



## American Society of Women Accountants

### Employee Turnover: Recognizing the Warning Signs (Part 1 of 2)

Today's accounting and finance professionals have myriad job opportunities available to them due to the intensified demand for their services. As a result, retaining star performers has once again become a top priority for employers.

One of the first steps for enhancing your organization's efforts in this area is to recognize the signs indicating that top personnel may be looking elsewhere for their next career move. Following are some common red flags:

?? **Change in attitude** – Someone who is normally very enthusiastic and a team player may become withdrawn or stop volunteering to help others, for example. On the opposite end of the spectrum is a normally quiet employee who begins acting out and voicing his or her displeasure with the department.

(continued on page 3)

**RESERVATIONS DUE** Monday by 10:00 am week of the meeting. Contact Marie Vanover at (509) 953-2736 or [mariev1@williams-webster.com](mailto:mariev1@williams-webster.com)

### Dinner Meeting Details

#### Accountants and the Courts: A General Overview of Criminal and Civil Cases in the Court System

Thursday December 8, 2005

Red Lion Hotel at the Park

W. 303 North River Dr. Spokane

Networking	5:30 pm	<u>Cost:</u>	Students	\$15
Dinner	6:00 pm		Members	\$20
Speaker	6:40 pm		Guests	\$20

#### Hot and Cold Hors d'oeuvres will be served.

We are having an ornament exchange that everyone is welcome to participate in (ornaments or Christmas décor, no more than \$10 in value).

We are also preparing a Christmas basket of gifts and food for our family from Miriam's House (contact Sandi Pendleton at [spendleton@lukins.com](mailto:spendleton@lukins.com) or 509-623-2054 for more information or to contribute to the family from Miriam's House)

### Calendar of Upcoming Events

**December 8, 2005** (see below for details)  
**Christmas Party**

Gift exchange, adopt-a-family basket

**January 19, 2006**  
**Tax Update**

**February 16, 2006**  
**HSA, MSA & COBRA**

Mark Newbold  
Moloney, O'Neill, Corkery & Jones

**March 22, 2006**  
**Sarbanes Oxley**  
Joint Morning Session  
Location -TBA

**April 20, 2005**  
**Economic Development Council**

**May 18, 2006**  
**Human Resources**  
Nicole Tetro, Associated Industries

**June 22, 2006**  
**Installation of Board and Gardening Tips**

RSVP to Marie Vanover at 953-2736  
[mariev1@williams-webster.com](mailto:mariev1@williams-webster.com)



Post Office Box 3202  
Spokane, WA  
99220-3202

[www.aswa4.org](http://www.aswa4.org)

## President's Message

Thank you everyone who took part in the candle fundraiser. Congratulations to Marleen the top seller. Dianne will let us know how we did and if we won the competition with San Diego.

I'm working on putting the yearbook information together. I have member's: addresses, phone and fax numbers, email and where you work from National. I would like to include birth month and day, interest/hobbies and college(s) attended. Please email me your additional information or let me know if you don't want to include this information. I will put the member information along with the ASWA history, by-laws, standing rules and officers duties on a CD for the members.

At the November meeting, we learned about the court system. If we get called to jury duty, now we know a little more about the system when we report to duty. The December meeting is our annual Christmas meeting. We will have our annual ornament exchange (\$10 or less) and we are adopting a family this year. Sandi contacted Miryam's House and got us a family who we can help with Christmas. Contact Sandi if you have any questions.

I want to wish everyone a Merry Christmas and Happy New Year.

Lisa

### Spokane Chapter Officers

#### **President**

Lisa Kroiss  
Volunteers of America  
509-624-2378  
President@aswa4.org

#### **Immediate Past President**

Marie Vanover  
Williams & Webster PS  
509-838-5111  
ImPastPresident@aswa4.org

#### **Vice President**

Dianne LaValley  
Robert Half International  
509-747-2058  
Vicepres@aswa4.org

#### **Treasurer**

Marleen McCammond  
Moss Adams LLP  
509-747-2600  
Treasurer@aswa4.org

#### **Recording Secretary**

Sandi Pendleton  
Lukins & Annis, PS  
509-623-2054  
RecSec@aswa4.org

#### **Corresponding Secretary**

Katy Miller  
Student, Gonzaga University  
CorrSec@aswa4.org

#### **Director 1**

Jennifer Vasconcellos  
Moss Adams LLP  
509-747-2600  
Dir1@aswa4.org

#### **Director 2**

Linda Carter  
Omlin Gunning & Associates  
509-467-2000  
Dir2@aswa4.org

---

### ASWA MISSION STATEMENT

The mission of the American Society of Women Accountants is to empower women in all fields of accounting and related fields to achieve personal, professional, and economic success and to contribute to the future development of their profession.



