



The Baltimore Ledger


Association of
Government Accountants

April 2007

www.aga-balt.com

Baltimore Chapter

April Training Information

Annual Fraud Conference

When:

Thursday, April 5, 2007
8:00 am - 4:30 pm
(Agenda on page 3)

Where:

Maritime Institute of Technology
Classroom #1, Building #3
5700 Hammonds Ferry Road
Linthicum Heights, MD 21090-1952
(410) 859-5700

695 South to 295 South; Exit West Nursery Rd.
Parking is best on Lot A
For more details, visit:

http://www.mitags.org/text_directions

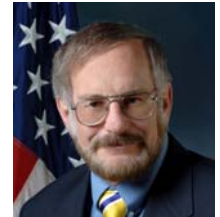
Price:

\$120 AGA Members
\$135 Non-Members

Contact:

410-965-9716 (leave a message).
This training is worth **8 CPEs**.

President's Message



Spring has sprung and with spring comes March Madness. Shaquille O'Neal uses this motivational quote of Aristotle, "Excellence is not a singular act but a habit. You are what you repeatedly do." Meaning— if you continually strive for excellence you will achieve it, which in turn will make you a more effective leader. You can find some A to Z tips for Career Success on page 6 of the newsletter. Please consider them as you strive to meet your career goals.

The theme for our March luncheon, *Creating Tomorrow's Accounting Executives*, was another success. The chapter invited accounting students from Morgan State and Bowie State Universities. We had two outstanding speakers, Steve Anderson and Ann Bromery. I was particularly impressed with both of their outstanding achievements. Mr. Anderson is the first student from Cheney University in Pennsylvania to be named to the U.S. Academic All-American football team and Ms. Bromery dances with the Ballet Royale Institute of Maryland.

A key point that Ms. Bromery shared was the need for everyone to find the balance between work and personal life that works for them. A key point that Mr. Anderson made was that no matter where one is in their career, interpersonal skills are of paramount importance and as one advances through their career, political skills become more important than technical skills.

These two individuals are prime examples of best-selling author Bo Bennett who stated in his book *Year to Success* "Avoiding the phrase 'I don't have time...', will help you realize you do have the time needed for just about anything you choose to accomplish in life."

In April we will be hosting our Annual Fraud conference, with speakers who will provide you with the different methods of fraud, how we can prevent them and how we prosecute them. We are expecting a record turnout and look forward to seeing you there. ❖

HIGHLIGHTS IN THIS ISSUE

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April Speakers Bios

Art Hayes is the Director of the Division of State Audit in the Tennessee Comptroller's Office. He is responsible for the audit of Tennessee's Comprehensive Annual Financial Report (CAFR) and the preparation of the state's Single Audit. As a matter of interest, Tennessee was the first state to be awarded the Government Finance Officers Association's Certificate for Excellence in Financial Reporting for the state's Comprehensive Annual Financial Report. Mr. Hayes is a past member of the Executive Board of the Government Finance Officers Association (GFOA). In addition, he has served ex-officio on GFOA's Committee on Accounting, Auditing and Financial Reporting (CAAFR), having previously served as the vice chair.



As a member of the Association of Government Accountants, Art has served on the Association's Awards Committee and was chairman of the Financial Management Standards Committee. He also served on the Nashville Chapter's Executive Committee and was chapter program chairman. Art served as a member of the Steering Committee for the AICPA Annual Governmental Training Program and a member of the Accounting Curriculum Advisory Group of Tennessee State University. He also served on a special committee of the Tennessee State Board of Accountancy studying the experience requirements for certification in the state.

Art received a Bachelor of Science degree with honors from the University of Tennessee. His major was psychology. He obtained his MBA from Tennessee State University and his Doctor of Jurisprudence from the University of Tennessee. Art is a native of Nashville, Tennessee. He served in the United States Army in Military Intelligence as a Counterintelligence Agent and a Polish linguist. He is also an Eagle Scout. Art married the former Kathy Bruce in 1969. They have two daughters, Heather and Kristin.

