



**Pamela D. Wickes, CPA, CFE, CFF, ABV**  
Owner

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#### **Professional Designations & Achievements**

Certified Public Accountant (CPA)  
2000, Licensed in New York State

Certified Fraud Examiner (CFE)  
2007

Certified in Financial Forensics (CFF)  
2008

Accredited in Business Valuation (ABV)  
2006

FBI Albany Division, Citizens Academy  
2010 Graduate

40 Under Forty Award Recipient - 2014  
Albany Business Review

Distinguished Non-Attorney Member  
Award Recipient - 2014  
Capital District Women's Bar Association

#### **Technical Experience**

Wickes Forensic Accounting & Consulting  
2016 – Present  
Owner

Teal, Becker & Chiaramonte, CPAs  
2012 – 2016  
Director of Forensic Accounting

BST- Valuation, Forensic, and Litigation  
2005 – 2012  
Senior Manager

BST- Accounting and Auditing  
(Formerly Bollam, Sheedy & Torani CPAs)  
1997 – 2005  
Manager

Pace Plumbing and Heating, Inc.  
1996 – 1997  
Controller

#### **Education**

B.S. in Accounting  
State University of NY at Oswego  
1996

Collaborative Practice Training Course  
2015

Pam Wickes is an experienced forensic accountant with substantial background in a wide variety of financial investigations, economic damages, other financial matters, litigation support and consulting engagements. She has more than 20 years of diversified experience in the areas of private and public accounting and multiple fields of forensic accounting, which include family law matters; valuations; fraud prevention, detection and response; financial statement misrepresentation; economic damages calculations; and electronic data analysis.

Ms. Wickes specializes in providing objective analysis to clients, allowing them to make better informed decisions about disputes, litigation or other critical business challenges. She prides herself on reporting the procedures performed and the results thereof in a concise and understandable manner. Ms. Wickes provides services as a consultant and/or an expert witness to Plaintiffs and Defendants in civil and criminal cases. She critiques and rebuts opposing experts' findings and opinions as well. Ms. Wickes assists clients prior to and throughout litigation and helps negotiate settlements. In addition, she performs diverse financial analysis and fraud prevention consulting for non-litigated matters.

Ms. Wickes employs the fundamental accounting, auditing and tax knowledge attained during the years she provided traditional public accounting services in each new forensic accounting and consulting engagement. This strong accounting base coupled with specialized forensic training, credentials and experience make Pam able to effectively and efficiently complete the non-traditional accounting engagements she enjoys servicing.

#### **Professional Experience**

Some examples of Ms. Wickes' case experience include:

##### **Financial Investigations and Fraud**

- Fraud examination performed for a publicly traded company to quantify losses resulting from a senior officer's fraudulent actions. Also, assisted Counsel with preparation of the Proof of Loss, which incorporated the results of the investigation, for the insurance claim. The fraud schemes in this case included collusion, financial statement misrepresentation, kickbacks, misuse of company resources for the officer's personal benefit, expense reimbursement fraud, as well as others. The project also involved investigation of undisclosed business relationships and related party transactions.
- Engaged by an owner of hotels to investigate the property management company's alleged misappropriation of one of the hotel's cash receipts.

- Assisted the beneficiaries of a trust and their attorney in the investigation of alleged self-dealing by its trustee.
- Investigated alleged employee embezzlement for Defendant in a criminal case prosecuted by the Albany County, New York District Attorney's office. Met with the Assistant District Attorneys to explain the shortcomings of the opposing expert's analysis and report and to provide explanation of the differences that were misinterpreted by the employer and its expert.
- Investigated alleged unreported income and structuring of deposits by several gas station businesses. The case related to Cash Transaction Reports (CTRs). Financial data was reconstructed as part of this analysis. These services were performed for the Defendants in a criminal case prosecuted by the U.S. Attorney's office.
- Engaged by a company to quantify the losses incurred from employee embezzlement and to provide the Saratoga County, New York District Attorney's office evidence for the prosecution of the matter. This investigation related to the personal use of the company's credit cards that had been covered up by falsifying accounting records and transactions.

#### **Matrimonial and Family Law**

- Retained in litigated and non-litigated matrimonial matters to assist clients, their attorneys and the court with a variety of financial matters, including the following:
  - Identified and quantified assets, liabilities, and family income for preparation of Statement of Net Worth and other purposes;
  - Determined the nature or character of assets and liabilities (i.e. separate or marital);
  - Traced deposit/contributions into accounts, other financial transactions and cash flows to assist with substantiating or rebutting separate property claims, including those related to retirement accounts;
  - Investigated allegations of hidden assets and unreported or deferred income to assist with proper income determination for calculations of child support and maintenance;
  - Performed lifestyle analysis and/or investigation of business records to investigate the accuracy of the income reported for calculations of child support and maintenance;
  - Investigated the nature of deductions of a spouse's business to determine if the net profits of the business are understated due to personal or other non-business related expenses of the company.

