April 2014
Philadelphia Chapter
Volume 63 Number 5

PRESIDENT
Tracey Bond
Linowitz & Company
217 East Hanover Street
Trenton, NJ 08608
W -609-695-7426
C: 609-707-0543
tracey@linowitzcpa.com

PRESIDENT-ELECT
Stephanie Sommers
St. Clair CPA's, PC
101 West Elm Street, Suite 500
Conshohocken, PA 19428
ssommers@stclaircpa.com

TREASURER / FINANCIAL LITERACY
Mary-Claire Corcoran, CPA
324 Woods Road
Glenside, PA 19038
H-215.885.1006
C-215.990.0219
corc2chel@aol.com

SECRETARY
Judy Maira
Toll Brothers Inc
Corporate Office
250 Gibraltar Road
Horsham, PA 19044
215-938-5224
jmaira@tollbrothersinc.com

DIRECTORS
Marian Borzelleca, CPA
Theresa Copeland, MSM
Jan S. Spiegel

IMMEDIATE PAST PRESIDENT
Pam Wenner
pwenner@bkicpa.com

NATIONAL HEADQUARTERS
1-800-326-2163
www.afwa.org

NATIONAL TREASURER
(member of Philadelphia Chapter)
mduff@duffaccountingsolutions.com

Accounting & Financial Women's Alliance
CONNECT • ADVANCE • LEAD
Philadelphia Chapter

www.afwa-phila.org

PRESIDENT'S MESSAGE

Hello Everyone!

I'm sure everyone is tired of the winter weather and looking forward to spring! All the weather delays and closings, made tax season seem a lot longer. The weather held out for our February meeting at St. Clair, CPA's in Merchantville, NJ. A thank you to Stephanie Sommers and St Clair's for their hospitality. Dominic Morrone, president of Advantage Benefit Concepts, presented interesting topics for everyone to keep an eye on about Obamacare. Unfortunately, things are still being determined in Washington and we will have to wait and see. It seems that Congress is making changes to the Affordable Care Act on a weekly basis.

Hoping everyone can take a small breather after the 15th of April and join us on the 23rd at Ponzio's in Cherry Hill. Lauren Flounders, owner of Fusion Employer Services LLC, will be discussing what a Human Resource Department does and what the employer needs to look out for. A lot of small business owners do not have the luxury of having a dedicated department to handle human resource issues. Some of the topics she will discuss are termination procedures, attendance at unemployment hearings, and responding to wage verification requests. I know this is information I will share with my clients.

I hope everyone enjoys their Easter and Passover and looking forward to seeing you at the April meeting.

Truly yours,

Tracey Bond-Weincyzk
President, Philadelphia Chapter.

EMPLOYMENT / MEMBERSHIP
Lori Lucente-McKeage, CPA
Diversified Industries, Inc.
121 High Hill Rd
Swedesboro, NJ 08080
W-856-662-1981 x 107
C-609-504-8956
seagem.llm@comcast.net

NEWSLETTER / WEBSITE
Jan Spiegel
1854 Lippincott Road
Huntingdon Valley, PA 19006
H-215.947.8617
jsrspiegel@comcast.net

SCHOLARSHIP
Marian Borzelleca
102 Woods Rd.
Plymouth Meeting, PA 19462
C – 610-745-6659
mborzellecacpa@gmail.com

STUDENT NIGHT / Stephanie Sommers
St. Clair CPA's, PC
101 West Elm Street, Suite 500
Conshohocken, PA 19428
ssommers@stclaircpa.com

BY LAWS/ LEGISLATION
Mary Feeney-Bonawitz, PhD, CPA
Penn State University
200 University Dr, A-122
Schuylkill Haven, PA 17972
H: 570-366-0919
W: 570-385-6085
MFBonawitz@verizon.net

April Meeting Notice

Event: The Human Resource Department and What they Do

Speaker: Lauren Flanders,
Owner/Agent of Fusion Employer Services, LLC

Location: Ponzio's Diner, Ellisburg Circle
70 and Kings Highway
Cherry Hill, NJ 08002-3098
(856) 428-4808

Date/Time: Wednesday, April 23 at 6:00 pm

Cost:

Members:	$ 25.00
Non-members	$ 25.00
Students	$ 25.00

RSVP: Please contact Tracey Bond-Weinczyk by end of day, Monday, April 21 by email afwaphilly@gmail.com

TOPIC- Human Resources and what they do

We will be talking about many different issues that are involved in the HR department or at least even sole practioners need to be cognizant of. A few of the topics to be covered are:

- Employment Application updating/ compliance
- Help Wanted Ad Design
- Job Description writing
- Supervisor Training – Interviewing
- Salary/Wage research
- IRS Compliance/ correspondence (employment related)
- Responding to employment and wage verification request
- Employee file-Timely destruction (What records do we need to keep and how long?)
- Human Resources compliant forms resource
- Attendance at Unemployment hearings
- Termination procedures
- COBRA administration and liability (new ARRA requirements)

About our Speaker: Lauren L. Flounders- Owner,Agent of Fusion Employer Services.

