

A photograph of three professionals standing on a modern staircase with a wooden handrail. In the foreground, a woman with short brown hair, wearing a green turtleneck, smiles at the camera while holding a dark hairbrush. Behind her, a man in a dark suit and striped tie stands on a higher step, also smiling. To his right, another woman with long dark hair, wearing a light-colored blazer, smiles. The background shows the architectural details of the staircase and a bright, modern interior.

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Leadership

Become the Leader You Were Born to Be
Succession Planning: Key Questions for CPA Firm Partners to Ask Now
Taking Advantage of the Windows 7 User Experience

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902 140th Ave NE
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Tomorrow's CPA

By Rich Jones, CPA, CGMA, President & CEO

I recently participated in the AICPA Regional Council Meeting in Los Angeles, one of five such meetings held around the country each year for one day in March. CPAs who have been elected to the AICPA Council, the governing body of the AICPA, along with AICPA and state CPA society staff, are invited to attend this meeting. The purpose of the meeting is to discuss current issues of the profession and also for Council Members to receive a professional issues update. It was really an engaging meeting that I believe any of our members would have enjoyed.

One exercise with report-outs was particularly interesting. Table groups were asked to discuss the challenges the profession will face in the future in terms of attracting the best and brightest to our profession. Our group's discussion was robust and could have continued for much longer than the time allotted. Here are some of the topics discussed by some very thoughtful people.

Technology is so pervasive in what we do today that young professionals often know how to do things that their superiors don't know how to do. Think about how easily young people use social media tools to communicate with large networks of people whom they don't even know. Or their ability to access and utilize research sources and tools to help them do their jobs more efficiently. There is increasingly an expectation by young professionals that firms and companies will use current technology in designing work to be accomplished and the manner in which the work may be conducted. For example, if it is completely possible for a CPA to do work from home at times that are convenient for the CPA, why should it be necessary for the staff accountant to come to the office or to work set hours? One of our tablemates shared that his

son is a midlevel manager at IBM with lots of people reporting to him. He is a "techie" and has been with the company for 14 years. Here is what is surprising: He has longish hair, a full beard, can wear whatever he wants "to work" and can work wherever he wants. He really does not have an office. He loves the freedom he is given to work how, where, and when he thinks best to accomplish his job. How would this work environment compare to most CPA firms or industry accounting jobs? If given a choice, where do you think talented young professionals will go?

Someone from a good size firm in the Puget Sound shared that they provide their staff with dual monitors for their

groups to consider being members of our profession. The Hispanic community is the fastest growing group in the U.S., and also in other parts of the world. We will want to entice the best and brightest of this large prospective employee group to consider a career in accounting; particularly since many of these ethnic groups that are underrepresented in the accounting profession are a significant part of the new businesses being started in our economy.

It is clear that the younger generation does not live to work, but rather works to live. They are not sure that working long hours and having little control of their life will result in a future that is personally satisfying to them. We hear consistently

We hear consistently that many young CPAs do not desire to become a partner in a CPA firm or the CFO of a company, if it means they have to sacrifice control of their time and life. They don't care if that is what we older workers had to do.

home offices. They believe they have a competitive advantage with their young professionals if they accommodate their desire to work remotely and actively enable them to be as productive as possible while doing so.

Demographic studies make it clear that the supply of "traditional" accounting graduates will not be sufficient to meet the needs of the profession over the next decade or two. So firms and companies will have to pay much more attention to retaining the people they hire. Staff turnover rates of 20-30 percent (which are not unheard of today) will result in a business that cannot survive or grow. The profession will have to invite new

that many young CPAs do not desire to become a partner in a CPA firm or the CFO of a company, if it means they have to sacrifice control of their time and life. They don't care if that is what we older workers had to do.

This exercise helped me to see what successful companies and firms need to do to recruit and retain future leaders of their businesses. The question is whether employers are willing to try some new things and new approaches. Those who do will be rewarded. Those who don't will find the future less satisfying.

You can contact Rich Jones at rjones@wscpa.org.



Chapters: The Challenge to Stay Relevant

By Mark Hugh, CPA, WSCPA Chair for 2011-12

Two of the core roles of the WSCPA are providing networking and learning opportunities for its members. And, one of the best ways to participate in networking and learning activities with other members is to participate in the activities of a local chapter. The WSCPA has 12 active chapters geographically spread across the state.

Chapters play a vital role in representing the WSCPA and the implementation of its strategic plan, and the realization of its mission and vision. Each chapter is a resource to the WSCPA, its members, and the profession. And, many leaders of the WSCPA have started their involvement with a leadership role at a chapter.

However, some chapters are struggling. Not financially, because every chapter is merely a sub-group of WSCPA members; it's all the same organization. The struggle is relevance and attracting local members to events. As a frequent speaker at chapter meetings, over the last 20 years I have been to meetings of almost every chapter across the state. Some chapters in densely populated geographic areas can only attract a handful of members when thousands of members live in the region covered by that chapter.

The struggle for relevance is caused by the continuing expansion of technology, personal time pressure, and the economy. With the rise of electronic social media, networking is constant but happens less and less in person. And, it doesn't require an organization to facilitate it. We all struggle to balance personal and professional lives, and as education continues to shift to more convenient web-based CPE, the need to spend as much time commuting to a short live seminar as the seminar itself, reduces the appeal of short live seminars. And part of the issue is economic, as much of that short web-based education is free, there's

no need to pay for an hour of CPE here and there in order to accumulate required hours.

This is not a problem systemic to chapters; it's a problem systemic to all membership organizations. The WSCPA at a global level struggles with the same issue of relevance.

And, it's a systemic problem throughout the country, so much that approximately 20 state societies, or 40%, have

The South King County Chapter increased attendance at CPE offerings through field trips. While it's interesting to learn about the banking system, it's much more interesting to learn about it with an armed escort during a tour of the Federal Reserve Bank's branch in Seattle.

eliminated chapters altogether, citing issues of disproportionate allocations of resources to a model that shows signs of strain due to declining attendance and exhausted local volunteers.

Some elements of the WSCPA strategic plan, such as advocacy, communicating with stakeholders, and engaging members in initiatives that benefit the public are most effectively coordinated at the state level. Some chapters have found ways to align their passion with the other elements of the plan by creating networking and learning opportunities for members, as well as increasing the number of CPAs or CPAs who are members by recruiting non-members and students.

The South King County Chapter increased attendance at CPE offerings through field trips. While it's interesting to learn about the banking system, it's much more interesting to learn about it with an armed escort during a tour of the Federal Reserve Bank's branch in Seattle. Similarly, every CPA should know about

cash controls, areas of vulnerability, and fraud, but it's much more relevant to learn about it during a tour of the cash control systems of the Muckleshoot Casino.

Visibly recruiting more CPAs to the profession is critical. Like several other chapters, the Southwest Chapter has as its signature event a student night. Approximately 80 attendees, three-quarters of them students, usually attend this event in September. Not only does this recruit more CPAs to the profession, but

it also creates a strong collaborative relationship with the accounting faculty at local colleges, who have strong influence over the next generation of CPAs.

Even with these innovations and the work of dedicated leaders, only 1% to 4% of WSCPA members have attended chapter events during the last five years. The WSCPA remains committed to a vibrant and relevant chapter structure. However, during the upcoming year, it's time for a thoughtful discussion about the role of chapters, to honestly recognize what is working and what is not, to explore ways to experiment and take risks, and to develop a plan that serves the needs of all the members of the WSCPA, while maintaining a strong local presence statewide.

You can find out more about your local chapter and review the upcoming schedule of events at www.wscpa.org (log in and click "My Chapter" on your MyWSCPA page).

You can contact Mark Hugh at mhugh@markhugh.com.

Become the Leader You Were Born to Be

By Tamera Loerzel



As Vince Lombardi said, “Contrary to the opinion of many people, leaders are not born. Leaders are made, and they are made by effort and hard work.”

Anyone can be a great leader. Regardless of your background or genetic makeup, you can be a great leader by committing to a four-step improvement process. In this article, we’ll explore these four steps of your leadership journey.

Step 1) Assess yourself.

This is sometimes the most difficult step because it requires self-honesty, vulnerability and courage. The place to start is to assess your strengths, weaknesses, unique challenges and opportunities, personality preferences and other leadership attributes. Doing so provides a level of personal and professional insight that is not usually afforded in standard performance reviews or mentoring programs. Some tools to use for this self-assessment process include:

- **Completing a SWOT analysis** which helps to identify your personal strengths and weaknesses – your gifts, talents and abilities and those things about you that can use improvement, and your personal opportunities or threats – those things
- **Completing a Leadership Attributes Evaluation** (available at www.wscpa.org/Content/CCEvaluation.aspx) that will provide you insights about your leadership across 20 different leadership behaviors to help you identify your particular leadership strengths and areas for improvement or focus.
- **Conducting a self reflection** to explore your vision for your career, your top three strengths and top three weaknesses, the things you feel you can do or change to contribute most to your firm, your team, your clients and your community
- **Taking the Myers Briggs, DISC or another personality assessment** to explore your preferences in communication, data gathering, decision making, teamwork, planning and organization.

out in your community, clients, competitors, family, etc. that enhance your career or pose a threat to it.

You can take the assessment process one step further by soliciting input from others to compare the responses so you can identify the consistent themes and gaps between your perception of yourself as a leader and how others see you. Consider asking for input from peers, subordinates and your supervisor or mentor. These insights can be invaluable and will highlight the areas for growth to focus on.

2) Make a plan to get better.

Once you’ve conducted your assessments and gained input on them from others, your next step is to construct a development plan that allows you to pursue education, coaching and job shadowing to improve your skills and behavior in the areas that are most important to fulfilling your future leadership goals. Identify two or three areas in which to focus over the next year. You will likely find from the assessment feedback that you have a combination of new skills that you can learn as well as some new behaviors or habits to develop, too. *Be sure to focus on both skills and behaviors because it is likely you’ll find the skills are easier to gain by learning new information or processes, which can lead you to avoid or overlook the more challenging task of changing a behavior or developing a new habit that might not come naturally to you.*

Be sure to select areas to work on in both categories so that you fully develop who you are being as a leader and not just your knowledge or technical skills. For example, one area of leadership that I have taken on developing is being more compassionate. Compassion is not a natural trait that I was born with, which is validated by my Myers-Briggs type; however, that does not give me permission to be uncaring in my relationships with others. Instead, I’ve worked to put myself in other people’s shoes when I am making a request of them or helping someone

overcome a breakdown that occurred. When I bring compassion to my strengths in integrity, follow through and producing results, I am more successful in collaborating with others to help them achieve what they are committed to, ultimately getting the result I want, too.

Consider working on leadership behaviors like compassion, talking straight, keeping your word, refraining from gossip, or being courageous and decisive when you're considering leadership areas to focus on in addition to improving skills such as becoming a better people developer or marketer, managing your time better or being a better project manager.

Be sure to set specific, measurable goals for your two or three areas that you select to work on so that you know the result that you are intending and can clearly identify when you have achieved those goals.

3) Tell others.

When you've embarked on your leadership journey, a key to your success will be telling others what you have learned about yourself as a leader and the two or three goals you set to improve as a leader. Courage and vulnerability are required at this step, too. *When you share your goals with others, they will become your champions and help you to reach your goals.*



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They may have ideas for you in attaining that goal and they can become a mirror for you and remind you (gently!) to be sure that you're not over-committing and under-delivering when you volunteer to be on a committee in a team meeting if that is the area you are working on or in my case to be compassionate in my performance reviews this spring.

When we speak out loud about our goals in the areas that we're striving to get better, we are more likely to achieve those goals because we now have someone else to whom we feel accountable. It's easy to say I want to lose 10 pounds and not tell anyone else. Then I don't have to worry about that hot fudge sundae I order after dinner or skipping my spin classes at the gym. As soon as I tell others and enroll them in my goal to be 10 pounds lighter, more energetic and ready for that bike ride I committed to this summer, I am more likely to make the choices that help me realize my goal.

4) Assess again.

Developing as a leader is a continuous, lifelong journey and requires that you get feedback on the goals you set and then assess yourself so you can set new goals. Nothing is constant. You are changing as you progress in your career, your clients are changing, and others are changing around you, so it's important to take the time to reflect on and assess your

strengths, areas for improvement and current challenges and opportunities so you can create a plan to address them to meet the changing needs around you.

"Leadership is lifting a person's vision to high sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations."

Peter F. Drucker

Be courageous and undertake this simple, yet not easy, four-step process to continually develop and enhance who you are as a leader. You will be amazed at the results you produce - and you may even inspire others around you to do the same!

Tamera Loerzel and Jennifer Wilson are partners at ConvergenceCoaching, LLC, a leadership and marketing consulting and training firm that specializes in helping leaders achieve success. Learn more about the company and its services at www.convergencecoaching.com.

Emerging Leaders CONFERENCE



Want to hear more?

Come hear Tamera Loerzel speak at the WSCPA Emerging Leaders Conference, May 11, 2012. Learn more at www.elcwscpa.com.