- Performed tracing of transfers between accounts and review of unaccounted for withdrawals, transfers or checks to search for indications of unidentified use of marital funds or unreported accounts or assets.
- Assisted the court in determining the nominal and beneficial ownership of family owned entities, including investigation of investments in, entitlements to, and control of the family business;
- Collaborated with the business valuation analyst on the case when the results of the forensic accounting investigation impacted the reported cash flows and profits,
- Analyzed a child support payer's income and cash flows derived from business ownership interests to quantify the change in income for counsel's use in a request for modification of maintenance and child support payments.

#### **Damages Analysis**

- Retained by the Plaintiff in a medical malpractice case to quantify the lost profits of his electrical contracting business due to his extended absence from the business. The causal relationship between the incident and the claimed damages was assumed and not part of the opinion of lost profits and related testimony.
- Retained by Defendant's Counsel to critique and rebut Plaintiff's expert's calculations of damages in a breach of contract matter related to a bakery distribution joint venture.
- Retained by Defendant in a civil action related to a real estate dispute to allocate mortgage payments between principal, interest and taxes to determine the amount due and owing to a former business partner. The analysis was complicated by prior Judgments of Foreclosure and Sale for related properties and payments pursuant to and during the pendency of Defendant's bankruptcy case.
- Determined the extent of damages suffered, including lost profits, by a Defendant company due to a breach of contract, which included restrictive covenants that, in part, prohibited Plaintiff company from soliciting or selling directly to the customers of Defendant company.
- Calculated economic damages sustained by claimant for purposes of claimant's litigation against its insurer in an attempt to collect additional insurance proceeds for the business interruption claim. In this case, the calculation included, the lost value of the business and additional expenses incurred.
- Performed calculations of lost earnings in personal injury cases to assist Counsel.

### **Stakeholder Disputes**

- Engaged by a Member of real estate investment holding companies to review the accounting records maintained by the Managing Member and investigate related party transactions, allocation of expenses by the management company (the Managing Member), and possible non-business expenses.
- Engaged by minority shareholder, pursuant to litigation to dissolve the business, to quantify personal expenses of the majority shareholder deducted by the business and to quantify the adjusted cash flows for proper valuation of the business.
- Engaged by a Partner of a law firm, pursuant to a civil matter, to investigate various financial matters surrounding alleged breach of fiduciary duty and self-dealing by the Partner leaving the firm.
- Engaged by minority shareholder, pursuant to litigation to dissolve a bakery, to value the business for buyout purposes, which included adjustments for and analysis of unreported revenue and reconstruction of certain accounting transactions. Ms. Wickes was instrumental to the settlement process by working with the opposing expert to address various differences and to bring certain issues to the attention of both parties' attorneys.
- Retained by a Receiver, pursuant to dissolution proceedings for a joint venture, to perform final accounting, determine final distributions, and investigate various allegations related to distributions and expenses by the Members.
- Engaged by a buyer to analyze the accounting books and records of an energy service company to assess the accuracy of the earn out payments calculated pursuant to the terms of the sales agreement. Revenue and expense transactions were tested, gross profit was adjusted as a result of the findings and the earn out payments were re-calculated.

### **Construction Contract Disputes**

- Retained in a civil case by an owner to review and test a contractor's accounting and related records for a project pursuant to the owner's right to audit, as per the terms of the construction contract. Ms. Wickes' detailed analysis of the requisitions (AIA Forms) revealed the contractor had billed twice for a portion of the work performed.
- Engaged by an owner, pursuant to the owner's right to audit, as per the terms of the construction contract, to review and test a contractor's accounting on a cost plus mark-up contract and to determine the final contract payout to the contractor.

### **Consulting and Other Investigations**

- Forensic investigation of factors leading to insolvency of a New York State self-insured trust.

- Analysis of a New York State self-insured trust member's overall liability and assessment balance for purposes of the member's financial reporting.
- Engaged by a medical practice to investigate concerns regarding the profitability of its departments and doctors and to provide recommendations for processes and internal controls.
- Performed a cost/benefit, profitability, and efficiency analysis for a Town's service program on behalf of the Town.
- Substantiated and tested income and expenses for various litigated and non-litigated matters.
- Provided litigation support services, including assistance with discovery, settlement negotiations, depositions, interrogatories, trial preparation, affidavits, etc.
- Consulted with companies to evaluate internal controls and processes related to the accounting functions and provided recommendations to improve efficiency, segregations of duties and fraud prevention.