Jackie Benjamin is a Senior Stakeholder Liaison in Communications, Liaison & Disclosure of the Internal Revenue Service (IRS). Jackie works out of the Baltimore office that is currently under David Yeskoo, Area Manager for Stakeholder Liaison Area 4. Area 4 covers the states of MD, DC, VA, NC and SC.

Jackie has been with the IRS for 24 1/2 years. In this position, Jackie is responsible for establishing and maintaining relationships with the small business community, practitioner groups, other governmental agencies, non-profit organizations, state and local agencies as well as financial and educational institutions by providing top-quality pre-filing services, which include e-filing seminars, focus groups,

presentations at conferences, seminars, tax workshops, creating educational materials for particular industry groups such as the Cosmetology industry, Construction industry, and Restaurant & Drinking establishments to help taxpayers meet and pay their tax obligations.

Some of Jackie's prior positions within the IRS included Tax Examiner, Problem Resolution Specialist, Tax Auditor, and Senior Associate Advocate for the Taxpayer Advocate Service, Staff Assistant and Acting Manager. Jackie's a member of Association for the Improvement of Minorities and the Federal Executive Board Education Initiatives Committee. In both of these capacities, Jackie often mentors employees and students as well as ranks and awards scholarships to fellow employees and High School students.

Jackie received her Bachelor of Science Degree in Business Administration with a specialization in Human Resource Management from the University of Baltimore and Associate of Arts in Business Administration from Dundalk Community College.

Timothy Greene is a Special Agent with the IRS. He is currently assigned to the High Intensity Drug Trafficking Area Task Force. Prior to the IRS, Timothy was an auditor with the Division of Taxation for the State of New Jersey for 8 years. He earned a Bachelor of Science degree in Business Administration with a concentration in Accounting from Ramapo College of New Jersey and graduated from the Federal Law Enforcement Training Center in December 2000.

Kathy Buller is the Chief Counsel to the Inspector General at the Social Security Administration. Ms.



Buller received her Bachelor of Arts Degree and Juris Doctorate from Creighton University where she was a member of the Law Review and Jessup International Moot Court Team. She continued her legal education and received an LLM in International and Comparative Law from Georgetown University.

She began her career as a civil servant with the United States Agency for International Development as an attorney in the Office of the General Counsel. Ms. Buller later became a project officer with the Office of Administration of Justice and Democratic Development working to improve the justice systems of the countries in Latin America and the Caribbean. From there she transferred to the Office of the Inspector General where she became the Deputy Legal Counsel and ultimately the Assistant Inspector General for Resource Management.

Speaker's bios continued on page 3

Speaker's bios continued from page 2

Ms. Buller began her duties as the Chief Counsel to the Inspector General for the Social Security Administration on August 3, 1998.

Johnnie Frazier was sworn in as the 4th Inspector General for the Department of Commerce on July 20, 1999 and thus assumed responsibility for monitoring the operations of one of the largest and most diverse government agencies. The Department of Commerce and its 13 bureaus administer a vast array of business, scientific, economic, and environmental programs that in one way or another touch the lives of every American, everyday. These programs range in focus from domestic enterprise and international trade matters to economic and demographic data gathering to weather forecasting and marine research.

As Inspector General, Mr. Frazier is charged with (1) promoting economy and efficiency and (2) detecting and preventing fraud, waste, and abuse in these diverse programs and operations. He is one of the statutory federal IGs who, under the Inspector General Act of 1978, oversees independent offices of Inspector

General within their respective agencies that investigate and evaluate agency programs and activities.

Mr. Frazier chairs the Inspection and Evaluation Committee of the President's Council on Integrity and Efficiency (PCIE)—a federal organization that promotes interagency IG collaboration to address and improve government-wide management deficiencies. As committee chair and PCIE executive board member, he is recognized as an innovator and creative force within the IG community. Mr. Frazier is an active board member in the Association of Inspectors General—a national organization of federal, state, and local IGs—and member of the Association of Government Accountants and other organizations that promote good government.