The Rules Women Need to Break

By Jill Flynn, Kathryn Heath, and Mary Davis Holt

There is almost nothing more crucial in any organization than developing excellent leaders. This requires having a diverse group of smart people in positions of power that nurture their best and brightest colleagues so that they, too, can assume executive roles in the future. It is a no-brainer. But, although there's no shortage of ambitious people with executive aspirations, what threatens the strength of your leadership pipeline may be a scarcity of senior-level women. With half or more of your overall workforce comprised of women, a lack of female role models at the top means fewer women are inspired (and sponsored) to rise through the ranks.

You've seen the stats: Women equal or outnumber men as a percentage of the total workforce; they earn more undergraduate and graduate degrees than men; yet, less than 3 percent of Fortune 500 CEOs are women. Some of this can be attributed to the type of age-old gender stereotypes that take generations to eliminate. But there are other culprits to consider—ones that are within our control to address right now.

Over the past decade, we've coached and trained over 5,000 professional women across America and interviewed over 3,200 people to find out how they believe women can be more successful. What we've found is that for women in middle management and particularly those approaching the top, continued career momentum is not about adding technical skills it is about making small adjustments to their everyday behaviors. Women behave in certain ways that don't help them succeed as senior executives. What women need in order to tweak those behaviors, and make it at the highest levels in business, is to think differently.



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The Old Rules

In essence, we've found that women have to rethink the conversations they are having in their heads and tell themselves a new story. To move into executive roles, they need to challenge outdated beliefs and attitudes about themselves, and the workplace, that have gotten them this far. These are the rules women need to break in order to reach the top:

1. **Focusing on Others (Instead, Take Center Stage):** Many of the smartest women around the table focus far too much of their attention on other people's needs. This leaves precious little time and energy to allow themselves to thrive professionally and personally. The instinct to help others succeed can work against women by keeping

them from focusing on their own career goals. The result is that too many women let their careers "happen to them" rather than putting themselves in the driver's seat. We tell women to worry less about their team and instead invest in themselves and their ambition.

2. **Seeking Approval (Instead, Proceed Until Apprehended):** In our coaching sessions we've worked with countless women executives who are exceptionally collaborative leaders. They like to be liked, but the desire for consensus can slow them down. In order to succeed, women need to retain that core strength of collaboration while at the same time acting decisively to make

things happen. They need to stop “asking for permission” and instead demonstrate behaviors that exhibit leadership. In terms of success, we tell women that remaining behind the scenes is much riskier than putting forward big ideas and proactively campaigning for the key assignments.

3. **Being Modest (Instead, Project Personal Power):**

We’ve found that many women who are motivated to move into leadership positions are nonetheless ambivalent about projecting power. Modesty and self-deprecation come more naturally. We’ve seen women act downright apologetic in the face of success—as if it doesn’t suit them or they don’t deserve it. To exude confidence and power, women need to pay attention to their non-verbal messaging. Stance, eye contact, tone of voice, and facial expressions all send a message to others about confidence. In addition, we hear time and again that women need to take credit for their many accomplishments. One sure way to get passed over for a promotion is by remaining silent and allowing others to take credit for your success.

4. **Working Harder (Instead, Be Politically Savvy):**

Many women are disappointed when their hard work and long hours don’t seem to pay-off in terms of career advancement. They dislike politics and try to remain above the fray. Yet, we know being politically savvy is all about building relationships, achieving consensus and networking—women are great at these things. We coach women to build their careers as if they are running for office: create a platform, develop a point

Women’s Leadership SUMMIT



Want to hear more?

Come hear Mary Davis Holt speak at the WSCPA Women’s Leadership Summit, June 15, 2012 in Seattle. Register today at www.wlswcpa.com.

Mary speaks from experience: She held executive positions at Time Warner, with oversight including finance, IT, marketing, HR, and manufacturing. She was EVP and COO of Time Life. Mary is a partner at Flynn Heath Holt Leadership whose mission is to help women and organizations move forward, faster. The firm has coached and trained over 5,000 women, plus conducted over 1700 interviews with Fortune 1000 executives. She knows how women can start winning in greater numbers, and is ready to share the news.

of view, line up sponsors, put together a coalition – and then do it over and over again as their agenda and goals change.

5. **Playing It Safe (Instead, Play to Win):**

We heard in our interviews that women need to get out of their comfort zones, be bold and take risks. Women can make themselves visible in this way by taking the lead on high-stakes projects and bringing in new business. Putting

themselves out there means getting more comfortable with risk and the possibility of failure. It may seem safer to let someone at a higher pay grade take the big risks, but it is the big decisions that offer women the best opportunities to establish their credibility as leaders.

6. **It is All or Nothing (Instead, Have a Both/And Perspective):**

One phrase that has crept into dozens of our coaching files over the years is the notion of *having it all*. It’s no coincidence that many of the women who are trying to have it all are also the ones who get burned out. There’s no one right way to succeed, but avoiding black and white thinking – and remaining flexible – can help women establish leadership credibility. Because complexity and constant change are everywhere today, dealing with ambiguity has become a skill that all of us (not only women) need to master.

The Performance Payback

In our work we’ve found that the majority of high-performing women don’t need to make major changes in order to succeed. Small adjustments to how they think will have a big impact on their everyday behaviors and lead to continued career momentum.

And that outcome will be good for everyone. From a bottom line perspective, paving the way for more women at the highest levels in leadership is a net positive for business. Women are natural consensus builders and emotionally intelligent collaborators, so they are well suited for the emerging, less hierarchical workplace of the future. And research proves that companies with more women leaders have a higher return on equity and a better return on sales. There’s no doubt about it: women leaders are good for business.

Effectively Leveraging Mentors and Sponsors in Your Career

By Linda Apsley

Do you remember a time in your school or work career when you were successful and happy? Think about the people around you at that time. Did you have a relationship with a manager, coach or mentor who believed in you and urged you on when you were discouraged or struggling? Many of us can remember times when we were able to do great things because of the support of someone who believed in us. By effectively using mentors and sponsors you can re-create this type of environment for yourself.

You may be asking what the difference is between a mentor and a sponsor. A mentor is someone you go to for career advice. They are not in your management chain and as such, are able to give you objective guidance and insight about your team. In addition, they are someone who has already had the type of experiences you are having now and can share their learning and wisdom with you.

A sponsor is someone who champions you and your work. They are often in your management chain. They have observed your work in the past and are willing to go out on a limb to champion you in meetings that you do or do not attend. For example, a sponsor can be an effective advocate for your next promotion or job opportunity. There has to be a great deal of trust between you and a sponsor for them to champion you in this way because they are also putting their own reputation on the line.

Making Mentoring Meaningful

Everyone can benefit from a mentor, whether the relationship is formal or informal. Many times in business, mentoring happens ad hoc through relationships that build up over time. Mentoring can also be formal in that the mentee asks an individual to meet with them and help them at important points in their career.

The important thing for anyone who is interested in leveraging mentors to further their career is to be deliberate about making sure that you are getting

mentoring from the right people for the right skills.

There are four situations where I believe mentoring is particularly valuable.

Mentoring		
Situation	Description	Finding a Mentor
New job or recent promotion	This is a time when you can really use someone to help you “learn the ropes” of both the job and organization. They can help you understand expectations for people with your job, and they can help you see your blind spots relative to the new job. In addition, they can help you see and respond to the politics that you might not readily observe or understand.	Look for someone who has been successful in the same type of job in your company. If your company is small, find someone outside who has had similar job experiences.
Working toward a promotion	Organizations often have norms associated with when an employee is ready for a promotion. Working with someone who is working at the level or job you want to attain will help you gain insight in how to get there yourself. The value will be higher if you actively bring examples from your work experience that they can use to show you the gaps between where you are at today and where you want to be.	Find a successful employee who has already been acknowledged for the skills you need. They should be at the next level and someone you trust to be honest and open with you. Make sure they are able to keep confidences.
Things aren't going well	A mentor can be an important lifeline if: <ul style="list-style-type: none"> You are in a situation where your manager is giving you messages that your performance is not what it should be, or You find yourself in a situation where you aren't getting along with your manager and/or co-workers. 	Find someone who really understands what it takes to be successful in your organization. They should be both politically savvy and have a high emotional IQ. In addition, look for someone who is known for being a strong performer.
You've identified a particular skill you want to learn	These types of mentoring relationships can be really fun as you give someone an opportunity to teach you what they know. My advice is to bring real experiences and projects you can review together.	Find an employee who has the skills you want to gain, and ask them to coach you.

The success of any mentoring relationship is dependent on what you do with it. As the mentee, you will have a successful experience if you really understand what you want from the relationship, clearly articulate the value you are looking to gain, and then work on the scenarios you jointly identify.

A couple of years ago, I met one of my company's vice presidents at a technical forum. We were put into a small working group for the afternoon. As the working group began solving the assigned problem, I was really impressed with how he thought through the problem and then how well he articulated his thoughts with the rest of us in the group. When we returned to campus, I sought him out and asked him if he would mentor me on how to effectively frame problems and solutions. He said yes.

Over the next year, I met with him every other month. Each time, I took a specific problem I was working on, and each time he gave me great advice and ideas that were completely outside of what I would have figured out on my own. He also gave me rich advice about how to interact with executives during business meetings by explaining how they were thinking about the people in the room based on the communication cues. Two

You'll need people who champion both you and your work to reach the next level in your career, regardless of your current situation.



The important thing for anyone who is interested in leveraging mentors to further their career is to be deliberate about making sure that you are getting mentoring from the right people for the right skills.

years later, I still hear his words in my head when I see certain situations repeat themselves.

As a bonus, I was in a situation where he was one of the vice presidents I was reporting out to one month. When I completed my presentation, he praised me in the room and again in e-mail in front of the rest of the executives. My mentor was so proud of my accomplishments that he became an effective sponsor.

Building a Sponsor Bench

You'll need people who champion both you and your work to reach the next level in your career, regardless of your current situation. This becomes especially important as you become more senior in the organization. People who have attained success in their careers are expected to

coach and grow others so that the organization can continue to thrive. The key for you is to be sure that several of these successful people see you as someone they can trust and grow.

I titled this section building a sponsor bench because the more sponsors you have, the better. Ideally, when your name comes up for a promotion, you should have the support of the majority of people at the table. So, how do you go about getting their support and building the types of relationships that create effective sponsors? The answer, while simple in words, takes a lot of effort in reality.

- **Be someone that senior people know they can come to for good work.** When you

are given assignments, especially those that have broader impact than your immediate team, take the time to understand the expectations of people who are senior to you and those who are your partners. Learn about what they want from you in the project, and then work hard to deliver to their quality bar. Sometimes you will find that their expectations are significantly different from what you were originally thinking.

- **Be tough on standards and tender hearted with people.**

When you talk about the work you do with others, share the truth. If there are problems, enlist people who can help you. But, never blame others -- talk about the problem in terms of the system or the situation. Some of my best sponsors were people who were in the trenches with me during very difficult situations. And, remember, that anyone you alienate could later have a voice in your future.

- **Always find the most respectful interpretation and go with it.** When things are tough, assume the best intentions of everyone. When you create stories about what is happening, create and share stories that assume people mean well, are doing their best, and want the situation to improve. If you are aware of a situation where someone is deliberately trying to hurt the team or project, or where someone is not pulling their weight, first give the person an opportunity to fix it. If they do not or are unable, share the information privately with the appropriate person. Some sponsor relationships get built

Ideally, when your name comes up for a promotion, you should have the support of the majority of people at the table.

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as people senior to you realize that you have their back too.

- **Build relationships one-on-one.** Take the time to be kind to people. Talk to them about their lives and the things that matter to them. I worked for a vice president who was visibly uncomfortable, yet polite every time someone gave him an "elevator pitch" about their work. When I asked him about it, he said elevator speeches

were awkward for him because he never knew how to respond. I made a strong effort to talk to him as a friend, asking him about how he was doing, talking about his children, and acting like he was a human being. He has been a sponsor for me at important times in my career many times over. And, all because I took the time (and overcame my fear) to get to know him as a person.

Finally, if it's appropriate in your organization, do not be afraid to ask your manager's peers or your manager's manager for a short meeting to get their perspective on your performance, ask them about what's on their mind and how you can help, or share a great idea you have. You'll learn more about yourself, gain a greater understanding of your organization, and will likely get some good advice. Make sure that you have a plan to use their time wisely and do not overdo it.

Linda Apsley is the Group Program Manager responsible for Service Excellence for the Xbox Live Services at Microsoft. You can contact Linda Apsley at lindaap@exchange.microsoft.com.

Want to hear more of Linda's strategies for finding a sponsor or mentor? Hear her speak at the Women's Leadership Summit, June 15 in Seattle.

Women's Leadership SUMMIT



Want to hear more?

Come hear Linda Apsley speak at the WSCPA Women's Leadership Summit, June 15, 2012, at Bell Harbor International Conference Center in Seattle. Learn more at www.wlswsca.com.

Succession Planning: Key Questions for CPA Firm Partners to Ask Now

By Joel Sinkin and Mark Basinski

Every practice, large or small, has one common issue. What does the firm look like when the current owners are no longer active in the practice? For most practitioners, it is never too early to think about succession planning. The ultimate goal of the plan is to transition client relationships to an internal successor or outside firm, and monetize the value of the book of business.

