



American Society of Women Accountants

FORTY-FIRST ENTRY

Volume 58, Issue 7

March 2008

President's Message

ASWA Members and Friends

Well it appears spring is just around the corner. I think I actually saw a patch of dormant grass peeking out from under a melting snow bank. And with spring comes many opportunities to attend an ASWA Regional Conference. There are three regional conferences from mid-May to early June in Flagstaff, AZ, Bellevue, WA, and Akron, OH. Please see Page 7 for brief information about each, but please see the national website for further details, brochures and hotel information. These Regional Conferences are very reasonably priced and provide a great opportunity to network with other ASWA members and to obtain CPE.

Also, on March 25, from 8-11 am, the Business Excellence Consortium is sponsoring a FREE seminar on Applying Lean in the Office at MSOE. Please see Page 2 for information on this seminar. They said to sign up early as this is a very popular seminar.

I hope to see you all at the March meeting as we have Geoff Hall returning for his very popular talk on computer troubleshooting and tips.

Best regards,

Janet Sargent
President

MARCH PROGRAM

Get your computer questions ready! Geoff Hall will be doing a Q&A format on anything you would like to ask regarding computers and operating systems. Geoff is the other half of our own Wendi Hall and part owner of Small Office Solutions, LLC. He presented a program for our group last year and we ran out of time, everyone had so many questions. It was very popular and well attended.

Everyone needs help with this ever-changing technology. It would be helpful if you could submit your questions to Wendi at wendih@sosllc.com as soon as possible to help Geoff prepare something of interest to all.

Inside this issue:

<i>Fundraising Info</i>	2
<i>Lean Office Seminar</i>	2
<i>New Member Info</i>	3
<i>Slate of Officers</i>	3
<i>Tax News</i>	4
<i>Meeting Schedule and Calendar</i>	5,6
<i>Regional Conference Inco</i>	7
<i>Survey of Gen Y Workers Sheds New Light</i>	8

ASWA Mission:

The mission of ASWA is to enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession.

To learn more about us, go to www.aswa.org or www.aswamilwaukee.org.

POCKET PEELERS WILL BE AVAILABLE AT THE MARCH 25TH MEETING!

The coupons on the spring edition Pocket Peeler still sell for \$10 each with a 50% profit for our group. The coupons are from I-Hop Restaurant (4 @ buy entrée and 2 beverages get an entrée free), Cousins Subs (4 @ buy 2 subs get third free), Chancery (2 @ buy 2 entrees get an appetizer free), Uno Chicago Grill (2 @ buy 2 entrees get the 3rd free), Rocky Rococo (4 @ buy slice and drink get same free), Cold Stone Creamery (3 coupons), Cascio Interstate Music (1 coupon), Wong's Wok (2 coupons), Scrub-A-Dub Wash & Oil Change (2 coupons), Dairy Queen (4 coupons), Subway (4 coupons), AMF Bowling (1 coupon), & Dunhams Sports (1 coupon for 10% off). The coupons in the Spring edition are good until March 31, 2009. If you would like to see what they look like you can check out their website at www.pocketpeelers.com.

So far we've sold 4 Pocket Peelers and we need your help to sell at least 6 more so we can start making a profit on the sale!

If you can't make it to the March 25th meeting but you would like a Pocket Peeler, you can contact me at the number or e-mail address below to get one. Since Pocket Peelers fit in an envelope if you send me a check I can mail you the Pocket Peeler. Let's make this Pocket Peeler sale a great success!

Ann Neshek
Fundraising Chair
E-Mail: fundraising@aswamilwaukee.org

Free Lean Office Seminar

Waste and the associated unnecessary cost are not limited to the shop floor. Every aspect of a company's operations is affected by waste and errors. Do you need to repeatedly rework engineering drawings? Do you have wrong part numbers entered on an order? Are customers put on hold too frequently and too long?

These and other instances of waste drive up your costs and put customer relationships at risk. Find out how Lean principles and practices can overcome this at a free three-hour "[Applying Lean in the Office](#)" seminar from the Milwaukee School of Engineering's Business Excellence Consortium on Tuesday, March 25, 2008, 8:00-11:00 AM, Downtown Milwaukee.