Mr. Frazier holds a bachelor's degree in business administration from Howard University, a master's degree in public administration from George Washington University, and has completed extensive executive training at Harvard's John F. Kennedy School of Government. ❖

April Fraud Conference Agenda

- 8:00 a.m. – 8:30 a.m. Registration
- 8:30 a.m. – 10:00 a.m. Arthur Hayes, "*Fraud Happens! SAS 99*"
- 10:00 a.m. – 10:10 a.m. Break
- 10:10 a.m. – 11:10 a.m. Arthur Hayes, "*Fraud Happens! SAS 99*"
- 11:10 a.m. – 12:00 p.m. Jackie Benjamin & Timothy Greene "*Tax Gap*"
- 12:00 p.m. – 1:00 p.m. Lunch
- 1:05 p.m. – 2:45 p.m. Johnnie Frazier, "*Inspector General: Combating Fraud with Tradition, Ingenuity and Innovation*"
- 2:45 p.m. – 2:50 p.m. Break
- 2:50 p.m. – 4:30 p.m. Kathy Buller, "*Ethics*"

Inspectors General Annual Report Issued

On February 28, 2007, the President's Council on Integrity and Efficiency (PCIE) and Executive Council on Integrity and Efficiency (ECIE) issued the PCIE and ECIE annual report, *A Progress Report to the President, Fiscal Year 2006*. The report summarizes the most significant activities and accomplishments of the Federal Inspectors General community. The report also highlights the top management and performance challenges facing the Federal government.

The 2006 report details the work of the Inspectors General to bring about financial, programmatic, and management improvements in Federal government operations. Cumulatively, these efforts resulted in: \$9.9 billion in potential savings from audit recommendations; \$6.8 billion in investigative recoveries; 6,500 indictments and criminal informations; 8,400 successful prosecutions; 7,300 suspensions or debarments; and 4,200 personnel actions. The report highlights efforts to uncover criminal misconduct and illegal activities affecting Federal programs and operations.

Details on the activities of individual Offices of Inspector General may be found at www.ignet.gov. For further information on *A Progress Report to the President*, contact Marilyn Richardson, PCIE Chair Liaison at 202-586-4624; marilyn.richardson@hq.doe.gov or Beth Coleman, ECIE Vice Chair Liaison at 202-973-5005 beth.coleman@frb.gov. ❖

Member Profile



The AGA Baltimore member profile for April features **Christine Fox**. Christine recently transferred to the Baltimore chapter of the AGA and looks forward to getting to know everyone. She was a member of the Philadelphia chapter for

about two years and learned about the AGA and CGFM certification while attending a training seminar in Washington D.C.

Christine has been working for the Department of Veterans Affairs (Veterans Health Administration) since October 2002. In October 2006, she transferred to Linthicum, MD, where she is a Budget Analyst for VISN 5 (Veteran's Integrated Service Network), which is comprised of medical centers in Maryland (Baltimore and Perry Point), Washington D.C. and Martinsburg, West Virginia. Prior to joining the federal government in 2002, Christine worked in accounting and finance in the private sector in Philadelphia, New Jersey and Texas.

The Department of Veterans Affairs serves our nation's veterans through its three line units: Veterans Health Administration (VHA), Veterans Benefits Administration (VBA) and the National Cemetery System (NCS). The

Department of Veterans Affairs operates on a budget of \$80.6 billion and employs over 223,000 full time equivalent employees. The Veterans Health Administration has earned the status of being the highest-rated health care provider in the U.S. and offers world class service to over 5,600,000 unique patients per year. The Veterans Benefits Administration provides timely and accurate benefits to veterans and their families. Benefits include compensation, pension, education, vocational rehabilitation, housing and insurance. The National Cemetery System memorializes veterans with final resting places in National Shrines.

Christine has a B.S. in Accounting from Rutgers University in New Jersey and attended Drexel University in Philadelphia, earning an MBA with a concentration in Marketing. She is a CPA in NJ and PA and a member of the NJ and PA CPA Societies. Shortly after joining the AGA, Christine completed the exams and obtained the CGFM designation.