One of the key reasons we suggest starting the process of your succession plan in advance is tied to the lack of frequency that we see most of our clients. Most of the annual tax return clients and businesses are only seen in person once a year. Many of the business clients are now mailing in the work, on the cloud, and staff is going to their location, but once again, the majority of the clients are only visited by the owner once a year. Therefore when you are four years from slowing down, remember that during those four years you will visit the majority of your clients only four times. It takes time to transition relationships of this nature so planning in advance is critical.

Getting Started: Determine Your Goals

So what should you do? It makes sense to step back and look at the practice as if you are doing a consulting engagement for a client. You need to really understand what your personal goals are. If you are a partner in a larger firm, your existing partnership agreement should spell out exactly what happens in the event of death or retirement. If not, update your partnership agreement immediately. It is a fairly common problem for multi-partner firms to have a core group of partners the same age. A good succession plan takes into effect all ramifications of multiple retirements hitting in a short period of time. You shouldn't burden the junior partners with an impossible cash flow position and/or capacity issues. It is



If you are unable to have an internal succession plan, what's next? A common misconception is that there is some superstar out there just waiting for you to hire them and gradually buy you out.

unlikely junior partners will have the free time to assume all the retiring partners' responsibilities.

Evaluate Internal Succession Options

For smaller firms there are a couple of things you need to think about. Do you have the staff that can take over the practice? Do they actually desire to take on the responsibility and financial risk? How long do you really want to be active full time; how long part time? For most small practices the answer to the first two of these questions is usually no. If you are the exception and have the opportunity to solve your succession issues internally, make sure that you don't wait too long. It is easy to come up with many excuses to delay the process. It may make sense to give your successors equity or make

them feel like a partner several years before the trigger date and not a couple of months before you are ready to retire.

Sales or Upstream Mergers

If you are unable to have an internal succession plan, what's next? A common misconception is that there is some superstar out there just waiting for you to hire them and gradually buy you out. As they say, "if it were that easy everybody would be doing it." So the most likely situation is a sale or upstream merger.

If you decide to consider a sale or merger, how do you choose the right firm with which to affiliate? The most important attribute is cultural fit that offers the greatest continuity to the clients and staff. On the front end of the negotiation, spend a significant amount of time seeing

if you like the buyers and vice versa. If you don't trust and enjoy spending time with the principals of a successor firm, why would your clients? The majority of your clients have hired you because they were comfortable with your communication style and personality. They ended up staying with you because of trust and demonstrated competence.

The next thing that you should assess is how the successor firm operates. Are there gaps in client service philosophy? Are the billing rates compatible? Are the systems compatible? If not, what will it take to get them there? What about your employees? Are they going to be attractive to the successor? Please remember that a successor will be objectively looking at the talent and compensation. If there are long-time employees that for one reason or another are underworked or over compensated, this should be disclosed and discussed early. You should not expect a successor to inherit the situation.

In order to help ensure a smooth transition, make sure that adequate due diligence is done by both sides. You should expect that any potential successor will want to have a deep understanding of the services provided, the quality of those services, and the financial attributes of the practice. Both sides should be open and honest if there are some potential negative issues. Eventually, those will surface and it is better to get them out early, so you don't invest a significant amount of time and money only to find out there is a deal breaker towards the end. If the successor firm is going to have to make significant changes the clients will see, such as the level of staff that services them, fees, billing procedures, etc., the risks of poor retention issues increase.

You should also spend time discussing an integration plan. Remember the most important thing for all parties involved is client retention and satisfaction. It is imperative that both parties share in the ownership of making the clients happy. The way you present external or internal successors to your clients will drive success or failure. There should be minimal client attrition with a well thought

out integration plan. An ideal situation would be to transition relationships over a period of a couple of years, if possible. For details, read "Two Stage Deals," an article in the March 2006 issue of the Journal of Accountancy at www.journalofaccountancy.com/Issues/2006/Mar/TwoStageDeals. Under a two-stage deal, you work alongside and as a part of your successor firm for a specified period, so clients can become comfortable with the newly combined practice, and the successor can take necessary time to get to know the client base and their expectations while you are still around to help. The secret is to hold this out to clients

You should also spend time discussing an integration plan. Remember the most important thing for all parties involved is client retention and satisfaction. It is imperative that both parties share in the ownership of making the clients happy.

as the gain of the successor firm, not the loss of the original firm!

The last thing to address in a transaction is deal structure. Since you are dealing with an intangible asset, both sides would like to mitigate their risk. The extent to which deals are contingent on client retention varies considerably among transactions. When considering this element of a deal we like to see both sides highly motivated to make sure clients are retained and the practice is healthy and growing. Most retirement-motivated transactions will be structured over a number of years. It is also very common in multi-partner firms to limit the total amount that can be paid out in any year for partner retirement benefits. While most buyers and sellers want to focus on

the multiple a practice is sold for, we need to remember that multiple is the effect. The causes include how much money is paid upfront, how long the payout and retention period is, and the profitability of the transaction, which includes the tax treatments of the payments. An overly simple, yet realistic approach is: the less money upfront, longer payout and retention periods, higher profitability in the deal structure, higher the multiple, and of course the opposite is true as well.

Internal sales are also based on a multiple. Larger firms normally use a multiple of compensation, typically two to three times the average annual compensation for a partner, paid out over eight to ten years. Smaller firms tend to buy out partners based on a multiple times their equity in the firm, which is typically from .5X to 1X, again paid out over time.

Here is a litmus test to ensure your buyout formula works. Take the retiring partner's compensation and subtract from that the cost of their replacement labor, if any, and the retirement payments. If the sum is a positive number, the purchase price is self funding. If the sum is a negative number, this is likely an unworkable plan, since there isn't an incentive to buy you out if they make less money.

An effective succession plan should allow an owner or retiring partner the opportunity to monetize their asset, make the successor successful and, if applicable, allow for future leaders to develop and perpetuate the cycle.

Joel Sinkin (jsinkin@transitionadvisors.com) is the President and Mark Basinski is a partner (mbasinski@transitionadvisors.com) of Transition Advisors, LLC, which exclusively consults with CPA firms on managing owner transition through succession and merger & acquisition strategies and related consulting services. They teach CPE nationally for state and national accounting associations, have consulted on hundreds of accounting firm M & A transactions and succession plans, and published books and articles nationally. You can reach them at (866) 279-8550 or at www.transitionadvisors.com.



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Take advantage of your chance to win an Amazon gift card!

You should have received your WSCPA membership renewal invoice in April. The invoice covers membership from June 1, 2012-May 31, 2013. To maintain your membership, your renewal must be received no later than June 1.

The WSCPA will hold drawings for \$300 Amazon gift cards. The sooner you renew, the more opportunities you have to win big.

1. Renew your membership by *midnight May 15* and be entered into two drawings.
2. Renew your membership by *midnight June 1* and be entered into one drawing.

Have you recently moved, changed employers or changed your e-mail address? If you answered "yes" to any of these questions, please update your contact information with the WSCPA. Make changes at www.wscpa.org (click "Update Profile") or e-mail changes to memberservices@wscpa.org.

As an extra bonus, if you *renew your membership and update your membership profile by June 1*, you will earn an extra entry into the drawing for a \$100 Amazon gift card.

If you are currently unemployed or on leave for family or medical reasons, contact the WSCPA Membership Services Administrator to determine if you qualify for a special rate. Call (800) 272-8273, Ext. 1142 (toll-free in Washington) or (425) 586-1142. The Society wants to help you maintain your membership through your difficult circumstances.

Thank you in advance for your prompt renewal and for your continued membership in the WSCPA!

Take advantage of your WSCPA member benefits!

To review WSCPA member benefits, go to www.wscpa.org (click "Membership," then "Member Benefits").



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If your firm is currently enrolled in the WSCPA Find a CPA Referral Service, it is almost renewal time! The cost of the enrollment is still just \$175—less than 50 cents per day—and covers your listing through June 30, 2013. Look for your firm's renewal in early June.

If your firm is not currently enrolled and you are looking for ways to build your client base, look no further than the WSCPA Find a CPA Referral Service. The WSCPA referral service is a great source of new clients looking for services in industries that match your firm's expertise. Rather than using directory assistance to find a CPA, potential clients feel comfortable about their referral from the WSCPA because they are able to view information about services offered by your firm. To find out more about the service or to enroll call Jennifer Ayoub, Membership Services Administrator at (800) 272-8273, Ext. 1142 (toll-free in Washington) or (425) 586-1142 or e-mail jayoub@wscpa.org.

Membership Notice

The membership of Lance K. Mertz of Tacoma has been terminated in accordance with paragraph 11.2 of the WSCPA bylaws following the revocation of his individual and firm licenses by the Washington State Board of Accountancy.



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May 3 Hyatt Regency, Bellevue (NP20)
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Committee Spotlight

Free Resource: Feedback on Financial Reports



Are the financial reports you are issuing in accordance with GAAP, OCBOA, GAAS, and GAGAS?

Ten reasons to submit post-issuance financial statements:

1. The service is free.
2. Everyone can use a second set of eyes.
3. The service is confidential.
4. The service is particularly useful for sole practitioners (see #3).
5. Can highlight peer preferences on formatting and other presentation issues.
6. Keeps you aware of practitioner risks from new and changing standards.
7. Sharpens skills for future engagements.
8. Highlights potential trouble spots.
9. Prepares you for Peer Review or State Board QAR.
10. Keeps you current on the latest standards.

The WSCPA Financial Statement Review Committee meets the third Friday of every even month, (excluding February). You can submit up to two redacted statements per year, which are forwarded to the committee for review and comments returned within two weeks of the meeting.

If you are interested in joining the committee and helping the profession in this way, go to www.wscpa.org (click "WSCPA Community," then "Committees," "Financial Statement Review Committee"). Click on "Sign up Today" on the Committees page.

For more information, contact Sharon Olene-Marander at (425) 586-1138 or smarander@wscpa.org.

Building Relationships for Your Professional Network—

One of your most valuable **WSCPA** member benefits!

Whether you are looking for your next job, new clients or assistance with a current one, your WSCPA membership can help you. By using your WSCPA membership to build your professional network today, you will have the resources ready when you need them.

Networking is easier than you think and the WSCPA offers several ways for you to get connected:

"Research tells us that between **60-80%** of jobs are found through personal relationships."¹

Committees

Connect with other WSCPA members who share in your area of interest. The new committee year starts in June. Now is a perfect time to join. Meetings are held monthly and can be attended remotely.

www.wscpa.org
(WSCPA Community > Committees)

Chapters

Attend monthly meetings and meet WSCPA members in your community, all while receiving a few hours of CPE at a reasonable price.

www.wscpa.org
(WSCPA Community > Chapters)

Networking Events

Join your peers at fun social networking events and make connections while enjoying games, appetizers and beverages. The events this year are taking place at all new locations. The WSCPA Golf Tournament, a popular annual networking event, will be held June 11.

www.wscpa.org
(WSCPA Community > Member Events)

CPE

Use CPE as an avenue for networking. During lunch take the time to talk to others in class and make new connections.

www.wscpa.org/cpe/catalog

Conferences

Earn CPE while networking with other professionals who share your interest. Whether over lunch, during breaks, or during receptions held at two-day conferences, the WSCPA has built in the opportunities you need to make connections at conferences. Learn more on page 30.

www.wscpa.org/conferences

Social Networking

LinkedIn, Facebook, Twitter—the WSCPA is active on all these popular social networking sites. Join now and start engaging with other WSCPA members through social networking.

www.wscpa.org
(WSCPA Community > Networking)

For details about these opportunities please visit www.wscpa.org or contact Jennifer Ayoub, Membership Services Administrator, (425) 586-1142 or jayoub@wscpa.org.

¹ John Bennett, director of the Master of Science and executive coaching and assistant professor of behavioral science at the McColl School of Business at Queens University of Charlotte, "It's All About Who You Know: Networking to Get a Job," FOXBusiness, April 25, 2011, <http://www.foxbusiness.com/personal-finance/2011/04/25/know-networking-job/>.



Annual Meeting

June 7, 2012 | 7:30 - 9:00 am
WA State Convention Center, Seattle



Featuring
David M. Walker
*Former Comptroller General
of the United States*

Take advantage of this opportunity to hear Mr. Walker speak on: **Seeing Through the Smoke: The Federal Budget, Fiscal Sustainability, and Tax Reform.**

David M. Walker served as Comptroller General of the United States and head of the Government Accountability Office (GAO) from 1998 to 2008. Appointed by President Bill Clinton, his tenure as the federal government's chief auditor spanned both Democratic and Republican administrations. While at the GAO, Walker embarked on a Fiscal Wake-up Tour, partnering with the Brookings Institution, the Concord Coalition, and the Heritage Foundation to alert Americans to wasteful government spending. Walker left the GAO to head the Peterson Foundation.

LOCATION

Washington State Convention Center
800 Convention Place, Seattle, WA 98101

Unable to attend the meeting in Seattle? View the webcast!