This seminar is ideal for managers and supervisors involved in purchasing, accounting, human resources, sales, marketing, customer service, engineering, shipping/receiving, and design/development. Forward this email to those in your organization who may gain insight into how Lean can benefit your operations.

Register today at: http://bec.msOE.edu/course_descriptions/WPLNA.php

Business Excellence Consortium
Milwaukee School of Engineering
1025 N. Broadway, Milwaukee, WI 53202
PHONE: (414) 277-7530 | TOLL FREE: (800) 321-6763
E-MAIL: bec@msOE.edu | WEB: www.bec.msOE.edu

NEW MEMBER INTRODUCTION

At our February meeting, our Chapter has recently approved the application for membership for another new member.

Sandi Chase works with the Becker CPA Review, and has a degree in communications from Fresno State. She has attended a number of our meetings, including the student night events as a Becker representative. We're glad that Sandi saw the value in our organization, and we look forward to having her join us as a regular member.

Please be sure to welcome Sandi when you see her!

Sue Christensen
Membership Chair

ASWA Milwaukee Chapter 41 Slate of Officers and Board Members For Fiscal Year 2008-2009 Standing for Election April 22, 2007

OFFICERS

President	Linda Steinberg
Immediate Past President	Janet Sargent (ex officio)
Recording Secretary	Valerie Sheldon
Corresponding Secretary	Susan Press
Treasurer	Catherine Yekenevicz
Vice President – Program	Sandi Chase

BOARD MEMBERS

Program – Reservations	Susan Jaeckel
Publicity	Christine Yard
Membership	Sue Christensen
Member Retention	Rhonda Fritz
Fundraising	Ann Neshek
Scholarship Chair	Sue Heaton
Webmaster Chair	Wendi Hall

COMMITTEES (not elected positions)

Scholarship Trustee	Sue Christensen
Scholarship Trustee	Jean Williams
Student Night	Kathy Burzynski
Member Education/Legislation	Caryl Ehler

Kathy Burzynski Earns CPC Designation

Congratulations to Kathy who has earned the Certified Personnel Consultant (CPC) certification by the Nation Association of Personnel Services (NAPS).

According to NAPS website, certification is viewed by the business community and the industry as a seal of excellence. Fortune Magazine reported in its July 20, 1998 issue that one way to choose a recruiter is to ask if they have been certified.

Kathy had to study and understand the federal laws regarding discrimination, which includes areas such as race, color, religion, sex, national origin, pregnancy and disabilities, to name a few. She had to know what the EEOC regulations are dealing with testing, interviewing, employment applications, record keeping, drug testing, polygraph testing, and advertising. Other topics she became very familiar with were sexual harassment, family medical leave, truth in lending, reference checking, contracts, and of course, ethics.

NAPS certification was initially established as a self-regulation vehicle for the staffing industry. Today, along with this, it is the opportunity to expand the professional knowledge base in employment law, changing regulations, best business practices and the highest standards of ethics.

Kathy is owner of Burzynski Employment Solutions, LLC and can be reached at 262-335-0763 or Bur@BurzynskiES.com.

Five Practical Tips for Surviving Tax Season

1. Start each day with a plan. Plan your most difficult tasks early in your workday.
2. Have a set time in the day to return phone calls.
3. Reserve time just for yourself every day, even if it's only for ten minutes.
4. Maintain healthy habits, such as exercising, washing your hands often during cold and flu season (which coincides with tax season) and eat healthy and low fat foods.
5. Control your stress by eliminating the use of cigarettes and soft drinks, especially within one hour of going to sleep.

One last thing, don't let anyone else's problems disrupt your schedule. Remember this: A lack of planning on your part does not constitute an emergency on my part.

TAX NEWS

[Notice 2008-28](#) informs certain individuals who are not otherwise required to file an income tax return for 2007 how to request the economic stimulus payment authorized by H.R. 5140, the Economic Stimulus Act of 2008.

New Wisconsin Law Provides Corporations an Automatic Extension of Time to File:

If a corporation or tax-option (S) corporation is not requesting an extension of time to file its federal return, but needs additional time to file its Wisconsin income or franchise tax return, Wisconsin law provides an automatic extension of 7 months after the original Wisconsin due date or until the original federal due date, whichever is later. As the extension is automatic, there is no application or other form to submit in order to receive it.

