

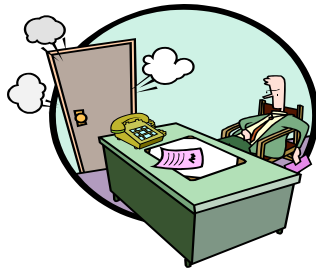
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ASWA SAN DIEGO JANUARY DINNER MEETING

Jan Zaragoza, President of High-Performance Training Solutions presents

MEETINGS OVER EASY: HOW TO HAVE BETTER, SHORTER, MORE PRODUCTIVE MEETINGS



Are you frustrated by mis-managed, tedious, and off-track meetings that don't accomplish anything?!

Well-run meetings can produce the results organizations need by helping people make decisions, respond quickly to customers, and work together more effectively. Join us and you will learn how to *plan, organize, and conduct* productive meetings. This session is not only fun and fast-paced, it is also loaded with practical ideas. You are sure to take home ideas that you can put to use immediately!

Our speaker, **Jan Zaragoza**, is the author of **MEETINGS OVER EASY - How to Have Better, Shorter, More Productive Meetings**. She is president of High-

Performance Training Solutions, a performance improvement firm specializing in the areas of business communications and supervisory and management development.

A dynamic speaker, Jan has a proven track record of motivating business professionals to achieve more successful and productive lives, and is committed to helping people and organizations increase their performance, achieve their business objectives, and better serve the needs of their customers. Her client list includes Ericsson, Baxter BioScience, Smith & Nephew, Solar Turbines, Sharp Healthcare, Zenith Insurance, the City of Berkeley, Jenny Craig, Vijas Casino, Websense, Daymon Worldwide Demos, Artes Medical, and Evans Hotels.

Jan plays a leadership role in the training and speaking community through her participation in the National Speakers Association (NSA), the Society of Hu-

man Resource Management (SHRM), and the American Society for Training and Development (ASTD).

For more info on Jan, see www.hpts.net.



DINNER MEETING DETAILS

Thurs., January 17, 2008
Networking at 5:30pm
Dinner served at 6:15pm
Holiday Inn Mission Valley
3805 Murphy Canyon Road
San Diego, CA, 92123

Menu:

Pasta Primavera – Fettuccini
Noodles and Alfredo Sauce with
Fresh Seasonal vegetables
Warm Garlic Bread
Garden Salad served with Ranch
and Italian dressing
Chef's Dessert

Coffee, Iced Tea

Members \$35.00

Students \$35.00

Guests \$45.00

RSVP by Jan. 15th to:

aswasandiego@yahoo.com

MEMBER BIRTHDAYS



12/11 Nancy Jacobsen
12/13 Yen Doan

MEMBER ANNIVERSARIES



12/5 Kathy Culver
12/13 Yen Doan

Accounting and Finance Salaries on the Rise

Swelling workloads due to robust business expansion, recurring compliance mandates and talent shortages continue to drive up demand for highly skilled accounting and finance professionals, according to the recently released *2008 Salary Guide* from Robert Half International.

The intense competition for top job candidates has prompted many companies to offer more lucrative compensation packages. In fact, starting salaries for accounting and finance professionals are expected to increase an average of 4.3% in the coming year, according to the annual guide. Employers also are offering the best applicants signing bonuses, incentive compensation, tuition reimbursement and extra vacation days.

Following are the in-demand positions projected to see the largest gains in 2008:

- In the corporate accounting world, entry-level financial, budget, treasury and cost analysts at large companies (organizations with more than \$250 million in sales) should enjoy the biggest boost in base pay, with the average starting salary projected to rise 6.9%, to between \$38,250 and \$47,500 annually. Internal audit managers at large companies are forecast to receive starting compensation between \$81,500 and \$109,500, a 6.7% increase over last year's projections.

- In public accounting, average starting salaries for senior managers and directors at midsize firms (\$25 million to \$250 million in sales) are projected to increase 7.7%, to between \$88,250 and \$129,250. At small firms (up to \$25 million in sales), professionals with one to three years of experience also can expect a 7.7% increase, to a range of \$44,750 to \$53,250.

- In financial services, hedge fund accountants can anticipate a 6.5% increase, to between \$46,250 and \$64,500.

- In banking, commercial lenders with more than five years of experience should see starting salaries rise to between \$82,000 and \$107,500, a 4.7% increase.

** Note: The salary ranges cited are national averages.*

Source: 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 350 offices throughout North America, Europe and the Asia-Pacific region, and offers online job search services at www.accountemps.com. For more information, please contact Jessa Snyder, Division Director, at 858-452-2626 or jessa.snyder@accountemps.com.

ASWA MISSION STATEMENT

ASWA is a not-for-profit membership organization with the purpose of enabling women in all fields of accounting to achieve their personal, professional and economic potential and to contribute to the future development of the profession.

DID YOU KNOW?

Need an icebreaker for your next networking meeting or party?

- The U.S. Dept. of Labor projects a growth of 18% from 2006 to 2016 in the of number of working accountants and auditors from 1,274,000 to 1,500,000. (source: US Dept. of Labor)
- "Harry Potter and the Deathly Hallows" by J.K. Rowling was the best-selling book on Amazon.com in 2007. (Source: Amazon.com)
- Maroon 5's *It Won't Be Soon Before Long* turned out to be the most popular album to



buy through iTunes in 2007. (source: ipodobserver.com)

- The first product to have a bar code was Wrigley's Gum. (source: clipmarks.com)
- The Super Bowl was first played in 1967 between the NFL (National Football League) and the AFL (American Football League), but its first year as the "championship" game was 1970. (source: Wikipedia.org)

2008 MEMBERSHIP DRIVE

Invite your friends and co-workers to join ASWA!

