



Gateway to Success

SPECIAL POINTS OF INTEREST:

- Attracting & Retaining Young CPAs
- ABCs of Career Change
- Preventing Flu at Work
- Winter Safety Tips

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Cleveland Chapter #13

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CPE Dinner Meeting, November 15, 2006

Our next dinner meeting is Wednesday, November 15, 2006 at 5:30 PM at Ciuni & Panichi, Inc., Suite 200, Signature Square (East) Bldg., 25201 Chagrin Blvd, Beachwood, OH 44122. Parking is free. Ring the doorbell at the suite and someone will come to open the door. Cost is \$10 per person for dinner. Please RSVP by Monday morning, November 13, 2006 to Donna Sakony at (216)831-7171 or dsakony@cp-advisors.com.

Our speaker will be Kenneth Lombardo from SACS Consulting and Investigative Services, Inc. Ken will be speaking on the topic of identity theft. Identity theft is the fastest growing crime in America in which pieces of information, such as your Social Security number, driver's license number, or date of birth, are obtained without your permission to obtain credit, merchandise, services, etc. in the name of the victim. The victim is devastated with ruined credit history and a very time-consuming and difficult task of regaining their personal financial status. Additionally, criminal activities could be carried out under the victim's stolen identity name.

Kenneth Lombardo, PHR, comes to SACS with 20 years of experience as a Human Resource and Administrative professional. Ken holds a degree from Kent State University in Business Administration and a certificate in Human Resources from John Carroll University. In addition, he is certified by The Society of Human Resource Management as a Professional in Human Resources (PHR). This is a designation conferred based on experience and the successful completion of an extensive examination.

He has held the position of Vice President of Human Resources and Administration for a national architectural, engineering and construction management firm. His experience includes establishment of an HR department, employment law, policy and procedures, compensation and benefits, employee relations, personnel records, and recruiting. Ken is on the Member Advisory Board of the Cuyahoga County Reemployment Services Center, The Society of Human Resource Management, and a past member of The Playhouse Square Foundation Special Improvement District.



Kenneth Lombardo will speak on the topic of identity theft at our November meeting.

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/>.



President's Message

Happy Thanksgiving! November is the month for giving thanks, and I want to thank Kathy Novak, Melissa Marvin and Donna Sakony for their contributions to the Chapter by scheduling speakers and hosting our November and January meetings!

I am happy to say in November we will hear Donna's speaker Ken Lombardo from SACS Consulting and Investigative Services speak about one of our favorite topics "Identity Theft". In today's world more and more of us are being affected by this growing crime. This will surely be a meeting you don't want to miss!

Next in January, Kathy and Melissa have arranged for Sharon German of Becker CPA Review to present information on the CPA exam's content and structure. Sharon will also offer information about review-

ing for the CPA exam and earning CPE credits. Pass the word around and bring a guest who has not yet passed the exam or one who has and needs CPE credits. Students, our January meeting is your opportunity to learn more about the CPA exam and becoming a CPA.

Show your support and join me in thanking Kathy, Melissa and Donna by attending their meetings and bringing a guest! If you too have an idea for a speaker, networking event, or would like to host a meeting please contact me. We

have several months available in the spring. Have fun, select the topic you would like to hear and share it with your fellow members! Now that's what I call getting the most from your membership in ASWA!

During the month of November I am reminded of the many things I am thankful for. I am thankful for the love of my family; the companionship of my friends; a warm place by the fire when the world is cold; a light in the window when the way is dark; a welcoming smile when the road is long; a haven of love when the day is done. I am very thankful for the friendships I have developed by becoming involved in ASWA, and I hope to see you all at our next meeting!



Attracting & Retaining Young CPAs

Accounting firms are facing a serious talent gap as they try to attract and retain up and coming professionals, according to the findings of the 2006 CCH Young Accounting Professionals Survey conducted for CCH. In nearly every instance, less than one-half of firms received a "very good" rating on their ability to deliver on the attributes most important to these up and coming professionals. They survey shows that young CPAs feel their firms aren't delivering on the cultural attributes they find important: the tools to get their jobs done, reward for performance, challenge, and work-life balance.

