

Volume 59, Issue 9

June 2006

Special Interest Articles:

- ASWA: A General Interest Site in JOFA
- Telecommuting relieving need for new DFAS Cleveland site
- Ohio Law Allows Workers to be Fired at Any Time
- IRS Won't Penalize Taxpayers for *Plain Dealer's* Error
- Stress Adds Up for Accountants: Difficult Work Conditions Lead Many to Seek a New Job, Study

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Induction Dinner, Tuesday, June 20, 2006

Ladies, we are wrapping up the best fiscal year in many years! Join us for the final meeting and a celebration, on Tuesday, June 20th. Dinner (off the menu) will be at Cozumel Mexican Restaurant, 9180 Broadview Rd., Broadview Hts, Ohio. Expect Susan Tripepi, ASWA National Director, to attend and install the new officers! Her biography is on the next page. Self-park. Please RSVP by Friday evening, June 16, 2006, to Jenny Earley, at 216.696.7700, ext 23 or

jennyearley@yahoo.com.
The Officers and Committee Chairs elected for 2006-2007 are:

- President: Jenny Earley
- Vice President: Kathy Novak
- Secretary: RaeAnne Hoffman
- Treasurer: **OPEN**
- Membership: Donna Sakony
- Program/CPE: Margaret Skinder
- Scholarship: Melissa Marvin
- Newsletter: Carrie

Benedict

- Web site: Sunny Shellito

Official National Registry

Statement: ASWA is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State Boards of Accountancy have the final authority on the acceptance of individual courses of CPA credit. Complaints regarding registered sponsors may be addressed to the National Registry of CPE Sponsors: 150 Fourth Avenue, Nashville, TN, 37219-2417. Web site: <http://www.nasba.org/>.

CPE Summary for Fiscal Year 2005 – 2006

September 14, 2005, Chester Commons Bldg: Michelle Jackson, Financial Planner, "Liability Management," which qualifies for one (1) CPE Credit.

October 26, 2005, Ciuni & Panichi, Inc.: Stacy Sherman, Cash Flow Consultant, "Cash Flow Management: A Strategic Update," for one (1) Mgmt CPE hour.

November 15, 2005, Ciuni & Panichi, Inc.: Michele Jackson, Financial Advisor, "Section 529 Qualified Tuition

Programs: Next Generation Education Planning," for two (2) Consulting CPE hours.

December, N/A; holiday party.

January 18, 2006, N/A; networking dinner, Harry's Steakhouse, 5664 Brecksville Road, Independence.

February 21, 2006, Ciuni & Panichi, Inc.: N/A; speaker illness.

March 22, 2006, Holiday Inn Independence: N/A, Comedy Night with Mary Faktor, "The Six Ages of Woman."

April 19, 2006, Mary Kay Business Center: Marilyn Koci and Kathy Novak, "Dressing for Success," for two (2) Personal Development CPE hours.

May 24, 2006, Grant Thornton, Halle Bldg., Betsy Muller, MBA, CMOM, "Learn EFT (Emotional Freedom Technique) to Eliminate Stress," for one (1) Personal Development CPE hour.

Total CPEs: 3 Personal Development, 2 Consulting, 1 Management, for a total of seven (7) CPEs.

Special Guest' Bio: Susan R. Tripepi, ASWA Director



Susan Tripepi graduated from the University of Akron in 1998 with a Bachelor's in Accounting. She worked at regional public accounting firms for ten years, in tax accounting. One of those public accounting firms, Plante Moran LLC, gained recognition at the national conference in San Diego, with the Second Annual Balance Awards.

Her current position of two

years is a Recruiting Manager for Robert Half Finance and Accounting, Akron office.

In addition to her work experience, she is very involved with ASWA. She served in various positions with Akron/Canton chapter, including President (2002-2003). Susan served as a Region 1 (Northeast) Area

Director (2003-2005). Currently, she is on the ASWA National Board as Director for Membership Development. (With a net gain of 18 members, Susan & Akron/Canton had the highest retention for 2002-2003.)

Susan enjoys reading, camping, traveling, and spending time with friends and family. She lives in Akron with her husband Dave and daughter Amanda.

President's Message: Then and Now

Dear ladies, members and friends, it's been great working with you and a pleasure knowing you! I really appreciate everything you have done for ASWA Cleveland Chapter. Thank you for your support!