Christine is originally from southern New Jersey and still has family there. She now lives in Linthicum Heights and has been involved in competitive bicycling for about 20 years. She also enjoys activities involving Greyhound rescue. She has one greyhound named Rocket, who's favorite past times are sleeping and chasing squirrels.❖

March Board Minutes

The March board meeting of the Baltimore Chapter of the AGA was held at the Social Security Administration on Wednesday, March 7th, 2007. There were 7 board members in attendance, including 3 participating via telephone. Steve Schaeffer was the presiding officer.

AGA National Sectional Leadership Training Meeting: Mr. Schaeffer confirmed that everyone had registered and made travel and hotel reservations for the Sectional Leadership training to be held in Lexington, Kentucky March 30-31st, 2007. Members present confirmed that those approved to attend were appropriately registered.

CGFM Certification: Chasity reported that the Proclamations declaring March 2007 as CGFM month have been issued. The order of CGFM supplies have been received from National to be on display at future meetings. The Board approved of issuing 2 door

prizes at the training session to reimburse members or non-members for the entire CGFM exam.

Activities: Milt Wolinski reported on the chapter activity points received up to January 2007.

Community Service: Deborah Kinsey discussed the activity at the 'Our Daily Bread' soup kitchen in Baltimore.

President-Elect: Paul Geraty is starting to put the plans in motion for his transition from President-Elect to President. He will be working to determine which current officers and directors plan to serve on the board again next year.

AGA Hotel Scholarships: The scholarships were discussed and the chapter needs to ensure that the recipients are able to attend the PDC.❖

Check Out What's Happening in Other AGA Chapters in the Area

Washington DC Chapter - www.agadc.org

Northern Virginia Chapter www.novaga.org

Montgomery/Prince George's County Chapter www.marylandaga.org

March Training Recap

On Thursday, March 15, 2007, the AGA Baltimore Chapter held its monthly training session at Snyder's Restaurant in Linthicum, MD. This training session was sponsored by the Early Careers Committee and was titled 'Creating Tomorrow's Accounting Executives'. The two featured speakers were Ann Bromery, Chief Financial Officer of the Living Legacy Foundation, and Steve Anderson, Deputy Chief Information Officer for the Federal Deposit Insurance Corporation.

Ms. Bromery began her presentation by providing the audience with a background on her experiences over the last 20 years in the financial management profession. She then led an inspirational discussion that had the audience asking themselves 'Do I make a difference in the world?' and 'What motivates us? Mrs. Bromery discussed 3 different types of people - people who live work, people that work to live, and those that are balanced. Most of the audience felt that they were balanced - successful both at home and at work. The presentation ended with Mrs. Bromery giving the audience tips on how to evaluate and achieve one's goals and how we can make a difference in other people's lives.

Mr. Anderson's presentation focused on the important components of a successful career and how each of those components work together to ensure success.

He discussed the 3 competencies that each person possesses:

- interpersonal - relationships between people;
- technical - areas of expertise; and
- political - what you say/strategic planning.

Mr. Anderson discussed questions that managers ask themselves when choosing employees for leadership positions:

- Can I Count on You?
- Can I Trust You to Run My Organization?
- Can I Believe in Your Leadership?

The presentation then focused on Mr. Anderson's personal experiences and how he became a leader. Some things that worked for him was to sacrifice a social life in college, dress like a manager even when he was not one, display good people skills, moving on when he was not challenged, and being prepared when opportunities presented themselves.

Both presentations were inspirational and insightful. The speakers had the audience looking inside themselves to find ways to help achieve both career and personal goals. ❖



AGA Members Clinton Yoho, Brandon Phillips and Paul Webster



AGA Members Carolyn McCauley, Azmah Ahmad, Ana Labador and Evangaline Labador



Speakers Steve Anderson and Ann Bromery with President Steve Schaeffer (center)



President-Elect Paul Geraty (left) with new chapter members Natasha Brown and Johnny Ramsey

The ABCs for Career Success

Anticipate that advancement is more likely to be reflected in expanded job functions, rather than upward moves on a corporate pyramid.

Be friends with everyone. Keep in mind that today's enemy may be tomorrow's boss.

Constructive criticism should be welcomed. Accept whatever seems to make sense to you.