CPE 1 technical credit

CODES Annual Meeting AM
Webcast WAM

REGISTRATION WSCP Member Fee \$30
Includes CPE, breakfast, and free parking.

IFRS Update for CPAs in Industry

June 29, 2012 | 8-11 am & 1-4 pm
WA State Convention Center, Seattle



Featuring
Peter A. Margaritis,
CPA, CGMA
*Entertaining and Nationally-
recognized IFRS Instructor*

CPAs who take the time to add an understanding of IFRS to their toolkit will be able to take advantage of significant opportunities now and into the future.

During these sessions, Peter Margaritis will:

- Discuss the current status of the IASB and FASB convergence projects.
- Summarize the specifics as it relates to the Big Three convergence projects.
- Discuss the current position of the SEC as it relates to the implementation of IFRS.
- Describe some of the differences between IFRS and US GAAP.

Prior to each session attendees will hear a brief introduction from Jim Ladd, CPA, CGMA, on the importance of CPAs in industry and the new CGMA credential.

LOCATION

Washington State Convention Center
800 Convention Place, Seattle, WA 98101

CPE 3 technical credits

CODES AM session IFRSU01
PM session IFRSU02

REGISTRATION WSCP Member Fee \$50

IFRSU01 includes a hot breakfast buffet. IFRSU02 includes a networking reception (with food and drinks).

What's in a Name/Degree/Credential... and Advocacy

By Judy Love, WSCPA Director of Advocacy

When I was in grad school, my small cohort group of twelve often responded to just about every question our increasingly exasperated professors posed by shouting out, “42!” This, as many of you may know, is the answer to the Ultimate Question of Life, the Universe and Everything from “The Hitchhiker’s Guide to the Galaxy.” Thus we believed it must certainly apply to the study of Organization Development. However, it often turned out that the more acceptable and realistic answer was, “It depends.”

“It depends” was definitely the answer to a question a WSCPA member posed recently about how to list certifications and titles in sequence on a business card. She will be completing her MBA soon and wanted to know in which order to list MBA and CPA. A number of Internet sources seem to indicate that for purposes of a business card, professional designations come first, then academic ones, unless the academic credential is more important for your job. For instance, if someone is a consultant, the MBA could be listed before the CPA if the person feels the MBA says more about their skills. So for most WSCPA members, CPA would come first, then other professional credentials and then academic credentials.

Membership organizations tend to display first whatever credential or license they support. The WSCPA lists CPA first for all members, regardless of additional certifications or degrees — Jane Doe, CPA, CFE, CGMA. The many WSCPA members who are also members of the Association of Certified Fraud Examiners (ACFE) are listed by that organization as John Doe, CFE, CPA.

With the advent of the CGMA (Certified Global Management Accountant) credential offered to qualified members of the AICPA with management experience, CPAs will have one more set of letters to add to the mix. That credential, along with any other credentials or degrees,



A number of Internet sources seem to indicate that for purposes of a business card, professional designations come first, then academic ones, unless the academic credential is more important for your job.

will be displayed based on the order in which WSCPA members list them in their member profile.*

CPA is a license, not just a certification, which is why it tends to be placed before other credentials. General practice is that advanced degrees come first, then licenses, then professional certifications in the order someone considers them most important. For example, a lawyer-CPA would ordinarily use JD, CPA because the JD is an advanced degree. But if you choose to emphasize your CPA skills you may want to put that one first. An MBA CPA would be displayed in that order because the MBA is an advanced degree. In general, however, “it depends” may be the most definitive answer. People may choose whatever best fits their situation.

When deciding what to put on a business card, keep in mind that the card is not intended to be a resume. Therefore,

listing the credentials that are pertinent to the job at hand and the primary audience for that card makes most sense.

*To update your member profile: Once you have logged in to the WSCPA website, www.wscpa.org, your own personal homepage is the first page that appears. “Need to update your profile information? Click here” is the first item on that page, in the top left corner. You might be surprised to see there are a number of areas in your profile that could use some updating. One WSCPA Board member had such a reaction recently while adding CGMA to her list of credentials and degrees. “Oh, my,” she wrote, “it looks like it’s been a long time since I have updated my profile. There are a lot of things that have changed.” Keep your profile current.

You can contact Judy Love at jllove@wscpa.org.



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Spotlight on Management Accounting

Business is in flux amid unprecedented economic, technological and social change. Across the world, organizations are racing to keep up with the pace of business, global competition and the increasing risks of day-to-day operations. As organizations focus on how they process and interpret these global forces, the role and responsibilities of the finance function are evolving as well. It's no surprise that now, more than ever, organizations rely on management accountants to apply non-financial, qualitative information along with financial analysis to help make decisions vital to achieving sustainable growth.

CEOs want help “connecting the dots” to communicate a clear picture of how the organization is running and where the opportunities are. Increasingly, CPAs in business, industry and government have taken on these responsibilities and become key players in shaping their organizations’ futures and continuing success.

What is Management Accounting?

Management accounting is a discipline

at the intersection of finance and strategy. It combines quantitative and qualitative data to guide more informed decision making and drive long-term business success. It brings together financial accounting—reporting financial performance, understanding the framework of financial laws, standards and regulations and providing a compliance perspective—and strategy—managing business opportunities, providing a framework of solutions and best practices and guiding decisions. This means management accountants are equipped to shape both short- and long-term strategy, provide key insight throughout the decision-making process and maintain oversight and control of organizational capital and resource allocations.

The CPA as Management Accountant

Organizations have always leaned on CPAs to provide necessary financial information to meet stakeholder needs. CPAs performing management accounting functions build upon their foundation of objectivity and financial expertise to maintain a broad skill set touching on



Professional recognition of the work CPAs in business, industry and government do on behalf of organizations has taken a significant step forward with the introduction of a new designation, the Chartered Global Management Accountant (CGMA).

areas such as R&D, production, marketing, human resources and logistics. In many instances, an industry-specific knowledge of regulations, markets and common tactics are added to the mix. This broadened knowledge base, plus the ability to present and communicate information to stakeholders—who often are not finance experts—uniquely position CPAs as management accountants.

“I think that we all believe that whether you are by background an accountant, a finance major, an economics major, whatever your background is, that you need to be less siloed, and you need to be a broad thinker,” said Arnold Hanish, chief accounting officer and vice president, Eli Lilly & Co. “...So communication skills are critical. Being able to translate complex issues into simplistic terms where non-financial people can understand what you’re saying is critical.”

Introducing the CPA, CGMA

Professional recognition of the work CPAs in business, industry and government do on behalf of organizations has taken a significant step forward with the introduction of a new designation, the Chartered Global Management





What are the Best Strategies for Investing and Retirement Planning?

By Amy O'Donnell, WSCPA Financial Literacy Program Manager

As a CPA, your clients, friends and family probably have asked you this question: What are the best strategies for investing? There is no one plan that fits everyone and you don't want to answer such a pointed question outside of a professional relationship. However, you can share the following resources to help people understand the basics of investing, assess their risk level, and find accurate information.

Resources for Investing Basics:

- The Washington Department of Financial Institutions: Alerts and tools on fraud, along with investor education tools that are free to the public and can be downloaded at: http://dfi.wa.gov/sd/investor_education.htm
- Kiplingers: Information on the basics of investing, recommendations on investment funds and stocks

- FINRA (Saveandinvest.org): Information to protect your assets and spot signs of fraud, weekly newsletter on trends and new scams for investors, toolkits to make community presentations on investment fraud and scams
- AICPA's 360 Degrees of Financial Literacy: Information on retirement planning basics and investor education
- AICPA's 360 taxes: General tax information for retirement planning

Resources for Business Owners:

Along the same lines of an individual retiring, business owners have extra steps in their retirement planning. The AICPA lays out 10 steps to help business owners move through that process:

1. Set retirement objective- what do you want to accomplish?

2. Determine whom you would like to benefit.
3. Gather data using employee census.
4. Determine dollars available to fund the plan.
5. Evaluate alternatives.
6. Review and evaluate options.
7. Select the retirement plan that best fits your company's needs.
8. Implement the plan.
9. Discuss the plan with appropriate employees.
10. Monitor the progress of the plan, at least annually.

Learn more in the Business section at www.360financialliteracy.org, where you can download a chart to share with your clients. Walking business owners through each level can help reduce the uneasiness that can accompany transitioning into retirement.

You can contact Amy O'Donnell at aodonnell@wscpa.org.

Accountant (CGMA). Complementing the U.S. CPA, the CGMA demonstrates that designees have the experience, skills and expertise to provide organizations with the information needed to optimize performance.

The CGMA has been established by the American Institute of Certified Public Accountants (AICPA) and the Chartered Institute of Management Accountants (CIMA) through a joint venture that collectively represents more than 550,000 accounting professionals and students throughout the world. Together, the AICPA and CIMA are working with employers and influencers around the

world to increase awareness of what management accountants do to drive successful business performance.

"Leveraging the strength of CPAs and expanding awareness of their role in organizations worldwide, the CGMA will showcase designation-holders' management accounting expertise and serve as a complement to the knowledge, skill set and commitment to the code of conduct CPAs already have," said Barry Melancon, CPA, CGMA, president and CEO of the AICPA.

An Opportunity for Members

The CGMA is available to regular

(voting) members of the AICPA who meet the qualifying requirements. Members of the WSCPA who also are eligible members of the AICPA, can experience the many resources designed to build their skills and knowledge for a free introductory period through July 31, 2012. Visit www.cgma.org for thought leadership papers, access to a global community and a career toolkit to help you promote your CGMA.

For information about the CGMA and to find out if you qualify, visit cgma.org, or contact Judy Love at jlove@wscpa.org or (425) 586-1130. Printed with permission of AICPA.

Peer Review

Opens the Door for Great New Opportunities

Now is the perfect time to become a peer reviewer! With more than 32,000 firms participating in the Peer Review Program, demand for your skills in this important professional program has never been higher.

When you become a peer reviewer, you'll gain valuable knowledge, expertise and exposure and quickly earn the respect of your peers. Ensure the quality of accounting and auditing services and uphold the integrity of our profession—apply now to take on this highly respected role.

Benefits of Being a Peer Reviewer

Being a peer reviewer will open doors to incredible opportunities. Peer review services will enhance your knowledge of professional standards. In addition, your work as a peer reviewer will enable you to provide better service to your own clients by offering you a venue to observe and understand the best techniques of other accounting firms.

When you become a peer reviewer, you'll:

- Be seen as an expert, gaining the respect of your peers.
- Identify the best practices of other firms and apply them at your firm.
- Use what you learn from other firms to sharpen your own skills and reinforce your accounting and auditing knowledge.
- Often receive referrals for additional services as a result of performing peer reviews.
- Be of benefit to the accounting profession.
- Develop an additional profit center for your firm.

To qualify as a peer reviewer you must:

- Be an AICPA member in good standing.
- Be active in public practice at a supervisory level in the accounting or auditing function.
- Have 5 years of public accounting experience.

In addition, if you are a partner in your firm, you are qualified to be a team captain.

For a complete list of peer reviewer requirements and to obtain more information about the Peer Review Program, visit www.aicpa.org/InterestAreas/PeerReview/Community/Pages/PeerReviewer.aspx, e-mail BecomeAReviewer@aicpa.org or call (919) 402-4502.

Enhance your skills, your market positioning, your practice and our profession. Become a peer reviewer today!

ISO Certified

0322-392

Share Your Expertise: Become a Peer Reviewer for the Washington Society of CPAs

By Julie Phipps, WSCPA Manager of Professional Standards

The AICPA Peer Review Program offers the opportunity to share your expertise with other CPAs in Washington. As an AICPA reviewer, you may choose your own schedule and rate of payment. When you meet the requirements on these two pages, you can become a reviewer right away!

Reviewer Requirements:

- You are a licensed CPA with a firm enrolled in the AICPA Peer Review Program or the National Peer Review Program, and your firm has received a pass/unmodified report on its system of quality control or pass/unmodified report on its system or engagement review.
- You possess current knowledge of applicable professional standards.

- You have participated in the two day "How to" course (see course info below).
- You do not have restrictions from a regulatory, monitoring or enforcement body on your ability to practice public accounting or auditing.

When you meet the requirements on these two pages, you can become a reviewer right away!

Interested in Becoming a Peer Reviewer?

If you meet the Reviewer Requirements and would like to become an AICPA peer reviewer, or have questions, please contact me at (425) 586-1132, (800) 272-8273, Ext. 1132, or e-mail peerreview@wscpa.org.

"I have found multiple benefits to being involved in the peer review process. I have been doing peer reviews for about seven years, and this background helped significantly when I joined a local firm and started an audit practice with them. Peer reviews are now a valuable piece of our practice. They show us first hand other firm's best practices, and the process is a great reminder of current technical changes."

Abby Sanders, CPA,
Petersen CPAs and Advisors PLLC

2012 Peer Review Seminars

WSCPA Learning Center, Bellevue, WA

June 12, 2012

Upcoming Peer Review: Is Your Firm Ready?

