

Advantage Series – Sky-End Accounting Five-Star Rating

The accolades continue to roll in! ACCPAC Advantage Series Enterprise Edition has won a second "Five-Star Rating" from *The CPA Software News* – this time, in the Sky-End Accounting Software category.

Following are excerpts from the December 2002 review by Brent Dirks, CPA, EA, MCSE:

"Advantage brings a robust suite of modules that can provide a tailored solution to businesses from the smallest start-up to large corporate enterprises with its unique design and tiered software architecture. With support for numerous databases, the product does not tie you into one particular platform, but allows the flexibility to migrate as the company grows without the need to switch software or learn a new interface."

Life Tips

Habits do not like to be abandoned, and besides, they have the virtue of being tools.

– Charlotte Painter

"A significant installation improvement from previous versions is the availability of all modules on the same CD; you simply select the products for which you are licensed, and they are installed in a single process."

For complete article, go to <http://www.openaxis.com/pdf/CPASoftwareNews1202.pdf>

Business Tips: What we can do when staff leaves a company

Personnel losses happen to every company at all levels. I believe that when an employee leaves a company, more often than not, it is because even though they have tried to manage, they have become dissatisfied with the working environment. If there is tension between that employee and other staff or if preferential treatment exists, then the working environment gradually becomes intolerable. These hard working and loyal individuals have no alternative but to resign.



Unfortunately enough, I have seen several incidents where outstanding employees leave the company because they have become displeased with their work surroundings due to difficult interactions with other staff. However, I believe we can change these types of situations if we are open-minded and learn from them. After all, the employees are the most valuable assets any com-

pany can possess. Therefore, safeguarding these assets should be a priority.

Analyze and Learn

In order to learn from past losses, it is important to analyze or, if possible, obtain the reason(s) a particular employee had for leaving the company. This is a golden opportunity for the company to become aware of inappropriate behavior or one-sided policies or procedures. It is unfair and unethical to blame the person leaving in order to justify other peoples' actions. The company as a whole is responsible for creating a pleasant working environment. Therefore, blaming others does not solve the problem and the opportu-



nity to learn is missed.

Listen and Understand

It is imperative to listen carefully to all levels of staff. It is equally significant to understand those who remain in the company and those who are

leaving. Be attentive to the types of communications that exist throughout the company and to the employees' reactions during conversations.

Actions

Actions speak louder than words. After listening to the employees' concerns and if necessary, make changes to the company's policies and have everyone adhere to these new policies. The people need recognition, appreciation, and respect, especially those who leave the company. Furthermore, rewarding excellent employees creates loyalty and an agreeable working atmosphere so loss of valuable individuals is minimized.

Although there are times when losing talented employees are beyond a company's control, the above steps should be kept in mind to inhibit future losses.



At OpenAxis, we focus on the implementation of IT solutions for small- and medium-sized businesses.

We provide management and computer consulting services by identifying issues, implementing solutions, and managing all your IT needs.

Comprehensive Solution:

- Accounting Solution
- Operation Solution
- Manufacturing Solution
- Other Integrated Solution
- Customized Solution
- E-Commerce Solution

OpenAxis, Inc.

901 Corporate Center Dr. Suite 400
Monterey Park, CA 91754

Phone: (323) 265-3000
Fax: (323) 265-3330
Email: info@openaxis.com
www.openaxis.com



**Check!! Check!! Check!!
PC virus again.**

Microsoft, as always, announces the security hole and security patch. Even though there is a possibility that these patches may make your system unstable, I strongly suggest to apply these patches as soon as possible.

For example, the worm called “Blaster” spread all over the world around August 10th, but the actual security hole that Blaster seek to exploit was found in the middle of July.

If you have had applied the patch, and your virus protection program works appropriately, your system should not have been attacked by this virus.

From our experience, if you constantly apply Microsoft updates and update virus definition files, your system will be almost 100% safe. Therefore, to prevent most virus attacks and loss of data, it is very important to assign someone in your organization to apply Microsoft updates on a regular basis.

If no one in your organization has adequate knowledge to update the virus definition files, please consult us. We have a special deal for network administration outsourcing work.

Special Deal: Best time to upgrade to ACCPAC Windows!

Now is the best time to upgrade your ACCPAC Plus and BIP accounting! From July 3rd, when you upgrade your ACCPAC Plus and BPI Accounting and LanPaks to Advantage Series Enterprise Edition, Corporate Edition or Small Business Edition, You can:

Take 20% off standard upgrade prices through August 29, 2003.

Take 10% off standard upgrade pricing through September 26, 2003.

So call to (323) 265-3000 and ask about details.

Promotion details:

Plus and BPI software must have been registered before November 1, 2002 to be eligible for upgrade. If software is not registered, ACCPAC standard proof of ownership policies apply.

You must upgrade all registered modules and LanPaks to be eligible for the promotion. Any new modules, additional (new) LanPaks or ACCPAC Options products must be purchased at published SRP. This includes the Advantage Series Project and Job Costing module.

One year of Software Assurance (formerly SupportPlus Bronze) is required for upgrade purchase of Advantage Series Enterprise Edition, Corporate Edition and Small Business Edition. Software Assurance fees are calculated on full product SRP of all modules upgraded.

You must purchase the Pervasive.SQL database at SRP if upgrading to Advantage Series Enterprise Edition or Corporate Edition for Pervasive.SQL.

Product upgraded under this promotion is not returnable.

Price protection is not available for any sales made prior to the announcement of this promotion.

Offer valid only in the United States, Canada and the Caribbean.

May not be combined with any other offers.

There are various promotions and discount program available throughout ACCPAC End to End business management solutions. Call us and find out how much you can save!!