Visit the American Institute of CPAs' Young CPA Network at www.aicpa.org/YoungCPANetwork to view the resources that the AICPA has developed for young professionals.

Taken from AICPA News Update newsletter, Volume 10, No. 4

Do You Know the ABCs of Career Change?

Making a career change is one of the toughest job-search challenges. For clarification, "career change" means much more than "job change." A career change means choosing a completely new profession or industry. A "job change" is simply changing employers within the same industry and profession.

Why do people change careers? The two main reasons are:

1. The industry or occupation becomes obsolete (or is outsourced overseas)
11. Job dissatisfaction (If you dread going to work on Monday morning, you're probably in this category.)

What makes a career change so difficult? After all, most job seekers attempting a career change know exactly why they would do well in a new profession or industry. The problem comes down to communication. Most job seekers have difficulty communicating in their resume their ability to excel in a new career. Resumes, by definition, focus on career experience (history), but career changers need employers to see their expertise (current skills) in

order to be viewed as a viable candidate.

If you are attempting a career change, it becomes easier when you understand the ABC's of career change:

- A: Assess
- B: Bridge
- C: Communicate

Assess what you want changed.

Before you can make a successful change, you must decide what needs changing. Is it the duties you perform? Your overbearing boss? Your current geographic location? The industry you work in? The size of company you work for? The level of responsibility you hold? Once you pinpoint your exact source of unhappiness, you're on your way to making the correct choice for change.

Bridge the gap between what you've done and what you want to do.

The key to selling yourself based on your expertise rather than your

experience is transferable skills. Transferable skills work like bridges to help you cross over from one industry to another or one occupation to another. Transferable skills are those skills you now possess that qualify you as a viable candidate for your career change.

Communicate your ability to excel in your new profession or industry.

Your resume is your front-line communication tool to prospective employers. No matter how well you interview, if your resume doesn't sell you, there won't be an opportunity to convince them in person. Use your accomplishments to prove the strength of your transferable skills, and you'll get interviews faster and with more enthusiasm.

An experienced career coach can help you apply these ABCs to your current resume and your interview skills. Once you practice the ABCs of career change you'll be on your way to changing your career and changing your life—for the better!

Article obtained from Deborah Walker, Career Coach & Resume Writer for Alpha Advantage

Getting Ready for Upcoming Tax Season?

Do you buy The Tax Book every year? Are you in the market for one this year? The Tax book is authored by the five professionals that previously authored Quickfinder. This year you have the opportunity of making your money work twice as hard for you. Buy your books through the Education Foundation for Women in Accounting. You save on the cost of each book, and at the same time you are funneling dollars to fund scholarships for women

in accounting. The Education Foundation for Women in Accounting awards four year scholarships to women in need, women in transition, and also scholarships to women in PhD programs. You are now able to support this program when you order Tax Books.

All it takes is a visit to www.efwa.org and place your order.



IMA Cleveland East Events

Check out the upcoming events of the Cleveland East Chapter of the IMA below. If anyone is interested in attending any of these events, please RSVP to Honey Wess at (216) 834-0700 (ext. 224) or honey_wess@yahoo.com.

- November 16, 2006—Guest speaker Marianne Kerr on the topic of administering the Myers Briggs personality test; 6:30 PM at the Holiday Inn on Rockside Road in

Independence; cost is \$25 per person.

- December 1, 2006—Wine Tasting at Market Avenue Wine Bar on W. 25th Street; 7:00 PM; cost is \$30 per person which includes food and wine

- January 18, 2007—Guest speaker from the Federal Reserve Bank on the topic

of the economic forecast for 2007; 6:30 PM at the Holiday Inn on Rockside Road in Independence; cost is \$25 per person.



Preventing Flu at Work

Flu, which is in season from October to May, is a leading cause of employee absenteeism, costing employers millions of dollars. The single best way to prevent flu is to get a flu vaccination. The Centers for Disease control recommends getting the vaccine by November, but says December is not too late. Employers can encourage flu shots by having a health care provider make them available on-site. There are two types of vaccines: shots and nasal-spray.

who are sick. When you are sick, keep your distance from others to protect them from getting sick, too.