Find out how to prepare for your next review, and what can be done on a daily basis to create strong quality control. (Code SNPR)

June 13-14, 2012

How to Conduct a Review Under the AICPA Practice Monitoring Program

Are you interested in making the transition from auditor to reviewer? Head out on the right path with this two-day, 16-credit course. (Code HCRPM)

For more information or to register, visit www.wscpa.org or call (425) 644-4800, (800) 272-8273 (toll free in WA).

OSCPA Center, Beaverton, OR

June 25, 2012

Upcoming Peer Review: Is Your Firm Ready?

Find out how to prepare for your next review, and what can be done on a daily basis to create strong quality control. (Code #08445)

June 26, 2012

Advanced Workshop: Practical Guidance for Peer Reviewers by AICPA

This interactive workshop reinforces and improves reviewers' understanding of various topics including risk assessment and its documentation, monitoring requirements and difficult reporting issues. (Code #08449)

For more information or to register, visit www.orcpa.org or call (503) 641-7200.

Washington CPA Foundation: A Year in Review

By Kimberly Scott, CAE, Executive Director, Washington CPA Foundation

This year was a successful year for the Washington CPA Foundation, thanks to incredible trustees, inspired ideas, and generous contributors.

A couple of years ago, the trustees, acknowledging the sharp increase in tuition, set a goal to increase all scholarships to \$3,000. They also aimed to increase the total amount of scholarship dollars awarded, and to establish and present a financial literacy grant. In all areas they have succeeded.

Named Scholarships

This program is the inspiration of Joe Sambataro, a Foundation Trustee. Through this program a company or individual can name one of the scholarships awarded that fiscal year by making a \$3,000 donation. Thanks to Joe, the very first named scholarship is the **Sambataro Family Foundation Accounting Scholarship**. This year we are proud to add (and award):

- Ernst & Young LLP Accounting Scholarship
- Moss Adams LLP Accounting Scholarship
- KPMG LLP Accounting Scholarship
- PwC Accounting Scholarship
- Shimer Family Scholarship
- True Blue Accounting Scholarship
- Wells Fargo Accounting Scholarship

These add to the two memorial scholarships that are awarded every year.

- The George Waterman Memorial Scholarship
- The Roy J Polley Memorial Scholarship

Foundation Video

Because many WSCPA members were unaware of the Washington CPA Foundation's purpose or activities, Bob Cole suggested that the Foundation create a video to tell the story of how the Foundation makes dreams come true. You may have watched the professional, four-minute video at a conference or class you attended last fall. You can also view it at www.wscpa.org/Content/foundation.aspx.

Financial Literacy

The first recipient of a financial literacy grant is the Financial Education Public Private Partnership (FEPPP). This group, comprised of representatives from the legislature, OSPI, educators and private organizations, works to bring financial education into classrooms in Washington State. The grant will help fund a program to bring financial education curriculum and tools to educators in our state.

Leadership Circle

The list of Foundation contributors between \$250 and \$2,500 increased this year. This group of supporters is instrumental in ensuring the mission of the Foundation can be effectively carried out.

Other Scholarships

The Northwest Accounting Educators association donated \$10,000 to the Foundation to be awarded to community college students transferring to four-year universities in pursuit of the CPA designation. This contribution funds up to five \$2,000 scholarships, three of which were awarded this year. The remaining scholarships will be awarded as qualified applications are received.

If you would like to learn more about the Foundation, I welcome your e-mails



Learn more!

Find out how Washington CPA Foundation scholarships make dreams come true.

www.wscpa.org
(WSCPA Community > WA CPA Foundation)

and phone calls, or you can read more at www.wscpa.org under the WSCPA Community section. You can also learn more about the highly-qualified and inspirational students the scholarships support at www.discovercpa.org.

You can easily contribute to the Washington CPA Foundation when you renew your membership, or directly through the website. Every contribution helps make dreams a reality.

You can contact Kimberly Scott at kscott@wscpa.org or (425) 586-1108.

Taking Advantage of the Windows 7 User Experience

By K2 Enterprises

The Aero user experience is the default experience established in Windows 7 for those computers able to take advantage of it. Among the key characteristics of the user interface are large buttons on the Taskbar, Jump Lists, Live Preview, the Action Center, and the ability to launch programs from the Search Box.

Located at the bottom of the window, the Taskbar allows users to launch programs quickly, without going to the Start menu. You can add applications quickly to the Taskbar by right-clicking on an application in the Start menu and choosing Pin to Taskbar (Figure 1).

One of the features associated with the Taskbar is that of Jump Lists. A Jump List is simply a menu of recently used documents associated with an application. To see a Jump List for any application, simply right click on the icon for that application. To open a document on a Jump List, click on that document in the Jump List and the application will open, along with the document. A document can be “pinned” to a Jump List by clicking the push pin to the right of the document name (Figure 2). Doing so ensures that the document stays on the Jump List. To unpin a document, just click on the pushpin again.

Live Preview is yet another feature associated with the Aero user experience and the Taskbar. With Live Preview, users only need to hover their mouse over an icon on the taskbar and thumbnail images of all documents currently open under that application appear. To see full size images, just move your mouse over one of the thumbnails. Clicking one of the thumbnails makes that the active window.

From the Action Center, which is accessible by clicking the Flag icon (Figure 3) in the Notification Area, you can access all items requiring your attention, and key Security and Maintenance settings, without having to go to the Control Panel.

Windows 7 offers a number of keyboard shortcuts to enhance end-user

productivity. For instance, with multiple windows open, simply click on the title bar of a window, shake it back and forth with your mouse, and all other windows immediately minimize. Shake again, and all other windows immediately reappear in the same location and at the same size.

To maximize a window, click and drag it to the top of the screen. To cause a window to occupy exactly the right half of the current monitor, execute a Windows key + right arrow keyboard shortcut. To have it occupy exactly the left half of the current monitor, execute a Windows key + left arrow keyboard shortcut.

Search features in Windows 7 are

(Figure 4) and all editions of QuickBooks, along with all files containing the phrase “QuickBooks” appear in the results. Double-clicking on the instance you wish to work with opens the application.

To change your user experience in Windows 7, right click anywhere on the desktop and choose Personalize. From the Personalization menu, you can choose from among predefined themes, modify existing themes, or create your own.

This article provides some highlights of the new user experience in Windows 7. Of course, the best way of learning is to jump right in to Windows and begin exploring for yourself.



Figure 1 - Pin a program to the Taskbar

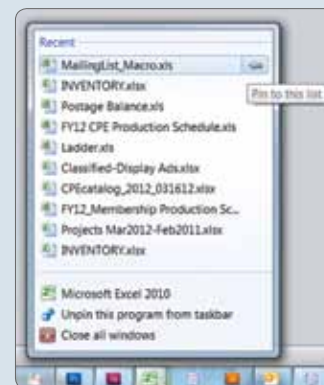


Figure 2 - Pin a document to a Jump List

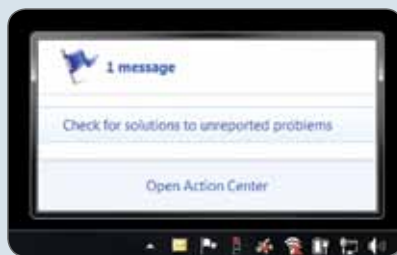


Figure 3 - Action Center

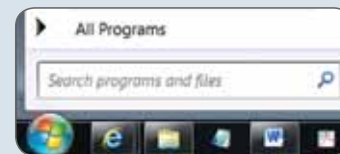


Figure 4 - Search box

quite strong. One way of using search is to launch applications. For instance, if you wanted to launch a version of QuickBooks that was not immediately visible from the Start menu, just begin typing QuickBooks in the search box

View a video demonstration of this tip at www.tinyurl.com/k2tips82.

K2 Enterprises provides WSCPA members with CPE courses on technology topics. Visit the CPE/Event Catalog at www.wscpa.org for a schedule of courses.



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CPE Digest

Did You Know...?

Did you know in May of 2010 the IRS issued CCA 201021050? This memorandum requires registered domestic partners (RDPs) and same-sex married couples (SSMCs) domiciled in Washington, California and Nevada to split community income between their separately filed U.S. individual income tax returns. (View the IRS memo at www.irs.gov/pub/irs-wd/1021050.pdf.)

To learn more about these new standards, how to prepare tax returns and discuss tax-planning opportunities for RDPs and SSMCs, please register for this WSCPA course, offered in June and August. Register at www.wscpa.org/cpe/catalog or call (425) 644-4800, or (800) 272-8273 (toll-free in Washington).

Taxation of Washington Registered Domestic Partners and Same Sex Married Couples

Dates	June 14	August 22
Codes	RDP01	RDP02
Location	WSCPA Learning Center, Bellevue	
CPE	8 credits	

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Washington).

*When purchased by June 30, 2012.
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June 30.



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June 30!

Emerging Leaders CONFERENCE

PRESENTED BY **Microsoft**



REGISTRATION FEES (CODE: ELC03)

WSCPA Member Fee \$275

Standard Fee \$350

Includes continental breakfast and lunch

PLUS ... Free parking!

CPE Earn up to 8 credits (7 non-tech)

May 11, 2012 | 8:30 a.m. - 5:10 p.m.
Microsoft Campus - Bldg #92, Redmond, WA

Prepare for a learning experience that will inspire you! At the Emerging Leaders Conference, you will obtain the critical knowledge and tools required by today's marketplace to become an influential leader. Connect with tomorrow's leaders and get practical advice from acclaimed experts and highly successful speakers. Register today at www.elcwscpa.com!

- Leadership and Developing Your People
- Career Path Panels
- Convergence: Opportunities for Emerging Leaders
- Managing Generational Differences to Enhance Communication and Collaboration
- The Art of Translation: Meaningful Communication with Non-Financial Professionals
- Leading with Emotional Intelligence
- How to Make the Jump: Six Attributes of Great People and Business Developers
- Greater Health=Greater Success



International Tax CONFERENCE

REGISTRATION FEES (CODE: INTC)

WSCPA Member Fee \$260

Standard Fee \$335

Includes continental breakfast and lunch

PLUS ... Free parking!

CPE Earn up to 8 technical credits/6.5 CLE credits

May 14, 2012 | 8:00 a.m. - 4:15 p.m.
Bell Harbor International Conference Center
Seattle, WA

The International Tax Conference will explain the new laws, rules and trends affecting your international tax practice. Recognized experts in this field will share practical information that CPAs, tax advisors, attorneys, financial officers and other tax professionals need to know to advise clients in today's global economy.

- Overview of International Taxation
- PFICs: the Details, the Pitfalls, the Solutions, and the Reporting
- IRS Offshore Compliance and FATCA Reporting Requirements Update
- Use of Partnerships in International Joint Ventures
- The EB-5 Program: When is it a Good Option for Your International Clients or Projects?
- Canadian Cross Border Issues
- Recent Developments in International Tax

Learn more...

Find conference details (schedules, speaker bios and more) and register at www.wscpa.org/conferences.



Other conferences coming soon:

Aug 16 Farm Tax Conference
Sep 5-6 Northwest Accounting Educators
Conference
Oct 29-30 Pacific Tax Institute

Nov 1 Accounting & Auditing Conference
Nov 8-9 Pacific NW Construction
Industry Conference
Nov 15-16 Not-for-Profit Conference

Conference sponsorship opportunities available.

Learn more at www.wscpa.org or call (425) 644-4800 for details.

New!

Healthcare CONFERENCE

CO-SPONSOR



May 18, 2012 | 8:00 a.m. - 4:20 p.m.
Meydenbauer Center, Bellevue, WA

Stay aware of regulations, reform and best practices in the healthcare industry with this new conference.

General Sessions

- Health Care: Where are We Headed and How Should We Plan for the Future?
- The Path Toward Value-Based Health Care
- Construction and Expansion in These Ever Changing Times: An Interactive Case Study
- Recent Developments in Fraud and Enforcement

Concurrent Sessions

- Preparing for OCR Investigations and Audits
- ICD-10 Readiness and Impacts
- Health Insurance Exchange

REGISTRATION FEES (CODE: HCC)

WSCPA & AHIA Member Fee \$295
Standard Fee \$370

Includes continental breakfast and lunch

PLUS ... Free parking!

CPE Earn up to 8 technical credits

**WEB
CAST**

REGISTRATION FEES (CODE: WEBHCC)

WSCPA & AHIA Member Fee \$220
Standard Fee \$295



Washington State Tax CONFERENCE

May 21, 2012 | 8:30 a.m. - 4:40 p.m.
Bell Harbor International Conference Center
Seattle, WA

Explore and examine the essential tax topics for 2012.

- National Sales Tax Initiatives
- Washington Tax Developments
- Paymaster and Flow-Through Issues Impacting Business and Occupation Tax
- The Department of Revenue's Tax Policy Decision Process

- Washington Economic Forecast
- Tax Implications of Buying and Selling a Business
- City Tax Simplification
- Washington Department of Revenue Audits
- Multistate Tax Update

REGISTRATION FEES (CODE: WSTC)

WSCPA Member Fee \$260
Standard Fee \$335

Includes continental breakfast and lunch

PLUS ... Free parking!