Looking back, it was a major difference between then and now. Four years ago, when I assumed the presidency, membership participation had reached an all-time low. We (the handful of core and

dedicated members) met for dinners at local restaurants as needed and conducted only the most basic business. There were no speakers, nor fun. It was like that for two years, before I became president by "default." Up to that time, persons could only hold the same office for one year, and then rotate to another position. (We weren't alone; the Youngstown chapter had the same predicament.)

Although we were ready to disband, and we were ready and prepared to do so two years ago, by updating the chapter's Bylaws, we didn't quit.

With my determination and dedication, and with the "younger" members' assistance and input, we've turned this chapter around! With the transformation 90% complete, I am pleased to pass on the baton to Jenny Earley, to lead us in a new era!



ASWA: General Interest Site in JOFA

ASWA was included as a general interest site in the May 2006 issue of *Journal of Accountancy* (JOFA). JOFA stated:

"Female CPAs and finance professionals thinking about moving to a new job can find

employment listings and local chapters of ASWA at this Web spot. Links take users to marketing and prospecting tips targeted to CPAs and sales strategies and techniques for small to medium-sized firms. Also find out how to

avoid accounting service advertising mistakes and get a free membership at Womenworking.com."

Telecommuting relieving need for new DFAS Cleveland site

Since 2000, Congress, the federal General Services Administration and the Office of Personnel Management have been pushing government agencies to expand what they call “teleworking” opportunities. In 2000, a new law decreed that the entire federal civilian work force, including employees of the Defense Finance and

Accounting Service (DFAS) in Cleveland, should be eligible to participate in teleworking by 2004.

That timetable has not been met, but Cleveland DFAS has hired a local consulting firm, Novomount LLC, to help point out telecommuting areas for its workers.

The consultants say they believe telecommuting will

significantly lower the agency’s operating costs because of a reduction in space needs. DFAS is expanding from 1,000 to 1,600 employees by 2008. DFAS currently occupies about 14 floors in the 39-year-old, 32-story Celebreeze Building, which is undergoing a \$30M renovation.

Source: *Crain’s Cleveland Business*, May 8-14, 2006, page 14, Jay Miller.



A Higher Standard

The Internal Revenue Service (IRS) has increased the basic standard deduction for 2006 to:

- \$5,150 for Single
- \$10,300 for Married filing jointly
- \$5,150 Married filing separately
- \$7,500 Head of household
- \$10,300 Qualifying widow(er)

Source: IRS, www.irs.gov.



“The Internal Revenue Service has increased the basic standard deduction for 2006.”

Ohio Law Allows Workers to be Fired at Any Time

A local man who spent 30 years as an account executive gets fired for no apparent reason. He didn’t make a mistake. He had a stellar work record. But when new owners came in, he was shown the door. This happens all the time, and in Ohio the laws do little to protect you.

Ann Marie Ahern is an employment attorney in Cleveland. “Ohio is what we call an at-will employment state,” Ahern said. At-will employment

means you can be fired for any reason. Except in the case of federal or union employees, any firings must usually be justified for cause, Ahern also stated.

Also, you can’t be fired because of your sex, religion, race or age. Anti-discrimination laws protect employees who are fired for any of those reasons.

“The trend in Columbus is that we’ve been chipping away workers’

rights,” state Rep. Tim DeGeeter said.

The same at-will employment law allows you to quit your job and leave when you like. And unless you are protected by a union or a contract, the law also allows your employer to let you go at any time for almost any reason.

Source: NewsNet5.com, May 5, 2006. Reported by On Your Side consumer specialist Angie Lau.

“Ohio is what we call an at-will employment state...you can be fired for any reason.”

Stress adds up for accountants: Difficult work conditions lead many to seek a new job, study says

May 7--Jobs are plentiful. Salaries are rising. This is a great time to be in finance, right?

Nearly a third of them will seek a new job this year, the study says. And with the booming economy constantly increasing the workload, the trend looks likely to continue.

"An accepted counteroffer seems to benefit everyone," said David Querrey, a partner at Q&A Recruiting in Dallas. "In reality, it breeds resentment among colleagues and makes a target of the worker who suddenly makes more or works less than the rest of

the department.

"Study after study shows that the worker who takes a counteroffer is usually laid off as soon as there's a decent excuse and a suitable replacement. ... If I had but one bit of advice to give all workers it would be this: If you threaten to leave, leave."