Don't bad mouth your colleagues, your employer. People respond best to those who are positive.

Evaluations of job performance can be very helpful. If your organization does not conduct periodic evaluations ask your supervisors for feedback.

Friends can make any job easier and more pleasant. However, when you are new, avoid too close relationships until you get a clearer sense of the organization and people.

Give some thought to the style and culture which characterize your employer and adjust to them.

Hobbies and other interests outside of work will make you a more interesting person and provide a psychological cushion when things are going bad at work.

Identify one or more people who do the kinds of work you'd like and try to shadow their activities. Join professional organizations in your field. The contacts may help with your job and assist if you see to change positions.

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Keep in touch with coworkers, who left to join other organizations. They may help if you wish to change jobs.

Look for tasks where you can acquire new skills or achievements to add to your resume.

Mentors can play an important role in careers. In early years, seek out one or two who may help you advance.

In later years, becoming a mentor to younger workers who may help you execute your responsibilities.

Negotiating is a very important skill in corporate America today. Add it to your repertoire.

Observe how the most successful employees operate and try to emulate their skills.

Paperwork is important. Save copies of job-related correspondence, reports of which you are proud, etc. to document your career.

Quitting a job is always difficult. If you change employers, try to leave without alienating those who remain with the organization.

Recessions and cutbacks may be anticipated. Have a few fallback positions or a paying part time job in mind.

Salary is important but the long-range potential of a job is even more critical.

Teamwork rather than individual activity seems to be the key to success in today's work world.

Unless you clearly stand out in a group, seek projects where your work will be clearly identified and recognized.

Volunteer with community organizations. Employers like staff members who perform community service and you may develop contacts which may help your career.

Work smart, not just hard. Put the most emphasis on your most critical functions.

X-cell at what you do. That's the best way to ensure career success. Nothing will help your career more than a reputation for high quality work.

Your boss will play a key role in determining your future prospects. Learn what he or she thinks are the most important parts of your job and emphasize them.

Zero in on your organization's goals and keep them in minds as you make daily on the job decisions.❖

Professional Development Conference- Early Registration Ends May 25th

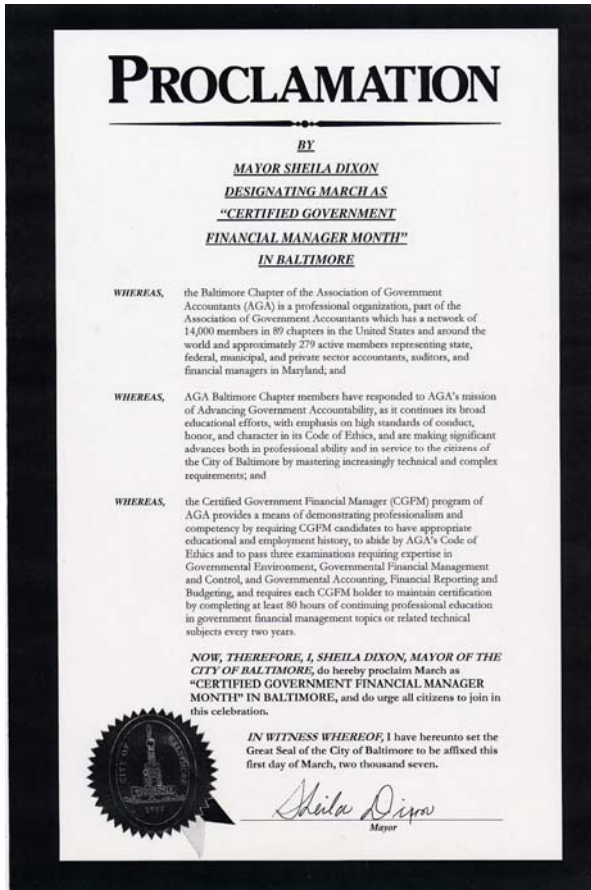
Save \$100 by registering early for the 56th Annual Professional Development Conference (PDC) to be held June 24-27, 2007 in Nashville, Tennessee. Early registration fees for AGA members are as follows: \$775 to register on-line or \$800 to fax or mail your registration. After May 25th, fees increase to \$875 for on-line registration and \$900 for faxed for mailed registration.

