton University where he has been very involved in student activities and still maintains a place on the Dean's Honor Roll. In addition, Jordan has worked at Lutz & Company, PC as an intern for the past year. From his letters of recommendations we read many positive comments commending his commitment to community and society and that he is an extremely hard worker who completes his tasks with excellence. Congratulations, Jordan!!

Ashley Pullen—Ashley is a student at Chadron State College who is also involved in a variety of student activities. She is currently serving as a tutor at the Chadron State College Tutoring Center and has been on the Dean's List for the last six semesters. As a single parent, she has learned to be well-organized by setting priorities and strives to maintain a balance between school, work and home. Congratulations, Ashley!!

Amanda Huddleson—Amanda is a student at the University of Nebraska in Lincoln where she is on the Dean's List and has been an integral part in the organization and success of the women's lacrosse club. Her leadership skills

provide motivation and commitment to the club. She also finds time to serve as a mentor at a local middle school. Congratulations, Amanda!!

Congratulations

Congratulations to Kristen Van Foeken on passing the CPA Exam!!

Congratulations to Annette Devine! She was recently promoted to Director, Tax Compliance and Payroll here at Woodmen of the World Life Insurance Society. Additionally, she was recently voted President of the Board of Buena Vista College's Alumni Association.

April Speaker Recap

One of our most recent new members, Theresa McClatchey, was our speaker. Theresa is a Vice President of Commercial Banking for U.S. Bank in Omaha. She introduced our membership to the advances that the banking industry has achieved because of 911. She explained the new check processing technologies most large retailers will be using. She explained the new process that retailers will have to send checks to the bank without having to physically take check deposits to the bank. On line banking will make end of month reports easier to complete because the wait time for the mail will no longer be an issue. We enjoyed her information, good sense of humor, and chocolate.

May Speaker Info

Dr. Mark Taylor, Chair of the Accounting Department for Creighton University, will be the speaker on Occupational Fraud at this month's meeting. He joined the faculty of

Creighton University in 2002. He received his Bachelor's and Master's degrees at Brigham Young University and Doctorate at University of Arizona. Dr. Taylor has published many articles in various professional journals and won the and serves on the editorial board of The Journal of Forensic Accounting and The International Journal of Accounting.

Diet Pepsi UNO Women's Walk Results

Saturday, April 16th ASWA's walker team participated in the Diet Pepsi UNO Women's Walk for the 15th year. This year's walk raised more than \$300,000 for scholarships for deserving young women. Our team consisted of ASWA members and friends. We checked-in all the walkers and had a great time in the process. Final results of the funds raised aren't available yet but as of April 29 our team raised in excess of \$2,100. This brings our total money raised since 1991 to nearly \$24,000.

Nine of our members won door prizes. The door prize winners were: Linda Aust, LaTonya Bennett, Beth Byrne, Bev Eckhoff, Patty Keairnes, Virginia Klug, Kelly Martinson, Christi Olsen, and Donna Wilkinson. As you can see this event is a win-win for everyone.

Thanks everyone that participated by attending the walk or contributed to the team with a donation. This is a high profile event for our chapter. We hope you will all join us again next year. It's a great time!

Article

Amy Derksen from Accountemps submitted the following article.

Managing Salary Discussions During the Hiring Process

In today's competitive hiring market, when you meet finance and accounting candidates you feel can contribute to your team, you want to do all you can to persuade them to join your company over any others. Often, how successful you are in accomplishing this comes down to how you negotiate compensation packages. Following are a few tips for conducting effective discussions:

- Research the market. Before extending an offer to someone, make sure the salary you are offering is competitive. What are the prevailing salaries for this position in your industry and local market? Resources such as the Bureau of Labor Statistics' *Occupational Outlook Handbook* and the *2005 Salary Guide* from Robert Half International provide compensation data for many accounting and finance positions.
- Showcase your firm's benefits. Top performers often have more than one offer to consider. Tell them why they should work for you. Company reputation, stability, opportunities for advancement, staff recognition programs and a supportive corporate culture are all vital considerations for candidates.
- Make it official. Once you've decided who you want to hire, meet face to face with him or her to extend the offer. Use this as an opportunity to answer any questions the applicant may have about salary and benefits, for example. He or she will likely

request a written offer, which should include the terms of the agreement, starting compensation, any bonus information, title of the position and a brief summary of responsibilities.

Ultimately, at the heart of any successful negotiation is mutual agreement. Meeting and discussing the subject of compensation with potential new hires and reaching a satisfactory agreement is vital for both attracting key candidates laying a foundation for open, bi-lateral communication with prospective employers.

March 15th, 2005 Meeting Minutes

CALL TO ORDER:

The March meeting of the Omaha Chapter of the American Society of Women Accountants for the fiscal year 2004-2005 was held at the Champions Club. Kelly Martinson, President, called the meeting to order at 6:17 p.m.

MINUTES:

The minutes of the February regular meeting were distributed via e-mail for review by the membership. Motion for approval by Sue Blake; seconded by Kay Myers; approved.

QUORUM:

A quorum was present.

ATTENDANCE:

There were 23 members and 2 guests present at the meeting. Total attendance was 25.

CORRESPONDENCE and ANNOUNCEMENTS:

Guest Registration Forms and Membership applications are available at the check-in table.

The current membership roster is available at the check-in table for everyone to pick up.

Current chapter membership is 91 members. In order to accomplish the 90% retention goal, membership needs to grow to 95 members.

PROGRAM:

Our speaker today was Ross Ridenoure, OPPD, who spoke on "Leadership Principles".

TREASURER'S REPORT: LaTonya Bennett

February YTD financial statements were distributed. We have year to date net income of \$5,252.36. Our checking balance is \$14,091.70 and the CD is \$29,361.94.

COMMITTEE REPORTS:

- ADMINISTRATIVE REPORTING: Deyna Rouse/ Kristen Van Foeken

Administrative Reporting: (Kristen Van Foeken)

Bylaws:

Internal Audit:

Long Range Planning:

- COMMUNICATIONS: Kay Myers / Marcile Katt

Bulletin: The next deadline is March 25, 2005 – send submissions to Kerry Clark.

Publicity:

Roster:

Website:

- MEMBER SERVICES: Terri Fuqua / Chris Carlson

Chapter Development:

Member Services:

Public Relations:

Student Activities: Three applicants have been selected as this year's chapter

scholarship winners. One of these individuals has had their application forwarded to National to be considered for the ASWA national scholarship.

- ***Hospitality/Program:*** Shelly Kapustka / Stacy Funk

Education/Legislation:

Program: The presentation at next month's meeting will concern current banking issues and trends.

Hospitality:

Community Events: Ten members have signed up to participate in the Diet Pepsi/UNO Women's Walk to be held April 16th. Please contact Virginia Klug tonight if you would like to participate.

OLD BUSINESS:

NEW BUSINESS:

The membership voted on the slate of officers submitted at last month's meeting.

The following individuals were elected to the chapter board for fiscal year 2005-06:

President:	Kristen Van Foeken
President Elect:	Shelly Kapustka
Past President:	Kelly Martinson
Vice-President:	LaTonya Bennett
Treasurer:	Paula Eastman
Secretary:	Kerry Clark:
Directors:	Stephanie Setlak, Caryn Kirkebak, and Tricia Riggins

Motion to adjourn was made at 6:29 p.m. by Kerry Clark and seconded by Deyna Rouse; motion approved.

Linda Stehno

Kelly Martinson

Secretary 2004-2005

President 2004-2005