CPE Earn up to 8 technical credits

**WEB
CAST**

REGISTRATION FEES (CODE: WEBWSTC)

WSCPA Member Fee \$220
Standard Fee \$295

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WSCPA Member Fee \$300
Standard Fee \$375

Includes continental breakfast and lunch

PLUS ... Free parking and networking wine reception!

CPE Earn up to 8 credits (7 non-tech)

June 15, 2012 | 8:00 a.m. - 4:15 p.m.
Bell Harbor International Conference Center
Seattle, WA

Women at all career stages will walk away from the Women's Leadership Summit inspired and equipped with practical tools. Connect with other professionals, both current and future leaders. Hear from some of the nation's top speakers, as well as phenomenal local leaders. The sessions and speakers will motivate all. Register today at www.wlswsca.com!

- Break Your Own Rules: How to Change the Patterns of Thinking that Block Women's Paths to Power
- Personal Brand Workshop
- Panel: Investing in Your Own Career
- Effectively Leveraging Mentors and Sponsors for Career Growth
- Leadership Communication: A Simple Model for High Impact
- Panel: Work-Life Flexibility

EVENTS BY LOCATION

WSCPAs education and events scheduled for May-August 2012 are listed below, **chronologically by location**. If you are looking for a program in another location, it may be scheduled for later in the year. Using the online CPE/Event Catalog at www.wscpa.org/CPE/catalog, you can search by location.

2012-2013 EVENT SCHEDULE

To view the complete schedule of events through May 2013, refer to the CPE/Event Catalog at www.wscpa.org.

LEARN MORE

To view complete course details, please visit the CPE/Event Catalog at www.wscpa.org/CPE/catalog.

SUBJECTS

The main subject area is listed for each program.

A&A	Accounting and Auditing
CS	Consulting Services
EB	Employee Benefits
PFP	Estate/Financial Planning
Ethics	Ethics
GNP	Government / NFP
MG	Management
PD	Personal Development
SK	Specialized Knowledge
TAX	Taxation
TEC	Technology

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(425) 644-4800.

				Fees					
Date	CPE Credits		Course	Code <i>For more details, search by code at www.wscpa.org/cpe</i>	WSCPA Member Fee	Non-Member Fee	AICPA Member Discount	Facility	Subject
	#	Type							
Bellevue									
May 1	8		Fringe Benefit Planning for 2012 and Beyond, 8am-4pm	FRIN	275	350		WSCPA	TAX
May 2	8		A Practical Guide to Trusts, 8am-4pm	PGTT	275	350		WSCPA	TAX
May 3	0	▲	Hobnobbing at the Hyatt-Kickoff Event, 6-8:30pm	NP20	20	20		Hyatt Regency Bellevue	PD
May 7	8		More QuickBooks for the Accounting Professional, 8am-4pm	COMQB06	240	315		WSCPA	TEC
May 7	8		The Complete Controller: Five Heroic Skills to Transform the Company, 8am-4pm	LAHF	275	350		WSCPA	MG
May 8	8		Advanced Excel, 8am-4pm	COMEX18	240	315		WSCPA	TEC
May 8	8		Budget War Negotiations? How to Facilitate Agreements for Greater Success, 8am-4pm	BBBN	275	350		WSCPA	MG
May 9	8		Introduction to Access, 8am-4pm	COMAC01	240	315		WSCPA	TEC
May 10	8		Introduction to SQL Statements, 8am-4pm	COMSQ02	240	315		WSCPA	TEC
May 11	8		Cash Flow Planning & Management with Excel, 8am-4pm	COMEX19	240	315		WSCPA	TEC
May 15	8		Innovative Solutions to Real-World Problems for Today's Financial Professional, 8am-4pm	ISFP	275	350	-30	WSCPA	MG
May 16	8		Expanding the Role and Influence of CPAs in Organizations, 8am-4pm	ERI	275	350	-30	WSCPA	MG
May 17	8		Trusted Business Advisor Workshop II, 8am-4pm	TAW2	349	449		WSCPA	MG
May 17	1.5	S ●	Entrepreneurship and Succession Planning for the CPA Practitioner, 7:15-9am	CHBA09	30	35		Red Lion Bellevue Inn	SK
May 18	8	◆	Healthcare Conference, 8am-4:20pm	HCC	295	370		Meydenbauer Center	SK
May 21	8		Excel Visual Basic Macros, 8am-4pm	COMEX20	240	315		WSCPA	TEC
May 21-22	16		IFRS Essentials with GAAP Comparison: Building a Solid Foundation, 8am-4pm	IFRS02	475	590	-60	WSCPA	A&A
May 22	8		Importing/Exporting Data with QuickBooks, 8am-4pm	COMQB07		315		WSCPA	TEC
May 23	8		Using Outlook as a Personal Information Manager, 8am-4pm	COMOU	240	315		WSCPA	TEC
May 23	8		FASB Review: Common GAAP Issues Impacting All CPAs, 8am-4pm	FRU	275	350	-30	WSCPA	A&A
May 24	8		Advanced Employee Benefit Plan Topics, 8am-4pm	AEMP	275	350	-30	WSCPA	A&A
May 30	8		Compilation and Review Standards Update and Review by Walter Haig, 8am-4pm	CRUR08	305	380		WSCPA	A&A
May 31	8		GAAP Update and Review for Small and Medium-Sized Entities (SMEs) by Walter Haig, 8am-4pm	GURSME07	305	380		WSCPA	A&A
Jun 5	8	Y	Gary Zeune's Guide to the 30 Biggest Fraud Risks for 2012, 8am-4pm	RISK2012	285	360		WSCPA	A&A
Jun 5-7	24		Staff Training Beginning in Charge, 8am-4pm	STP3A	785	900		WSCPA	A&A
Jun 6	8	Y	Gary Zeune's Guide to Compilations, Reviews, and Audits: New Requirements for 2012, 8am-4pm	CRA2012	285	360		WSCPA	A&A
Jun 7	4		Gary Zeune's - When CPAs Make the Headlines, 8-11:30am	GZH401	150	185		WSCPA	SK
Jun 8	4	E	Ethics Training for CPAs in Washington by Thomas Neill (WA State Requirement), 8-11:30am	CENRW401	185	220		WSCPA	Ethics
Jun 12	8		Upcoming Peer Review: Is Your Firm Ready? 8am-4pm	SNPR	285	360	-30	WSCPA	A&A
Jun 13-14	16		How to Conduct a Review Under the AICPA Practice-Monitoring Program, 8am-4pm	HCRPM	485	600	-30	WSCPA	A&A

◆ New | ✱ non-tech credits | E Ethics credits | ◆ Conference | Y Yellow Book | C CFP | ● Chapter event | ▲ Networking Event | S Season Ticket and Coupons N/A

Date	CPE Credits		Course	Code <small>For more details, search by code at www.wscpa.org/cpe</small>	Fees			Facility	Subject
	#	Type			WSCPA Member Fee	Non-Member Fee	AICPA Member Discount		
Jun 14	8		Taxation of Washington Registered Domestic Partners and Same Sex Married Couples, 8am-4pm	RDP01	285	360		WSCPA	TAX
Jun 18	8		CSI: Taxes, 8am-4pm	CSI01	275	360		WSCPA	TAX
Jun 18	8		Small Business Internal Controls, Security and Fraud Prevention and Detection, 8am-4pm	ITCS	285	360		WSCPA	A&A
Jun 19	8		Excel Based Dashboards, 8am-4pm	EBD	285	360		WSCPA	TEC
Jun 20	8		Peachtree Accounting Software - Managing Businesses More Effectively, 8am-4pm	PAS	285	360		WSCPA	TEC
Jun 22	8		Audits of 401(k) Plans, 8am-4pm	AFKP	285	360	-30	WSCPA	A&A
Jun 26	4		What Board Treasurers Need to Know, 8-11:30am	WBTN01	110	110		WSCPA	A&A
Jun 26	8		A-133 Audits - Case Study - A Practical Approach to the A-133 Audit Process, 8am-4pm	A133CSY	285	360		WSCPA	A&A
Jun 28	8		Basis Calculations & Distributions for Pass-Thru Entity Owners Schedule K-1 Analysis, 8am-4pm	BCAD	290	365		WSCPA	TAX
Jun 29	8		Passive Activities & Rental Real Estate Income Tax Issues, 8am-4pm	PARE	290	365		WSCPA	TAX
Jul 9	8		Excel Functions, Tips, Tricks & Techniques, 8am-4pm	COMEXF01	250	325		WSCPA	TEC
Jul 10	8		Word Tips, Tricks & Techniques, 8am-4pm	COMWT01	250	325		WSCPA	TEC
Jul 16	8		Washington Tax and New Developments, 8am-4pm	WSTX01	285	360		WSCPA	TAX
Jul 17	8		Compilation and Review Standards Update and Review by Walter Haig, 8am-4pm	CRUR01	295	370		WSCPA	A&A
Jul 18	8		GAAP Update and Review for Small and Medium-Sized Entities (SMEs) by Walter Haig, 8am-4pm	GURSMEO1	295	370		WSCPA	A&A
Jul 23	8		New Taxwise Planning Strategies For Closely-Held Businesses (2012), 8am-4pm	TPCH	290	365		WSCPA	TAX
Jul 24	8		Fresh New Tax Planning and Compliance Ideas That Take Advantage of Recent Tax Acts and IRS Pronouncements (2012), 8am-4pm	NPRT	290	365		WSCPA	TAX
Jul 25	8		Larry Stein's Update On Tax, Estate and Asset Protection Planning Strategies for Your Wealthy, High-Income Clients, 8am-4pm	LSWC	290	365		WSCPA	TAX
Aug 1	8		Advanced Tax Update for Experienced Practitioners, 8am-4pm	ATU	275	350		WSCPA	TAX
Aug 2	8		Tax Update for Financial Executives, 8am-4pm	TUFE	275	350		WSCPA	TAX
Aug 3	8		Debt Related Tax Issues: Foreclosures, Short Sales and Cancellation of Debt, 8am-4pm	DRTI	275	350		WSCPA	TAX
Aug 6	8		Financial Statement Analysis: Basis for Management Advice, 8am-4pm	FSABM	285	360	-30	WSCPA	A&A
Aug 7	8		Advanced Controller and CFO Skills, 8am-4pm	ACCS	285	360	-30	WSCPA	MG
Aug 8	8		Statement of Cash Flows: Preparation, Presentation and Use, 8am-4pm	FCFS	285	360	-30	WSCPA	A&A
Aug 9	8		Accounting for Income Taxes: Applying SFAS No. 109/FIN 48: A Whole New Ballgame! 8am-4pm	AIT	285	360	-30	WSCPA	A&A
Aug 13	8		The Reid Technique of Interviewing and Interrogation, 8am-4pm	RTI	285	360		WSCPA	SK
Aug 14	8		Annual Accounting Update and Review for Accountants in Industry, 8am-4pm	AAUDI	285	360		WSCPA	A&A
Aug 14	8		Introduction to QuickBooks for the Accounting Professional, 8am-4pm	COMQB101	250	325		WSCPA	TEC
Aug 15	8		Excel Pivot Tables, 8am-4pm	COMEXP01	250	325		WSCPA	TEC
Aug 16	0	▲	Mingling at the Members' Reception- Bellevue Club, 6-8:30pm	NP02				Bellevue Club	PD
Aug 17	8		IFRS vs. US GAAP: The Differences That You Need to Know, 8am-4pm	IUGD01	285	360		WSCPA	A&A
Aug 22	8		Audit Efficiency under the Clarity Standards, 8am-4pm	SASEF	285	360		WSCPA	A&A
Aug 22	8		Taxation of Washington Registered Domestic Partners and Same Sex Married Couples, 8am-4pm	RDP02	285	360		WSCPA	TAX
Aug 23	8		Passive Activity Losses A-Z, 8am-4pm	PAL01	285	360		WSCPA	TAX
Aug 24	8		Inside the IRS - A Tour for CPAs, EAs and Accountants, 8am-4pm	ITI01	275	350		WSCPA	SK
Aug 24	4		Mysterious Interest & Original Issue Discount Rules, 12:30-4pm	MIO401	145	180		WSCPA	TAX
Aug 24	4		Unraveling the At Risk Rules, 8-11:30am	UAR401	145	180		WSCPA	TAX
Aug 27	8	C	Fiduciary Income Tax Returns - For 1041 Workshop, 8am-4pm	1041	295	370		WSCPA	TAX
Aug 27	8		Money Laundering - A Guide for CPAs, 8am-4pm	MLCPA01	275	350		WSCPA	SK
Aug 28	8	C	The Best Income Tax, Estate Tax, and Financial-Planning Ideas of 2012, 8am-4pm	IEFP	295	370		WSCPA	TAX
Chelan									
Jul 19-20	16		Accounting and Reporting Standards Annual Update and Review by Walter Haig, 8am-4pm	ARSUR01	525	640		Campbell's Resort on Lake Chelan	A&A

♦ New | ✕ non-tech credits | E Ethics credits | ♦ Conference | Y Yellow Book | C CFP | ● Chapter event | ▲ Networking Event | S Season Ticket and Coupons N/A