For more information on the PDC, visit <http://www.agacgfm.org/pdc2007/registration.htm>.❖



March is 'CGFM Month' in Baltimore and the State of Maryland

The AGA Baltimore Chapter is proud to have received proclamations from the State of Maryland, City of Baltimore, and Baltimore County governments announcing March 2007 as 'Certified Government Financial Manager (CGFM) Month'. Please visit the National website at www.agacgfm.org to view other state declarations and learn more about the CGFM designation. ❖



March CGFM Door Prize Winner

At the March Early Career's meeting, the Chapter held a door prize drawing in celebration of CGFM Month. The door prize was an opportunity to take the CGFM exams for free. The winner of the drawing was Barbara Ricks from the Social Security Administration. Congratulations Barbara!

Another **FREE** CGFM exam door prize will be given away at this month's Fraud Conference. Be sure to sign up! ❖



The Mark of Excellence in Government Financial Management

Become a **Certified Government Financial Manager**. Visit AGA's website at www.agacgfm.org to start on the pathway to CGFM certification.

Community Service Event - Our Daily Bread

On Saturday March 17, 2007 AGA Baltimore Chapter members and colleagues served hot meals and encouragement to over 600 adults and children at Baltimore, Maryland's *Our Daily Bread* "soup kitchen" from 10:00 am until 1:00 p.m. Chapter members Rona Lawson, Rashad Holloway, Lynn Spruill and Deborah Kinsey were joined by colleagues Dawn Greene and Shirley Todd for this worthwhile event. Ms. Kinsey, the chapter secretary, presented Nat Baker of *Our Daily Bread* with a check in the amount of \$250 from the Baltimore Chapter of AGA to use as the organization deems necessary to continue their work.

The service was a humbling and enjoyable experience for all of the volunteers. Ms. Lawson greeted guests at the door and provided them with tickets for their meals. Mr. Holloway helped with the cooking,

Ms. Green served tea, Ms. Todd served water, Ms. Spruill washed dishes, Ms. Kinsey washed pots and pans and everyone helped set out the desserts on trays. This is the second year that the chapter provided their service to *Our Daily Bread* and the AGA volunteers would like to see this charity event continue to be an annual tradition. Mr. Holloway volunteers at ODB at least once a month and Ms. Todd has already scheduled three more days to volunteer there over the next few months with her son because she was so touched by the experience. Our colleague Dawn Green who volunteered with us has since decided to join the Baltimore Chapter of AGA and is taking steps to complete the application process.

Below are some snapshots of the volunteers at work. ❖



AGA Participates in Loyal College Career Fair

On Wednesday, March 28th, AGA members Carla Krabbe, Stephanie Bosworth, Justin Davis and Steven Hull attended the 22nd Annual Career Fair at Loyola College, in Baltimore, Maryland. Over 115 organizations were represented at the fair, including Comcast Cable, the FBI, Under Armour, the Baltimore Ravens, Liberty Mutual, the Social Security Administration and Ripken Baseball Inc.

The chapter members attended the career fair to meet with graduate and undergraduate and students to discuss the benefits of the AGA. Our members spoke with many attendees and collected numerous resumes. ❖



Employment Opportunities

The National Archives and Records Administration (NARA) - Office of Inspector General - 2 Positions

NARA serves American democracy by safeguarding and preserving the records of the federal Government, ensuring that the people can discover, use, and learn from this documentary heritage. NARA is located at 8601 Adelphi Road, College Park, Maryland. The positions close April 4, 2007.