## Employee Turnover: Recognizing the Warning Signs (continued from page 1)

- ?? **Lost productivity** – If a star performer begins missing deadlines and submitting low-quality work, it may be a sign that there is a growing disconnection from the job.
- ?? **Less communication** – Employees looking to leave often become less visible and fail to engage with others as actively as they once did.
- ?? **More time out of the office** – People who take increasingly longer lunch breaks or are absent more frequently could be using this time to look for new opportunities. This also may be a sign of the individual's diminishing interest in the position and the company.
- ?? **Increased personal calls** – Similar to being out of the office for extended periods, a rise in non-business phone activity could indicate someone is job searching.
- ?? **Differences in attire** – Watch for changes in the way people dress. If your office standard is business casual and one of your staff members appears in a suit, it may be because he has been invited for an interview that day. On the other hand, if a coat and tie is the norm and the employee starts wearing jeans, it could signal lessening concern about status within the organization.
- ?? **Greater Internet use** – This may be a sign that the individual is looking at online job postings.

As a manager, one of your responsibilities is to monitor the attitudes and needs of your team. Watching for these signs may tip you off that someone is looking to leave your firm and offer you enough time to rectify the situation.

In Part 2 of this series, we'll address steps you can take to respond to these signals.

*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 330 offices throughout North America, Europe, Australia and New Zealand, and offers online job search services at [www.accountemps.com](http://www.accountemps.com). For more information, please contact Dianne LaValley 509-747-2058*

## Ben Morin Fund

### Spaghetti Feed and Silent Auction

\$10 per person in advance—\$12 day of event  
(children 3 and under free)

**Sunday, December 11th**

Seating at 12:30, 1:30, 2:30 pm

Luigi's Italian Restaurant

245 W Main, Spokane

(\$8 of the \$10 will go to the Morin Family)

- ?? Spaghetti Dinner with Marinara Sauce, Luigi's house bread, Luigi's house salad, Coffee and Tea
- ?? Silent Auction
- ?? Bake Sale featuring freshly baked Otis Spunkmeyer Cookies and LOTS of homemade goodies that are being donated
- ?? Fun for the kids—Santa, Magician, Face Painter, and more...
- ?? Thank you Marty Hogberg, owner of Luigi's, for donating all of your profit from the spaghetti feed to the Ben Morin Fund to be used by the Morin Family for treatments and care for Ben.
- ?? If you're interested in purchasing tickets or donating an item for the Silent Auction, please contact Lida Dittmar at 509-688-3000. You may also purchase tickets for the Spaghetti Feed at Mullan Road Elementary School (South Hill, 2616 E 63rd).
- ?? For more information or to read Ben's story, visit [www.benmorin.info](http://www.benmorin.info).

### Upcoming ASWA Conferences

#### 2006 Northwest Regional Conference

June 16-18, 2006

Seattle University, Seattle

#### 2006 Joint National Conference

September 20-22, 2006

Bally's Hotel, Las Vegas

#### 2007 Northwest Regional Conference

May 31-June 2, 2006

Red Lion Hotel at the Park, Spokane

The ASWA Spokane Chapter 4 Newsletter is published monthly. Advertising opportunities are available. Contact Newsletter Editor Katy Miller at [katy@coffeynet.com](mailto:katy@coffeynet.com)

### Spokane Chapter ASWA Cookbook

We are currently accepting submissions of recipes for a chapter cookbook, the proceeds will be put towards the Mary M. Fraijo Scholarship. Currently there is no deadline for recipe submission. Each recipe should be e-mailed to [mariev1@williams-webster.com](mailto:mariev1@williams-webster.com) or sent via regular mail to the ASWA PO Box. Recipes should include the name of the contributor. More information will be provided concerning deadlines and sales information as more recipes are submitted. Thank you for your support.