				Fees					
Date	CPE Credits	Course		Code	WSCPA Member Fee	Non-Member Fee	AICPA Member Discount	Facility	Subject
	#	Type		For more details, search by code at www.wscpa.org/cpe					
Coeur d'Alene									
Aug 23-24	16		Accounting and Reporting Standards Annual Update and Review by Walter Haig, 8am-4pm	ARSUR02	525	640		Coeur d'Alene Golf & Spa Resort	A&A
Fife									
May 16	2	S ●	Cloud Computing - How This May Affect You, 7:30-9:30am	CHPS09	20	20		Poodle Dog Restaurant	TEC
Kennewick									
Aug 16	8	◆	Farm Tax Conference, 8am-4pm	FARMC	230	305		Three Rivers Conv Center	SK
Kirkland									
May 16	2	S ●	FASB Accounting Standards Update for Leases, 7-9am	CHSV06	25	25		Marriott Courtyard - Totem Lake	A&A
Jun 13	2	S ●	Investment Planning in the Current Market Environment, 7-9am	CHSV01	25	25		Marriott Courtyard - Totem Lake	PFP
Olympia									
May 2	1	S ●	Lease Accounting, 12-1pm	CHOM07	25	25		Indian Summer Golf	A&A
May 18	0	S ●	NEW DATE:Wine Tasting at the Indian Summer Golf & Country Club, 5:30-9pm	CHOM04	30	30		Indian Summer Golf	PD
Jun 6	1	S ●	Estate Planning Update, 12-1pm	CHOM01	25	25		Indian Summer Golf	A&A
Port Townsend									
May 17-18	16		Accounting and Reporting Standards Annual Update and Review by Walter Haig, 8am-4pm	ARSUR04	525	640		Harborside Inn	A&A
Redmond									
May 11	8	◆ ✕	Emerging Leaders Conference, 8:30am-5:10pm	ELC03	275	350		Microsoft	MG
Seattle									
May 14	8	◆	International Tax Conference, 8am-4:15pm	INTC	260	335		Bell Harbor	SK
May 21	8	◆	Washington State Tax Conference, 8:30am-4:40pm	WSTC	260	335		Bell Harbor	TAX
Jun 7	1	S	WSCPA Annual Meeting with Professional Issues Update, 7:30-9am	AM	30	n/a		WA State Conv Ctr	SK
Jun 15	8.5	◆ ✕	Women's Leadership Summit, 8am-4:15pm	WLS	300	375		Bell Harbor	MG
Jun 21	0	▲	Creating Connections at the World Trade Center - Seattle, 6-8:30pm	NP01	20	20		World Trade Ctr Seattle	PD
Jun 29	3		IFRS Update for CPAs in Industry, 8-11am	IFRSU01	50	80		WA State Conv Ctr	A&A
Jun 29	3		IFRS Update for CPAs in Industry, 1-4pm	IFRSU02	50	80		WA State Conv Ctr	A&A
Spokane									
May 3	2	S ● ✕	Legacy Strategies:Working with Allied Professionals to Help Families Develop Legacy Strategies, 7:30-9:30am	CHSP09	40	40		Gonzaga Univ COG	SK
May 8	0	▲	Happy Hour Networking Event, 5-7pm	NP19				Steam Plant Grill	PD
May 9	2	S ●	Imperfect Storm: Upcoming Changes in Accounting, 12-2pm	CHSP12	40	40		The Spokane Club	A&A
May 10	2	S ●	Tax Update, Roth Conversions, Retirement Planning, 7:30-9:30am	CHSP10	40	40		Gonzaga Univ COG	TAX
May 17	2	S ●	Local Fraud Issues and Internal Controls, 7:30-9:30am	CHSP11	40	40		Gonzaga Univ COG	A&A
Jun 12	0	▲	Happy Hour Networking Event, 5-7pm	NP05				Steam Plant Grill	PD
Jun 27	8		Surgent McCoy's Handbook for Mastering Basis, Distributions, and Loss Limitation Issues for S Corporations, LLCs, and Partnerships, 8am-4pm	HMBI	295	370		Hampton Inn	TAX
Jun 28	8		Surgent McCoy's 2012 Annual Tax-Planning Guide for S Corporations, Partnerships, and LLCs, 8am-4pm	TPGS	295	370		Hampton Inn	TAX
Jul 10	0	▲	Happy Hour Networking Event, 5-7pm	NP06				Steam Plant Grill	PD
Aug 13	8		Financial Statement Presentation and Disclosure, 8am-4pm	FSPD01	285	360		Hampton Inn	A&A
Aug 14	0	▲	Happy Hour Networking Event, 5-7pm	NP07				Steam Plant Grill	PD
Woodinville									
Jun 11	0	S	2012 Golf Tournament, 1pm-	GOLF01	240	240		Bear Creek Country Club	PD

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	#	Type								
Your Desk - Webcasts and Webinars										
May 1	4	✱	WEBCAST: Communication Miracles at Work: How to Increase Cooperation and Decrease Conflict, 2-6pm	WEB153	129	159		Webcast	SK	
May 2	2		WEBINAR: Outlook Part 1 - E-mail Management Tips & Techniques (Basic), 8-10am	WNR383	79	94		Webinar	TEC	
May 2	2		WEBINAR: Outlook Part 2 - E-mail Management Tips & Techniques (Advanced), 11am-1pm	WNR384	79	94		Webinar	TEC	
May 3	2		WEBINAR: Outlook Part 3 - Calendar & Contact Management Tips & Techniques, 8-10am	WNR385	79	94		Webinar	TEC	
May 5	2	✱	WEBCAST - SATURDAY: How Good Companies Become Great, 6-8am	SWEB104	79	109		Webcast	MG	
May 5	2		WEBCAST - SATURDAY: Strategic Sourcing- Supply Chain Excellence, 8-10am	SWEB105	79	109		Webcast	SK	
May 7	7		WEBCAST: Free Cash Flow - The Key to Shareholder Value, 7am-2pm	WEB445	195	225		Webcast	SK	
May 7	2		WEBINAR: iPad Part 3 - Review of Top Apps for Business Professionals, 8-10am	WNR386	79	94		Webinar	TEC	
May 8	2		WEBCAST: Internal Controls For Smaller Entities - Practical Case, 10am-12pm	WEB446	79	109		Webcast	A&A	
May 8	4		WEBCAST: Accounting Basics for Finance Professionals, 10am-2pm	WEB447	129	159		Webcast	A&A	
May 8	4	✱	WEBCAST: Getting on Top of It All: The New Science for Increasing Productivity in Yourself and Others, 11am-3pm	WEB448	129	159		Webcast	PD	
May 8	2		WEBINAR: LinkedIn - Basic Tips & Techniques for Accounting Professionals, 8-10am	WNR387	79	94		Webinar	TEC	
May 9	8	✱	WEBCAST: Shortcuts to Success: The 14 Best Tools for Personal and Professional Growth, 7am-3pm	WEB457	195	225		Webcast	PD	
May 9	2		WEBINAR: Tax Depreciation Review & Update, 11am-1pm	WNR388	79	94		Webinar	TAX	
May 9	2		WEBINAR: Tax Practice Ethics: Circular 230 Tips for Today's Practitioner, 8-10am	WNR389	79	94		Webinar	TAX	
May 10	2		WEBCAST: Strategic Sourcing - Supply Chain Excellence, 4-6pm	WEB154	79	109		Webcast	MG	
May 10	2		WEBINAR: Adobe Acrobat for Accountants I - Basic Features & Functions, 8-10am	WNR390	79	94		Webinar	TEC	
May 10	2		WEBINAR: Adobe Acrobat for Accountants II - Advanced Features & Functions, 11am-1pm	WNR391	79	94		Webinar	TEC	
May 10	2		WEBINAR: New Reporting Rules for Passive Activity Groupings, 10am-12pm	WNR392	79	94		Webinar	TAX	
May 10	2		WEBINAR: Tax Practice Ethics: IRS Regulation of Tax Practitioners Part I, 7-9am	WNR393	79	94		Webinar	TAX	
May 11	2		WEBINAR: Risk Analysis and Management, 11am-1pm	WNR394	79	94		Webinar	A&A	
May 14	2		WEBCAST: Creating Competitive Advantage: Developing A Roadmap For Sustainable Performance, 8-10pm	WEB450	79	109		Webcast	MG	
May 14	2		WEBINAR: Repairs to Tangible Property Capitalize or Expense? 11am-1pm	WNR395	79	94		Webinar	TAX	
May 15	2		WEBCAST: What Auditors Need To Know About The New XBRL Filing Requirement, 6-8am	WEB451	79	109		Webcast	SK	
May 15	4	✱	WEBCAST- EVENING: Marketing for CPAs, 5-9pm	SWEB106	129	159		Webcast	SK	
May 16	8		WEBCAST: Business Fraud Update, 7am-3pm	WEB452	195	225		Webcast	A&A	
May 16	2		WEBINAR: Excel - Financial Analysis Using Financial Functions, 10am-12pm	WNR396	79	94		Webinar	A&A	
May 16	2		WEBINAR: Travel & Entertainment Expenses: Review & Update, 11am-1pm	WNR397	79	94		Webinar	TAX	
May 17	2		WEBCAST: The CFO's Role in Operational Control, 7-9am	WEB453	79	109		Webcast	MG	
May 17	2		WEBCAST: The CFO's Role in Banking and Financing, 9-11am	WEB454	79	109		Webcast	MG	
May 17	2		WEBINAR: iPad Integrating iPads into Your Accounting Practice, 8-10am	WNR398	79	94		Webinar	TEC	
May 17	2		WEBINAR: iPad Everything You Need to Know About iTunes & Your iPad, 11am-1pm	WNR399	79	94		Webinar	TEC	
May 18	8	◆ ✱	WEBCAST: Healthcare Conference, 8am-4:20pm	WEBHCC	220	295		Webcast	SK	
May 18	8		WEBCAST: Employee Benefit Plans: Audit and Accounting Essentials, 8:30am-4:30pm	WEB471	255	295		Webcast	A&A	
May 18	2		WEBINAR: Nonprofit Boards: Stepping Up to Today's Challenges, 8-10am	WNR400	79	94		Webinar	SK	
May 18	2		WEBINAR: Foreign Account Reporting Requirements: Forms, Issues, and Penalties, 7-9am	WNR401	79	94		Webinar	TAX	
May 18	2		WEBINAR: Worker Misclassification Amnesty: Update on IRS' Voluntary Program, 10am-12pm	WNR402	79	94		Webinar	TAX	
May 19	4		WEBCAST - SATURDAY: Accounting Basics for Finance Professionals, 10am-2pm	SWEB107	129	159		Webcast	A&A	
May 19	2		WEBCAST - SATURDAY: Gold and Silver Investing Today, 1-3pm	SWEB108	79	109		Webcast	SK	