- GS-14 Auditor (Information Systems) - Click below to access Vacancy Announcement # CP-07-010R: <http://jobsearch.usajobs.opm.gov/ftva.asp?seeker=1&JobID=54681351>
- GS-13 Auditor - Click below to access Vacancy Announcement #CP 07-006R: <http://jobsearch.usajobs.opm.gov/ftva.asp?seeker=1&JobID=54682160> ❖

Microsoft to Launch 'MySpace' for Accountants

Software giant Microsoft is preparing to launch an online community site for financial professionals. This was revealed at the company's Convergence conference in San Diego on March 11-14, 2007. The site, which has yet to get a formal name, is currently known as the Dynamics Live Beta Community. Microsoft is referring to it as 'MySpace for financial pros.' The site is aimed at corporate controllers, finance managers, finance staff and accountants and includes blogs, forums, tagging, RSS syndication and other community-specific features. --Larry Schlesinger, *Accountancy Age*. ❖

SmartPros Salary Survey Results

Respondents who participated in the recent SmartPros Salary Survey reported an average salary of \$83,614. Most reported receiving bonuses in recent months, the vast majority have healthcare and retirement plans through their employers, and more than two-thirds can receive continuing professional education reimbursement. However, 37 percent said they are looking for a new job.

Click here to view entire article: <http://accounting.smartpros.com/x56641.xml>. ❖

AGA Baltimore Chapter Financial Statement as of March 23, 2007

Assets		Liabilities and Fund Equity	
Checking	\$ 8,442	Accounts Payable	\$ 1,251
Certificates of Deposit	16,028	Fund Equity Balance	27,019
Prepaid Expense	1,750		
Accounts Receivable	2,050		
Total Assets	<u>\$ 28,270</u>	Total Liabilities & Fund Equity	<u>\$ 28,270</u>

Why Won't They Pay Me What I Am Worth?

Don Straits, CEO and Dragon Slayer, Corporate Warriors

I wish I had a dollar for every time people complained to me that they are not paid what they are worth. I could retire rich. Almost everyone, regardless of income, education or position, believes that he or she should be earning more money. People at minimum wage obviously want to make more, but people at the highest levels also want more.

Professional athletes are a prime example. National Hockey League players make about \$1.8 million annually, on average. They recently could not reach agreement with owners on an annual contract, despite the fact that the league is in extreme financial difficulty. As a result, the entire hockey season was cancelled. Hey, it's tough to feed a family on \$1.8 million these days.

On one hand, the belief that we are "entitled" to more compensation speaks well for us as individuals. We possess strong self-worth and self-esteem and believe we should be highly compensated for who we are. On the other hand, too often our expectations are not founded on the realities of the marketplace or on our ability to "earn" our income based on performance.

If you want to maximize your compensation, there are a number of tactics you can use to demonstrate your value. Let's take a look at some of these tactics.

1. Document Your Accomplishments - Here is an effective way to do that. Break your accomplishments into three parts. First, define the problem, situation or challenge in about two or three sentences. Second, in a bulleted format, show step-by-step how you solved the problem or accomplished the task. Finally, in a results paragraph, describe how your accomplishment was a benefit to the organization. Use good quantitative results if possible. Otherwise, define it in strong qualitative terms. During your annual performance review, present your written accomplishments to your boss. It is really tough to argue with well-documented performance. Odds are you will get your raise or promotion.

2. Find a Mentor- It is invaluable to have someone within your organization fighting for your success. It is not as difficult to find a mentor as some people think. It just takes the courage to ask. You might try a simple

approach like the following: "I have always admired and respected what you have done for the company and the success you have achieved. As I grow in this job and in my career, I was wondering if, on occasion, you would be willing to give me some advice and guidance on how I might achieve success as well?" It is rare that anyone would say "NO" to such a nice comment and question. Give it a try. The rewards will be immense.

3. Continue Your Education - You can never have too much education and you are never too old to learn. Invariably education leads to new job opportunities, promotions and pay raises. Get that college degree; and then perhaps a graduate degree. But your education doesn't have to be in college. Take trade courses, training seminars, or simply conduct independent research and study. You won't regret it.

4. Stay Contemporary - If you are "out of date" and "out of touch" with what is happening in the world, then your earning power will go "out the door." From technology advances to world news to the latest business, cultural and fashion trends, they are all relevant. By being able to communicate about what is happening all around us, we enhance our value and we become more marketable.

5. Perform Beyond Expectations - Always do more than you were asked to do. Take initiative to achieve superior results and make unexpected contributions. You will be recognized and rewarded for it.