For over thirty years, Lauren has been hands-on in the human resource field, working her way from the bottom-up in staffing, to ultimately purchasing her own company in the PEO space.

- For over 27 years, Lauren supervised an amazing team, and together built a strong regional staffing company, American Staffing Resources.
-

Continued on page 3

about our Speaker continued from page 2

- They grew the top line revenue from $125,000 to over $30 million. As Vice President of the company, she was responsible for HR, sales and operations, as well as bottom line profits.
- When the company was acquired in 2005, she became Assistant VP of National Sales, responsible for hiring, firing and training a team of 40 salespeople, with an extended territory to Virginia. Lauren was successful in increasing revenues by $40 million dollars.

- Lauren was offered the position of President of American but decided it was time to venture forth on her own.
- So she declined the offer, sold the home in which she raised her children, and started her own business as an Owner/Agent for Fusion Employer Services, a New Jersey-based **P**rofessional **E**mployer **O**rganization (PEO).
- "Our company provides an outsourced Human Resource management service for small to mid-size businesses, handling payroll, benefits, workers compensation, risk management, and 401(k). Effectively, we manage the entire life cycle of HR, from hiring to firing, and beyond."

Fusion clients appreciate the opportunity to remain focused on their core business while we handle the transactional HR day-to-day needs. Fusion affords a small to mid-size business the opportunity to, essentially overnight, go from offering some type of health insurance plan to offering a full Fortune 500 benefits package, often at a savings. This enhances the company's ability to recruit, and retain top talent, reduce turnover and improve productivity, all of which result in increased profitability. As importantly, since we at Fusion handle all the HR and related administrative functions for our clients, the owners are positioned to do what they do best, and what brings them profit, without the constant distraction of managing the administrative details that derail their workday. The partnership that we establish with our clients also, importantly, shifts their employer liability, in a day and age where the minute you have employees, the likelihood of lawsuits often becomes a "when", rather than an "if". The result - hard-cost bottom line savings in the majority of cases, decrease in owner liability, employee profitability and retention, and an overall ability for the owner to do what they need to do to increase their profitability.

Members Corner

Congratulations to **Mary-Claire Corcoran** who has just agreed to be the campaign treasurer for **Bob Gillies**, who is running for PA state representative in the PA 154th district, which includes Springfield, Cheltenham and Jenkintown. If any of our members have ever served in this capacity, Mary-Claire would appreciate any tips you could give her.

We would like to welcome new members to the Philadelphia Chapter: **Issani Bradshaw, Diann Furfaro, Adrienne Straccione and Cathy Arnold** to the Philadelphia Chapter. Please introduce yourself to them at the next meeting that you see them at. We will feature their bio's in future newsletters.

Meet our new member. . . . . .

Sara has been in the financial services industry for over 11 years and hold a Bachelor's Degree in Finance from Central Michigan University. She is also a member of The Main Line Chamber of Commerce and the Pennsylvania MGMA.

Sara currently works at Wells Fargo in Bala Cynwyd as a Private Banker, where she works with clients to gain a comprehensive view of their unique financial situation and together, explore a wide range of options to help her clients achieve their short and long term financial goals. Prior to working at Wells Fargo, Sarah spent 5 years at Sun Trust Private Wealth and JPMorgan Chase in Okemos, Michigan before that.

She lives with her husband in the Philadelphia area.

~ ~ ~

They say bad things come in threes…..

We want to give our sincerest condolences to those members who have lost loved ones recently….

Theresa Copeland's husband Edward who had passed away in February

> Ed worked in the banking industry before being drafted into the Army in 1969 during the Vietnam War era. He served as Platoon Sergeant for two years then returned to Philadelphia to further his banking career. He worked nearly 30 years as a US Postal Clerk.
>
> Edward leaves to cherish his memory, his wife Theresa, twin dauhters Zarifa dn Ayasha,

Sharon Greenberg on the death of her father, Nathan Form in March.

Tracey Bond- Weincyzk on the death of her father-in-law also in March.

►►►►►►►►►♦◄◄◄◄◄◄◄◄◄

We are putting our new board together for next year. If you are interested in serving or volunteering in any way, we would LOVE to have your assistance and ideas. Please contact Tracey Bond-Weincyzk at: afwaphilly@gmail.com

Some of our open positions are Scholarship Chair and Meetings Coordinator.