Article taken from *The Journal of Accountancy*, November 2006 issue

Even if you have received a flu vaccine—and especially if you have not—keep in mind the following preventative measures:



- Avoid close contact with people

- Stay home when you are sick and encourage your employees and coworkers to do the same.
- Cover your mouth and nose with a tissue when coughing or sneezing.
- Wash your hands often with soap to help protect yourself from germs.
- Avoid spreading germs by touching your eyes, nose or mouth with your hands.



The single best way to prevent flu is to get a flu vaccination.

Talkin' Turkey

November is the month of Thanksgiving and turkey. Here are some statistics on Thanksgiving that you may not have known:

◆ **\$3.6 billion**
Value of turkeys shipped by U.S. poultry processors in 2002. Arkansas led the way with \$581.5 million in shipments. Businesses that primarily processed turkeys operated out of 35 establishments, employing about 17,000 people.

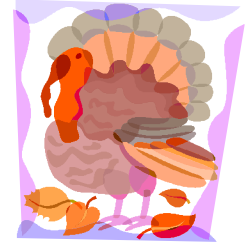
◆ **7.3 billion pounds**
The total weight of turkeys produced in the United States in 2004.

◆ **649 million pounds**
Estimated U.S. cranberry production in 2005.

◆ **1.6 billion pounds**
Total weight of sweet potatoes grown in the United States in 2004. North Carolina produced more

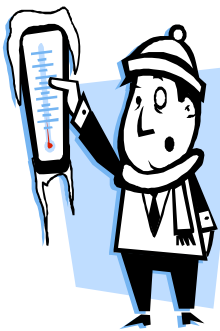
sweet potatoes than any other state (688 million pounds).

◆ **998 million pounds**
Total pumpkin production of major pumpkin-producing states in 2004. Illinois led the country with 457 million pounds.



Source: U. S. Census Bureau; statistics taken from *The Journal of Accountancy*, November 2006 issue.

Winter Safety Tips for Staying Warm

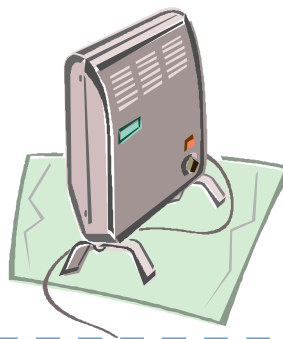


When the weather begins to cool, many people turn to space heaters to add a little extra

warmth where it's needed. The U.S. Consumer Product Safety Commission (www.cpsc.gov) offers these tips for staying safe:

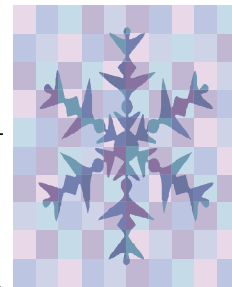
- ⇒ Place the heater on a level, hard and nonflammable surface (such as a ceramic tile floor), not on rugs or carpets or near bedding or drapes. Keep it at least three feet from bedding, drapes, furniture, and other flammable materials. Keep children and pets away.
- ⇒ Never leave a space heater on when you go to sleep or place one close to any sleeping per-

- son.
- ⇒ Use only space heaters that have been tested to the latest safety standards and certified by a nationally recognized testing laboratory. Unvented gas space heaters that meet current safety standards will shut off if oxygen levels fall too low.
- ⇒ Make sure your heater is correctly rated for your home. An oversized heater could deplete the available oxygen, causing excess carbon monoxide to be produced. Keep a window in the room open at least one inch and



keep doors open to the rest of the house to ensure proper ventilation.

- ⇒ Follow the manufacturer's instructions to provide sufficient combustion air to prevent carbon monoxide production.
- ⇒ Have gas and kerosene space heaters inspected annually to ensure proper operation.



Article taken from *The Journal of Accountancy*, November 2006 issue



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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.



November 2006

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	Election Day 7	8	9	10	Veteran's Day 11
12	13	14	ASWA Mtg 15	16	17	18
19	20	21	22	Thanksgiving 23	24	25
26	27	28	29	30		