Officers, Board Members and Chairs

President:	Janet Sargent President@aswamilwaukee.org
Past President:	Sheila Robak
Vice Pres-Programs:	Wendi Hall VPresident@aswamilwaukee.org
Recording Secretary:	Sharon Stone RecSecretary@aswamilwaukee.org
Corresponding Secretary:	Sue Press CorSecretary@aswamilwaukee.org
Treasurer:	Cathy Yekenevicz Treasurer@aswamilwaukee.org
Reservations:	Sheila Robak Reservations@aswamilwaukee.org
Publicity:	Linda Steinberg PR@aswamilwaukee.org
Membership:	Sue Christensen membership@aswamilwaukee.org
Member Retention:	Rhonda Fritz members@aswamilwaukee.org
Fundraising:	Ann Neshek fundraising@aswamilwaukee.org
Website:	Wendi Hall webmaster@aswamilwaukee.org
Student Night:	Kathy Burzynski student@aswamilwaukee.org
Member Education:	Caryl Ehlert Education@aswamilwaukee.org
Scholarship:	Sue Heaton scholarship@aswamilwaukee.org
Scholarship Trustees:	Sue Christensen and Jean Williams

NEWSLETTER DEADLINES

The deadline for newsletter articles will be ONE WEEK AFTER our monthly meeting. The deadline for the next newsletter bulletin is Tuesday, April 1, 2008! Please submit all articles to Sue Press, spress@schlitzpark.com or gpress@centurytel.net. If you have any questions, you can contact Sue at 414-272-6302 or 262-495-8611.

ASWA Meeting Schedule for 2007-2008

Location: Klemmer's Banquet Center, 10401 W. Oklahoma Avenue
Time: Social 5:30, Dinner 6:00, Program 7:00
Fees: Members \$21, Retired Members \$18, Students \$18, Guests \$23

Date	Entrée	Program Topic/ Speaker
Mar 25, 2008	Salmon Filet	Computer Troubleshooting & Tips
	Chicken Cordon Bleu	Geoff Hall
	Mushroom Ravioli	Small Office Solutions
Apr 22, 2008	Chardonnay Chicken	Advanced Microsoft Word Techniques
	Baked Cod	Melissa Stucynski
	Roasted Artichoke Ravioli	
May 27, 2008	Shrimp with Vodka Sauce	TBA
	Mesquite Grilled Pork Chop	
	Garlic Herb Pasta	
June 24, 2008	NY Strip	lia sophia, Jewelry
	Baked Stuffed Shrimp	Nancy Meier
	Mushroom Ravioli	
July 2008		2008-2009 Planning Meeting

Please call Sheila Robak at 262-246-7258 or by e-mail to srobak@miller-bradford.com by the Thursday before our meeting to make a dinner reservation. Please advise if you wish the alternate Vegetarian Steamed Vegetable Entrée instead. Guests are always welcome at our meetings!

PERMANENT RESERVATION LIST: (Call in ONLY if you wish to cancel!)

Kathy Burzynski	Sue Christensen	Rhonda Fritz	Wendi Hall	Susan Hallberg
Sue Heaton	Vivian Moller	Ann Neshek	Cheryl Pfundtner	Sue Press
Sheila Robak	Valerie Sheldon	Sharon Stone	Catherine Yekenevicz	

PER EXECUTIVE BOARD RESOLUTION, any member who makes a reservation by the deadline, or any member on the permanent reservation list who fails to cancel their reservation by the deadline, will be billed for their meal. Anyone wishing to be added to or deleted from the permanent reservation list may contact Sheila Robak. Please note that by placing your name on this list, you are responsible for paying for the meal from every meeting. If you are not able to attend, please call or email by the previous Friday and you will not be responsible for payment.