Family Love Letter℠ *Information in a Time of confusion*

Bruce E. Risler, CERTIFIED FINANCIAL PLANNER™,
Mary-Claire Corcoran, CPA and Michael S. Connor, Esq., presents:
The Family Love Letter™
Tuesday, May 13th at 10:30am or Tuesday, May 20th at 6:00pm
Jeanes Library, 4051 Joshua Rd., Lafayette Hill, PA 19444
Guests are welcome!
Please RSVP (215) 990-0219 or mccorcorancpa@gmail.com

Regardless of what phase of our lives we are in – parent, child, sibling or favorite aunt or uncle, at some time in our lives, we are faced with the challenges related to our or a loved one's incapacity or death. The problems are many and the solutions are few.

Each of us will leave a legacy. Will it be a legacy of confusion or of information? Will we add to the trauma of our death or incapacity by adding to its inherent confusion, or leave a roadmap to those who follow? Will we leave a *Legacy for the Living* – of the stories, hopes and desires for our family?

The Family Love Letter is a gift – of time, love, clarity….You want them to know how to find your professional advisors; where your investments, insurance, and other assets are held; what employee or retiree benefits you're entitled to; where to find information on trusts, power(s) of attorney, citizenship, military records, burial information, or business ownership; your plans for a special-needs family member; where to locate passcodes to your computer/software, information regarding your pets, and which philanthropic organizations hold a place in your heart.

It is their legacy – what Mom believed about friendship, lessons Dad learned building his family business, and other life sustaining stories about their values and beliefs that parents most wanted to pass-on to their families and what their loved ones most wanted to receive and preserve. *If you love someone, give them the gift of a Family Love Letter.*

You and your guests are welcome to join us at the Family Love Letter presentation. It's a beautiful gift – to yourself and your loved ones.

Here is a listing of our meetings for the balance of the year. Mark your calendars now for the dates. Topics and locations may be subject to change, so please refer to our website monthly for the most up to date information.

Calendar of Events

2013-2014

May	Chapter Meeting	**Tuesday, May 13** Proactively Manage Your Career Speaker: TIERNEY Coaching & Consulting, Inc., Location: DeVry University, Ft. Washington, Room 104
June	Chapter Meeting	**Tuesday, June 10**, Officer Installation / Scholarship Fundraiser Location: TBD

Deadline for inclusion in the next newsletter is April 20th

Please forward all submissions to **Jan Spiegel** at: **jsrspiegel@comcast.net**.
Use **AFWA newsletter** in the subject for all submissions please.

►►►►►►►►►♦◄◄◄◄◄◄◄◄◄

Philadelphia Chapter Scholarship Fund

If you would like to make a contribution or honor someone for a great accomplishment, please think of our Scholarship fund. You may send donations to:

Mary-Claire Corcoran
324 Woods Road
Glenside, PA 19038

Please make checks payable to **ASWA Philadelphia Scholarship.** Your contributions will help further the education of a student pursuing a career in accounting. We will also send acknowledgments to your honoree, just send the information.

Our Affiliations

Did you know that we have affiliations with NAWBO, WIFS, ALPFA as well as the other companies you see here ? What does this mean you may ask? By being an affiliate of these professional women's groups, it allows us, the members of ASWA-Philadelphia Chapter to attend their meetings at their member cost, to expand our networks, professionally and personally to help us grow. To know more about them and see their meeting schedules, please check out their websites It also allows us discounts to the CPA review courses and other benefits to the other affiliates (just click on their icons to go to their websites):

Job Corner

PWC is looking for candidates with 4-6 years experience for positions in their **Audit and Assurance Department**. If through AFWA you are a successful candidate, the Accounting and Financial Women's Alliance Philadelphia chapter will receive a finder's fee pledged to support our Scholarship Awards for 2015. If you or someone you know is interested in this position, please send your resume to Joe Corcoran at joseph.t.corcoran@us.pwc.com. Don't forget to let Joe know that you heard about the position through AFWA.

We would love to help one of our friends be offered this opportunity and to help us support our Annual Scholarship. Thanks for the lead Mary Claire!

Do you know any Accounting or Financial professionals who are not members of AFWA?

This is what you should share with them:

By joining the Accounting and Financial Women's Alliance (AFWA), you can strengthen your professional growth. AFWA offers networking and continuing education with accounting and finance professionals at the local, regional and national levels. Our members communicate both virtually and in-person through online discussion forums, national and regional conferences and chapter meetings.

Benefits of Membership

The following is a list of current benefits enjoyed by members:

- Prestigious status of professional affiliation
- National contacts for networking and professional information
- Forum for CPE
- Scholarships
- Leadership opportunities in supportive arena
- Subscription to *Accountability* e-newsletter
- National and regional conferences at a discounted rate
- Access to Career Center
- Access to ASWA's LinkedIn group
- National online membership directory
- Discounted membership to the Institute for Management Accountants (IMA)
- Discounted products and services through affiliation agreements (CPA review courses, CCH tax & accounting books, Long Term Care insurance and Bank of America credit card.)

If you know of an accountant or financial professional who is not a member, please tell them about us! Have them go to www.afwa-phila.org. Click on ***MEMBERSHIP***. Or click on this

blue to ***RENEW-JOIN***.