6. Ask for the Raise or Promotion - If you have done your "homework," meaning you have followed all the steps above and established your value through exceptional performance, prepare your case and present it to your boss. You will be amazed at how often your initiative will totally launch your career in a new direction.

The opportunities to earn "what you are worth" are out there, but it is up to you to seek them out. Your goals and expectations must be realistic - based on your value and contributions. If you are motivated and dedicated to achieving extraordinary performance, there is no limit to what you can earn. ❖

New Membership Recruitment Contest

The Baltimore Chapter of the AGA has an ongoing contest until April 30, 2007. Six individuals who sponsored the most new members into the Baltimore Chapter during the time period of September 1, 2006 through April 30, 2007 will receive a \$100 savings bond. ***The sponsor's name must be on the new member's AGA application to qualify.*** Questions can be directed to Ed Koontz on 410-965-7445 or Dellareese Morton-Smith on 410-966-6548. ❖



June 24-27, 2007

Nashville Convention Center, TN

Early Registration Deadline: May 25, 2007

3 Easy Ways to Register...



ONLINE
 www.agacgfm.org
 It's fast and secure
 Credit Cards Only



FAX
 703.562.0361
 24 hours a day
 Credit Cards and POs Only



MAIL
 2208 Mount Vernon Avenue
 Alexandria, VA 22301
 All Payment Types



QUESTIONS
 For more information,
 contact Julie Cupp, CMP
 800.AGA.7211, ext. 322
 jcupp@agacgfm.org

Attendee Information

A Name and Address

Full Name _____

Nickname/First Name for Badge _____

Professional Designations (check all that apply):

CGFM CPA Ph.D. Other _____

Job Title _____

Organization _____

Mailing Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

E-mail _____

This e-mail address will be used for registration confirmations, conference updates and badge pick-up instructions. We will NOT sell your e-mail address.

B Employer

Federal State County City
 Private Academia Student Retired

C Responsibility Area

Accounting Administration
 Auditing Budgeting
 Consulting Contract Management
 Finance Financial Management
 Grants Management Information Systems
 Legal Management
 Program Management Other

D Please Indicate Any Special Needs

Dietary:

Diabetic Low Fat Low Salt
 No Seafood Shellfish Allergies Vegetarian
 Other _____

Physical: Please check here if you require special accommodations to participate in this event and provide a written description of your needs.

E In Case of Emergency During the Conference, Please Contact:

Name _____

Daytime Phone _____

Evening Phone _____

Register online
 and save \$25!

Registration Fees

F

	Early By: May 25	Standard After: May 25	Join AGA or Renew Today & Pay Discounted Rate Member Dues: *Plus Chapter Dues (where applicable).	Application Type:
AGA MEMBER	<input type="checkbox"/> \$800	<input type="checkbox"/> \$900	<input type="checkbox"/> Government: \$90*	<input type="checkbox"/> New Member
NONMEMBER	<input type="checkbox"/> \$1000	<input type="checkbox"/> \$1100	<input type="checkbox"/> Private Sector: \$150*	<input type="checkbox"/> Renewal

Method of Payment

G Total Amount Due: \$ _____ (Include Membership Dues if Applicable)

Check Enclosed (Made payable to AGA).
 Purchase Order # _____ is enclosed. Please send me an invoice.
 AMEX Discover MasterCard VISA

Card Number _____

Exp Date _____

Card Holder Name _____

Card Holder Signature _____

Card Holder Phone _____

Cancellation/Refund Policy: Refunds, less a \$50 processing fee per registrant, will be granted for requests received in writing by June 8, 2007. Refunds will not be granted after this date. No shows are responsible for full payment. **Substitution Policy:** If you are unable to attend the conference and have already registered, you may designate another person to take your place. Just complete a registration form for the new attendee and indicate the name of the individual that is being replaced. Membership status is not transferable. Additional fees may be required based on the replacement's membership status.

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To all of the members who submit articles for the monthly Newsletter, we say thank you! For **May 2007**, please make any submissions by **April 23, 2007** by contacting the Editorial Committee.

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