Per Mr. Querrey, since finance departments do not generate income, few firms will spend enough money on them to greatly reduce workloads.

So how can companies make life better for accountants without breaking the bank?

Recruiters say that smart companies are giving employees more flexibility to work the hours they choose and to work from home.

"Finance does not require that much face-to-face contact. You don't need the entire finance department working general business hours, and you don't need everyone coming into the office to do stuff they could do at home," CareerBuilder's Ms. Sullivan said. "People will work more if they get some choice in when they work and they spend less time commuting."

Source: *Dallas Morning News*, May 7, 2006, The (KRT) via NewsEdge Corporation.
www.accountantsworld.com.

"Study after study shows that the worker who takes a counteroffer is usually laid off as soon as there's a decent excuse and a suitable replacement."

Monthly Message from ASWA President - Membership Challenges

We have a month and a half to achieve our goal of maintaining our membership numbers equal to that of last year.

As of April 30, out of 84 active chapters, 32 have already met this goal (of maintaining membership numbers) equal to that of last year. That is six more chapters than last month! Great job!! Even though we only have a short time until the end of our year, please don't give up on your recruiting. All of our chapters need new individuals to get involved, share new ideas, and be given the opportunity for all kinds of leadership

possibilities.

Last month I shared with you my new challenge for membership recruitment by region. Here are the statistics through April.

Region 1	89.3%
Region 2	92.1%
Region 3	95.3%
Region 4	96.7%
Region 5	96.4%
Region 6	92.8%

It would be great to see our regions hit 100%. We're getting closer! I will announce the winner of this challenge at the annual meeting in Las Vegas.

We have two more chapters who will be receiving a free JNC registration for recruiting six new members since January 1. Congratulations to Denver and El Paso! That makes a total of 12 chapters to date. Way to go!

Debbie Michael, ASWA National President

Source: May 15, 2006 e-message to all Chapter Presidents.

Editor's note: The Cleveland chapter met this goal on May 18, when our newest members Maria Betel and Yan Huo were added. Cleveland is part of Region 1. You should be proud of your efforts, ladies!

"As of April 30, out of 84 active chapters, 32 have already met this goal (of maintaining membership numbers) equal to that of last year."



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Secretary Hilary Hilow
Treasurer Catherine Feola
Membership Jenny Earley
Program & CPE Anita Iyer
Scholarship Kathy Novak
Web Sunny Shellito
Newsletter Sunny Shellito

We're on the Web!

See us at:

www.aswacleveland.org

and

www.aswa.org

New Northeast Regional One Director: Melody B. King, CPA

Northeast Region Area 1 has a new Director.

Melody B. King, CPA, is a Controller at Old Dominion Glass, Inc. Melody is with the Richmond, VA Chapter #22.

Melody takes over the position vacated by Susan F. Weiss, CMA,

CFM, CAGS of the Rhode Island Chapter #109.

Susan's term ended December 31.

Melody joins the other two Regional One Directors, Mary E. Duff, CPA, of the Philadelphia Chapter #6, and Inez M. Mello, of the Rhode Island Chapter #109. Mary is with Duff Accounting Solutions and

Inez is with Kahn, Litwin & Renza & Co., LTD.

The Regional Directors are there to assist with chapter issues and to facilitate communications between the chapters and National. The Regional Directors review our newsletters and check with us to see how things are running.

Welcome, Melody!

Membership Updates

Kathy Novak adopted a baby girl from Guatemala! They came home mid-April, after Kathy went to Guatemala for the second time in six months. Congratulations, Kathy! What a wonderful miracle!

Annual membership renewals are now

available on-line. Renew your membership by June 15 to enter a drawing for a free registration to the JNC in Las Vegas. The renewal applies to July 1, 2006 through June 30, 2007.

Eleven (11) new members joined during this past

fiscal year, (One has since moved to D.C. and one to Toledo.) seven (7) the previous fiscal year (two did not renew), and six (6) the summer of 2003 (three did not renew). We have a total of 31 members, and just became a medium-sized chapter.

About ASWA...

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. Members include partners in national, regional and local CPA firms, financial officers, controllers, academicians, financial

analysts and data processing consultants, recent college graduates and women returning to the work force.

Visit www.aswa.org for more information.

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