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				WSCP Member Fee	Non- Member Fee	AICPA Member Discount		
#	Type							
May 19	4	✖	WEBCAST - SATURDAY: Problem Solving and Creative Thinking for CPAs, 3-7pm	SWEB109	129	159	Webcast	SK
May 21	8	◆	WEBCAST: Washington State Tax Conference, 8:30am-4:40pm	WEBWSTC	220	295	Webcast	TAX
May 21	4		WEBCAST: Estate and Gift Taxation: Preparing Forms 706 and 709 Understanding the Issues, 8am-12pm	WEB473	129	159	Webcast	TAX
May 21	2		WEBCAST: Post Mortem Estate Planning, 3-5pm	WEB476	79	109	Webcast	TAX
May 21	2	S	WEBINAR: Creating the Best Projections You Can, 11am-1pm	WNR403	79	94	Webinar	MG
May 22	2		WEBCAST: Reformatted Financial Statements, 6-8am	WEB456	79	109	Webcast	A&A
May 22	4	✖	WEBCAST: Time Mastery For CPAs and Financial Professionals Part 2 - Fighting the Alligators: How to Maximize Your Productivity, 7-11am	WEB458	129	159	Webcast	PD
May 22	4	✖	WEBCAST: Time Mastery for CPAs and Financial Professionals Part 1 - Draining the Swamp: How to Maximize Your Productivity and Satisfaction, 11am-3pm	WEB459	129	159	Webcast	PD
May 22	2	✖	WEBCAST: You're at Risk - Managing Investment Risk, 12-2pm	WEB460	79	109	Webcast	MG
May 22	2		WEBCAST: The Complete Guide to the Line by Line Preparation of Form 1041, 9-11am	WEB474	79	109	Webcast	TAX
May 22	2		WEBCAST: Planning for the Non-Traditional Client, 3-5pm	WEB475	79	109	Webcast	TAX
May 22	2		WEBCAST: Introduction - The Complete Guide to the Preparation of Form 1041, 9-11am	WEB477	79	109	Webcast	TAX
May 22	8		WEBCAST: Preparing Form 5500, 8:30am-4:30pm	WEB472	255	295	Webcast	TAX
May 23	2	✖	WEBCAST: The Impact of IFRS and Other Global Standards on Private Entities, 6-8am	WEB461	79	109	Webcast	A&A
May 23	2		WEBINAR: Financial Accounting for LLCs and Partnerships - Part I, 8-10am	WNR404	79	94	Webinar	A&A
May 23	2		WEBINAR: Financial Accounting for LLCs and Partnerships - Part II, 11am-1pm	WNR405	79	94	Webinar	A&A
May 24	2		WEBCAST - EVENING: The CFO's Role in Banking and Financing, 5-7pm	SWEB110	79	109	Webcast	MG
May 24	2		WEBCAST - EVENING: The CFO's Role in Operational Control, 7-9pm	SWEB111	79	109	Webcast	MG
May 24	2	S	WEBINAR: Take Your Writing to the Next Level: MS Word Can Make You a Better Writer, 8-10am	WNR406	79	94	Webinar	TEC
May 25	4	✖	WEBCAST: Communication Miracles at Work: How to Increase Cooperation and Decrease Conflict, 12-4pm	WEB464	129	159	Webcast	SK
May 25	2		WEBINAR: Financial Analysis in a Metrics Driven World, 11am-1pm	WNR407	79	94	Webinar	A&A
May 29	2	✖	WEBCAST: Making Rain: Strategies for Client Service, Selling and Negotiating, 12-2pm	WEB466	79	109	Webcast	PD
May 30	2	✖	WEBCAST: MacGyvering: The Art of Being Resourceful in a Crisis, 6-8am	WEB467	79	109	Webcast	PD
May 30	8		WEBCAST: Business Fraud Update, 7am-3pm	WEB468	195	225	Webcast	A&A
May 30	4		WEBCAST: Strategic Planning for SMEs: Moving from Ideas to Action, 11am-3pm	WEB469	129	159	Webcast	MG
May 30	2		WEBINAR: Analyze Your Data Using Excel Pivot Tables, 10am-12pm	WNR408	79	94	Webinar	TEC
May 31	4		WEBCAST: Estate and Financial Planning for the Baby Boomer Client, 6-10am	WEB470	125	155	Webcast	PPF
May 31	8		WEBCAST - EVENING: Successful Wall Street Investing in 7 Steps, 3-11pm	SWEB121	195	245	Webcast	SK
May 31	2		WEBINAR: XBRL Level 1 - The Next Evolution in Financial Reporting, 11am-1pm	WNR409	79	94	Webinar	TEC
Jun 1	2		WEBINAR How Is Mobile Computing Changing Business Practices Today? 8-10am	WNR001	79	94	Webinar	TEC
Jun 1	2		WEBINAR Microsoft Office 2007/2010 - What's New? 11am-1pm	WNR002	79	94	Webinar	TEC
Jun 2	2		WEBCAST-SATURDAY The CFO's Role In Banking And Financing, 7-9am	SWEB001	79	109	Webcast	MG
Jun 4	2		WEBCAST Budget Basics - Myths of Budgeting and How to Overcome Them! (1 of 6 of the Budgeting Series), 8-10am	WEB002	79	109	Webcast	MG
Jun 4	3		WEBCAST Budget Priorities - How Reality-Based Budgeting Really Works! (2 of 6 of the Budgeting Series), 11am-2pm	WEB003	99	129	Webcast	MG
Jun 4	3		WEBCAST Budget Accountability - How to Ensure Accountability Gets Embedded in Your Budget Process! (3 of 6 of the Budgeting Series), 2-5pm	WEB004	99	129	Webcast	MG
Jun 4	8		WEBCAST Internal Control: Your Number-One Defense Against Errors and Fraud, 8:30am-4:30pm	WEB001	255	295	Webcast	A&A
Jun 4	2		WEBINAR Tax Depreciation Review & Update, 11am-1pm	WNR003	79	94	Webinar	TAX
Jun 5	4		WEBCAST 2012 Banking Financial And Compliance Update Series - Second Quarter Update, 8am-12pm	WEB005	129	159	Webcast	SK
Jun 5	3		WEBCAST Revenue Budgeting - How to Get Your Revenue Forecast RIGHT the First Time! (4 of 6 of the Budgeting Series), 8-11am	WEB006	99	129	Webcast	MG

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- Mail form with check/credit card payment to WSCPA, 902 140th Ave NE, Bellevue, WA 98005-3480

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Name _____ WSCPA Member? ☐ Yes (ID # _____) ☐ No

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AICPA Member?² ☐ Yes (ID # _____) ☐ No

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☐ Brochure ☐ CPE Catalog ☒ CPE Digest ☐ E-mail ☐ Online catalog ☐ Postcard ☐ Unknown ☐ Word of mouth

☐ Check here if you require a vegetarian meal or any special services. (Specify: _____)

Payment: ☐ Season Ticket ☐ Coupon, indicate #: _____ ☐ Check ☐ American Express/MasterCard/Visa

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¹ WSCPA members and non-member CPAs from outside Washington (who are members of a state society with a reciprocal agreement) are eligible for the member discount. All others pay the standard fee.

² AICPA members qualify for a \$30 discount per day off the cost of eligible AICPA courses. To receive the discount, you must verify that you are currently an AICPA member and provide your AICPA member ID number at the time of registration.

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Share Kirkland Office Space with two successful CPAs. 140+ sqft private office plus reception area and kitchen. Close to I-405 entrance; walking distance to waterfront, restaurants and shops. Call John (425)827-3031 or Jim (425)822-6022.

PRODUCTS AND SERVICES

Have any restaurant clients who need hands-on help? 25 year CPA and former restaurant owner works complementary to you, consulting for operational and systems efficiency, profit improvement, POS assessment/implementation or exit strategy/restaurant sale. Certified QuickBooks ProAdvisor. Project based or hourly. Jean Klein, (206)795-4443. www.smallrestaurantspecialist.com.

MERGERS & SALES

CPA looking for small practice to purchase in South Snohomish County area. Willing to help in transitioning out, if desirable. Please respond by e-mail to lbscpa@yahoo.com.

Considering Selling Your Practice? Consider all your options. We do the work. Confidential. We have buyers actively seeking practices. Call Mark Hause at 877-345-7722 or visit our website at www.accountingpracticesales.com. Accounting Practice Sales. We make dreams happen!

Eastside solo practitioner CPA is selling tax practice Serves over 80 small corporations and partnerships and nearly 180 individuals from affluent suburb location. Estimated gross for 2012 is \$340,000 with \$220,000 cash flow. New owner could grow these numbers by adding payroll, write-up or financial planning. Current lease ends in fall, landlord offering several months free rent for renewal. The selling price \$340,000. abarker514@gmail.com.

PRACTICES FOR SALE

Contact Mark Hause at Accounting Practice Sales by e-mail at MARKHAUSE@CONTACTAPS.COM or call 877-345-7722 for more information on the following practice:

Spokane CPA Firm for Sale: This well rounded CPA firm renders professional services in the areas of write-up, income tax, compilation(s), review(s), and auditing. The firm has long term relationships with most of the clients while continuing to accept new business which fuels the continuing growth of the practice. The practice has a variety of clients in all industries but does serve a number of non-profit entities in a variety of capacities. The owner seeks to retire but would be available for transition to the new owner through tax season. This practice is primed for a new owner and continued prosperity.

IBA Sells Privately Held Companies. Do you represent a client who is ready to retire or has taken a company as far as they want to or can? IBA is the Pacific Northwest's oldest business brokerage (M&A) firm. We are professional negotiators with over 4000 completed transactions. Please contact us if we can be of assistance at (800) 218-4422 or www.ibainc.com.

WSCPA Career Center

www.wscpa.org



Job Listings and Career Resources

Everett/Bellevue Firm Looking for King and Snohomish County CPA firm and/or Registered Investment Advisory Company to purchase. We are the second largest CPA firm in downtown Everett, manage \$135m and are looking to purchase another firm. Our client base is as broad as the services we offer, as we cater to individuals and small business. Please contact the owner, Brian Evans at 425-252-6909 or email to brian@bauerevans.com. You can review our websites at www.bauerevans.com and www.bondstreetwealth.com.

CPA looking for \$150,000-\$250,000 size practice to purchase in the Bellingham area. Cash purchase. Please respond to Tom by phone, (707) 545-0701 or email, TJTCPA@aol.com.

VOLUNTEER POSITIONS

The following organizations need a CPA to serve on the board of directors and/or provide other guidance on financial matters. Learn more at www.wscpa.org (enter volunteer positions in the search box).

Amazon Partnerships Foundation - **New**
 Bellevue Police Foundation - **New**
 Citizens for Off-Leash Areas
 Communities in Schools of Puyallup
 Congress for the New Urbanism - Cascadia
 Coyote Central
 Education Across Border
 Emergency Feeding Program - **New**
 Friends of Gordon Carter
 Headstrong - Support for TBI Youth
 Hearing, Speech & Deafness Center
 Helping Link - **New**
 John Wayne Pioneer Wagon & Riders - **New**
 Metro Parks Tacoma
 Music Works Northwest
 National Management Association - Port of Seattle Chapter - **New**
 NEST [NorthEast Seattle Together]
 Open Arms Perinatal Services - **New**
 Out of the Woods - **New**
 Relief and Education for Afghan Children
 Seattle-King County Disaster Team - **New**
 The Mockingbird Society - **New**
 The Swedish Finn Historical Society
 Thurston County Volunteer Legal Services - **New**
 Transitional Resources
 Vision Loss Connections
 Washington Autism Alliance & Advocacy - **New**
 Washington Poison Center
 YMCA of Snohomish County



Lorin H. Wilson

Lorin Hamilton Wilson, former Board Chair of the WSCPA, passed away on January 29, 2012. He was 94.

He was born July 23, 1917 in Moscow, Idaho, the youngest of Laura and Clinton Wilson's six children. In 1940, Lorin received a Bachelor of Arts in Economics and Business from the University of Washington. He joined the Seattle firm of White & Currie in 1940 which, through several mergers, eventually became Deloitte. He served as Managing Partner of both the Seattle and Los Angeles offices and on D&T's Board of Directors.

Lorin served as Chairman of the Washington State Board of Accountancy, Trustee of the California CPA Foundation, Vice President of the AICPA, President of the California Society of CPAs (CalCPA), Chairman of the AICPA Board of Examiners, and President of the National Association of State Boards of Accountancy (NASBA). He received the Distinguished Service Award from CalCPA, NASBA's William H. Van Rensselaer Public Service Award, and the WSCPA's John L. O'Brien Lifetime Achievement Award (2008).



Russell A. Davis

Russell Allen Davis, the first Executive Director of the WSCPA, passed away March 15, 2012, at the age of 91.

He was born in Duluth, MN, to Glenn and Moreta (Field) Davis. After graduating from St. Cloud University (MN) with a degree in business administration and education, he attended George Washington University Law School for a year before being appointed as a Special Agent for the FBI; he served as an agent from 1942-1944 and again from 1946-1947. He served in the US Navy as a Lieutenant on the USS Badger.

In 1955 he became the first Executive Director of the Washington Society of CPAs. He served in that position for 29 years before he retired, increasing membership base, coordinating continuing education and professional conferences, as well as developing a legislative program, making the Washington Society an exemplary association nationally.

In 2011 he was presented a Special Award for his significant contribution to the profession by WSCPA past presidents with whom he had served and the three executive directors who followed him.

“A bad day
on the
course
is better than
a good day
at the office.”

Register by June 5 —
we've ordered the sunshine!*



WASHINGTON SOCIETY OF
CERTIFIED PUBLIC ACCOUNTANTS

Golf Tournament

Monday, June 11 - 1 pm
Bear Creek Country Club, Woodinville

CPAs, clients, bankers, lawyers, friends and family are welcome! Along with golf, this event includes a golf cart, lunch, dinner, drinks, prizes, and networking opportunities!

Registration: \$120/person - (425) 644-4800 or
(800) 272-8273 (toll-free in WA)

Questions? e-mail memberservices@wscpa.org

Spokane

Check out the WSCPA Spokane Chapter/RMA Golf Outing, May 31 at Circling Raven Golf Club, Worley, Idaho. Learn more at www.wscpa.org (WSCPA Community > Member Events > Spokane Golf).



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Special Events



Annual Meeting

June 7, 2012 | 7:30 - 9:00 am
WA State Convention Center, Seattle



Featuring
David M. Walker
*Former Comptroller General
of the United States*

Professional Issues Update

**Seeing Through the Smoke:
The Federal Budget, Fiscal Sustainability,
and Tax Reform**

WSCPACPA members only \$30 - Includes breakfast buffet and 1 hour CPE. Webcast option available.

IFRS Update for CPAs in Industry

June 29, 2012 | 8-11 am & 1-4 pm
WA State Convention Center, Seattle



Featuring
Peter A. Margaritis,
CPA, CGMA
*Entertaining and Nationally-
recognized IFRS Instructor*

Businesses competing in today's global economy need to understand IFRS. CPAs who take the time to add an understanding of IFRS to their toolkit will be able to take advantage of significant opportunities now and into the future.

WSCPACPA members \$50/person - Attend the AM or PM session. Includes 3 hours CPE and hot breakfast buffet (AM) or networking reception with food and drinks (PM).

Learn more inside (page 19) or at www.wscpa.org/cpe/catalog.
Register for these special events today at www.wscpa.org or call (425) 644-4800.