2007-2008

ASWA MEETING CALENDAR

JULY						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

AUGUST						
S	M	T	W	T	F	S
		1	2	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

SEPTEMBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

OCTOBER						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

NOVEMBER						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

DECEMBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JANUARY						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

FEBRUARY						
S	M	T	W	T	F	S
						1 2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	

MARCH						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

JULY						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Holiday
 Regular Monthly Meeting
 Special Board Meeting
 Newsletter Deadline

Regional Conferences**2008 Southwest Regional Conference
May 16-17, 2008**

Radisson Woodlands Hotel Flagstaff

Sponsored by:

Flagstaff, AZ Chapter

Chapter Contact:

Kelly Robertson

928-523-2017

kelly.robertson@nau.edu**2008 Northwest Regional Conference
May 30-31, 2008**

Courtyard Marriott

Sponsored by:

Bellevue, WA Chapter

Chapter Contact:

Eleanor Siverts-Akerman

425-255-8842

**2008 Northeast Regional Conference
June 6-7, 2008**

Akron-Fairlawn Hilton

3180 West Market Street

Akron, OH 44333

330-867-5000

Sponsored by:

Akron-Canton, OH Chapter

Chapter Contact:

Becky Price

beckyp606@yahoo.com

or Susan Tripepi

stripepi@neo.rr.com

**"There is no top. There are
always further heights to
reach."**

-- Jascha Heifetz

Future Annual Conferences

**ASWA/AWSCPA
Joint Inspired Solu-
tions Conference**
October 28-30, 2008
The Fairmont Dallas
Dallas, TX

For sponsorship or exhibit opportunities, please download the [2008 JNC Sponsorship Brochure](#) or call Lindsey Monson at ASWA headquarters, (703) 506-3265.

Other Events**2008 Mid-Atlantic Employee Benefits Conference
May 22-23, 2008**

Capital Hilton Hotel

Washington, DC

Sponsored by the IRS and the American Society of Pension Professionals and Actuaries (ASPPA).

**2nd Annual Empowering Today's Accountant Seminar
July 25, 2008**

Tempe Mission Palms Hotel

Tempe, AZ

Sponsored by:

Mesa East Valley Chapter

Chapter contact:

Laura Mangan

480-276-5926

lauralynne@earthlink.net**DUES AND MEETING FEE TO INCREASE**

The Board has voted on a dues increase effective July 1, 2008. The local dues for regular members will increase to \$30 a year. The fee for retired members and student members will increase to \$20 a year.

Effective July 1, 2008, all dinner meeting fees will be increased by \$1. Regular members will pay \$22; students and retirees will pay \$19 and guest will pay \$24.



FORTY-FIRST ENTRY

American Society of Women Accountants
c/o Susan L. Press
W5151 Young Road
Eagle, WI 53119

aswamilwaukee.org

The mission of ASWA is to enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession.

We Asked “Y”: Survey of Gen Y Workers Sheds New Light

Ever since members of Generation Y began entering the workforce, employers have been struggling to get a better sense of what motivates and inspires this unique group. To gain insight into the Millennial mindset, Robert Half International and Yahoo! Hot Jobs went straight to the source, commissioning a national survey of more than 1,000 workers ages 21 to 28. Based on those findings, here are tactics that can help you recruit and retain Gen Y employees:

Offer competitive compensation. Gen Y survey respondents said salary is their single most important job consideration. Moreover, 33 percent of those polled said financial security is their top career concern, followed by job stability (25 percent) and career satisfaction (23 percent). And when asked what factors would most influence them to leave one job for another, “higher pay” topped the list, beating out advancement opportunities, more interesting work, better work environment, shorter commute and more prestigious job title.

To ensure that your compensation standards are above or at least on par with competitors in your region and industry, use resources such as the Department of Labor’s Bureau of Labor Statistics and the annual *Salary Guides* from Robert Half International.

Keep your door open. Gen Y grew up with ongoing supervision and validation from authority figures. Many will likely look for similar guidance and frequent feedback from you. In fact, 35 percent of Millennial workers surveyed said they want to communicate with their bosses several times a day, while 25 percent want to touch base at least once a day. Given their communication needs, consider giving periodic “spot reviews” as tasks and projects are completed instead of waiting until annual-review time to offer assessments.

Pay attention to perks. In addition to healthcare coverage and retirement plans, perquisites such as in-house training opportunities, paid time off to attend professional development events, flexible scheduling, recognition programs and mentoring initiatives all appeal to Gen Y. Because nearly three-quarters of respondents said it’s likely they will return to school to obtain another degree, consider starting (or expanding) tuition-reimbursement programs.

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.