As an active member, each time you sponsor a new member between January 1, 2008 to June 15, 2008, you will be entered in a drawing to win a \$50 Westfield gift card!

Join now!

Each new member who joins between January 1, 2008 to June 15, 2008 will receive 50% off your first member meeting (within the first 60 days of membership approval).

WELCOME TO OUR NEWEST MEMBERS!



Margaret LaMontagne
LaMontagne & Associates

Joyce Thornton
Westcore Properties, Inc.

Laurie Armijo
Perquest, Inc.

2008-2009 Board of Officers elections are coming soon!

Don't want to be on the board but want to be involved in shaping the future of our chapter? Help select the 2008 slate of officers by joining the Nominating Committee!

Email
aswasandiego@yahoo.com
for more information.



Do you have an exciting change in your career or life, or know another member who does?

Share news about promotions, new employment, engagements, weddings, babies, and other momentous occasions with fellow ASWA members by emailing Newsletter Editor Jeanette Ding at 858.452.2626 or via email at jeanette.ding@roberthalf.com

"THE GOURMET NEXT DOOR" SAN DIEGAN AMY FINLEY'S HALIBUT WITH LEMON, CAPERS & CROUTONS

INGREDIENTS:

- 1 stick plus 2 tablespoons butter
- 6 slices stale white sandwich bread, crusts removed and cut into 1/2-inch cubes
- 1/2 cup all-purpose flour
- Salt and freshly ground black pepper
- 4 (6-ounce) pieces halibut (preferably Pacific)
- 1 to 2 tablespoons capers (depending on taste)
- 1 large lemon, juiced
- 1 tablespoon finely chopped fresh parsley leaves

DIRECTIONS:

In a medium sauté pan over medium-high heat, melt 4 tablespoons of the butter. When the foam subsides, fry the cubes of bread until golden and crusty, about 4 to 7 minutes. Remove the crou-

tons from the pan with a slotted spatula and set aside on paper towels to drain. Wipe out the pan.

Place the flour on a plate and season well with salt and pepper. Dredge the halibut in the flour and shake off excess.

Return the sauté pan to the heat and melt 4 more tablespoons of butter. When the foam has subsided add the fish to the pan. Cook, turning once, until the fish is no longer translucent in the center, flakes easily, and is golden brown on both sides, about 4 to 7 minutes per side. Transfer the fish to a serving platter and wipe out the pan.

Melt the additional 2 tablespoons of butter, and when the foam subsides add the capers and crou- tons. Sauté briefly, then add the lemon juice and parsley and swirl to combine. Pour over the fish on the serving dish and serve immediately.

San Diegan Amy Finley is a stay-at-home mom who was the Season 3 winner of "The Next Food Network Star" this past summer. She is now the host of her own cooking show, "The Gourmet Next Door" airing on Sundays on the Food Network.

Recipe courtesy of www.foodnetwork.com.

Approximate total preparation & cooking time = 30 mins.



American Society of Women Accountants

SAN DIEGO CHAPTER 2007-2008 BOARD OF DIRECTORS

SERVING JULY 1, 2007 - JUNE 30, 2008

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Director

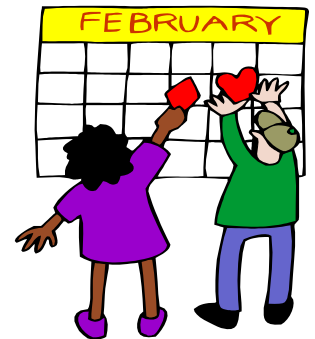
Eugenia Villegas
villegase@biggsllaw.com
619.236.1551

If you are interested in joining the board or a committee, please contact Kathy Culver or Jeanette Ding for more information!

Don't forget to visit our web site at www.aswasandiego.org for more information about our chapter, past newsletters, upcoming events, and to tell us your ideas and feedback!

MARK YOUR CALENDARS!

JANUARY 17, 2008 @ 6:15PM / NETWORKING @ 5:30PM
ASWA MEMBER DINNER MEETING - guests are welcome!
Speaker: Jan Zaragoza, President, High Performance Training Solutions
"Meetings Over Easy: How to have better, shorter, more productive meetings"
Holiday Inn Mission Valley Stadium
3805 Murphy Canyon Road San Diego, CA, 92123



FEBRUARY 7, 2008 @ 6:00PM
ASWA BOARD MEETING - all are welcome!
Location to be announced.

FEBRUARY 21, 2008 @ 6:15PM / NETWORKING @ 5:30PM
ASWA MEMBER DINNER MEETING - guests are welcome!
Speaker and location to be announced.

APRIL 17, 2008 @ 6:15PM / NETWORKING @ 5:30PM
ASWA MEMBER DINNER MEETING - guests are welcome!
Speaker and location to be announced.

OCTOBER 28—30, 2008
ASWA / AWSCPA JOINT INSPIRED SOLUTIONS NATIONAL CONFERENCE
The Fairmont Dallas, Dallas Texas — for more information, visit www.aswa.org.

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