#### **Other Relevant Experience**

- Conducted many valuations of businesses, professional practices and enhanced earnings for use in matrimonial matters, litigation, buy/sell transactions, shareholder actions/disputes, and estate and gift tax proceedings.
- Reviewed and critiqued business valuations on a consulting basis.
- Conducted certified audits of financial statements in accordance with *Generally Accepted Auditing Standards (GAAS)* and/or *Generally Accepted Government Auditing Standards (GAGAS)*.
- Prepared Consolidated Fiscal Reports (CFR) for clients' submission to New York State agencies.
- Prepared personal and corporate income tax returns.
- Provided accounting support services, including bank reconciliations, work-in-process / construction accounting, training, etc., to tax and audit clients.
- Completed approximately 50 hours of qualified continuing professional education annually, with a concentration in disciplines of fraud prevention and detection, litigation, ethics, forensic accounting and investigations, economic damages, insurance claims and business valuation since 2004.

#### **Qualified as Expert Witness**

- New York State Supreme Court
  - Schenectady County
  - Warren County

**Seminar Materials and Lectures Given**

- “Investigative Techniques to Quantify Fraud”, at The Conference That Counts (TCTC), a joint conference by The New York Capital Chapter of the Association of Government Accountants (AGA), The Albany Chapter of The Institute of Internal Auditors (IIA), the Hudson Valley Chapter of the Information Systems Audit and Control Association (ISACA), Albany, New York, September 2017
- “Forensic Accounting Tips & Tales of Resolving Financial Disputes in Matrimonial Matters”, Continuing Legal Education Seminar for Albany County Bar Association, Albany, New York, April 2015
- “Out of Start-up Mode: How to Deal with Fraud & Protect Against It”, Entrepreneurs' Organization-Albany, Albany, New York, February 2015
- “2015 Resolutions for Your Business: Be Prepared to Deal with Fraud”, a Teal, Becker & Chiaramonte CPAs PC & M&T Bank sponsored program, Albany, New York, January 2015
- “Ethics and Fraud Policies, Conflicts of Interest and Hotlines”, Schoharie Area School Business Officers, Schoharie, New York, September 2014
- “Preventing & Detecting Fraud in the Workplace”, Northeast Subcontractors Association (NESCA) / Eastern Contractors Association (ECA) / Associated General Contractors (AGC) Joint Educational Program, Albany, New York, February 2014; and AGC, Bolton Landing, New York, July 2014
- “Money Laundering: Tracing Illicit Funds” and “Cutting Edge Tips in Today’s World of Fraud”, North Carolina Association of Certified Public Accountants’ Fraud and Forensic Accounting Conference, Greensboro, North Carolina, December 2013
- “Fraud in the Workplace”, Information Systems Audit and Control Association (ISACA), Albany, New York, November 2013
- “Technology in Today’s Fraud Landscape”, The Institute of Management Accountants (IMA), Albany, New York, November 2013
- “Fraud Matters – Don’t Become Another Headline: Awareness & Prevention Tips”, Chief Executives Network for Manufacturing, Latham, New York, October 2013
- “Fraudulent Asset Depletion: Demonstrating Orchestrated Insolvency to the Detriment of the Creditor”, Albany Area Chapter of the ACFE, Albany, New York, August 2013
- “Occupational Fraud & Collusion Case Study”, Capital Region New York Chapter of NAWIC, Albany, New York, September 2012
- “Overview of the ACFE’s 2012 Global Fraud Study”, Albany Area Chapter of the ACFE, Albany, New York, July 2012
- “Anatomy of the Balance Sheet” (Part of Basics of Accounting for Lawyers 2012: What Every Practicing Lawyer Needs to Know)”, Practising Law Institute, New York, New York, May 2012

- "Collusion Case Studies", Albany Chapter of the ACFE, Albany, New York, June 2011
- "Utilizing BNA to Normalize Depreciation in Valuation Engagements", BST Valuation & Litigation Advisors, LLC, Albany, New York, April 2007
- "Construction in Progress, What It Is & How to Audit It", Bollam, Sheedy, Torani & Co. LLP, CPAs (BST), Albany, New York, December 2001
- Various "career day" presentations at colleges and schools
- Guest lecturer for Forensic Accounting course at Siena College, May 2016 and 2017
- Guest lecturer for Digital Forensics course at the State University of New York at Albany, May 2017

#### **Publications**

- "What's Your Fraud Weakness?", *Saratoga Business Journal*, November 2014
- "The Best Defense: Protecting Your Business from Fraud Is Critical", *Capital*, an Albany-Colonie Regional Chamber Publication, January/February 2014
- Quoted in "Resolving to Take Charge: 14 ways to improve your financial health in 2014", *Life@Home*, December 2013
- Quoted in "Second Generation Speaks; Young CFEs Follow Fraud Examination Trailblazers, Part 2", *Fraud Magazine*, November/December 2013
- "Forensic Accountants and Legal Issues", *Glens Falls Business Journal*, February 2013.
- "Five Easy Steps to Deter and Detect Fraud in Any Organization", *BST News & Notes*, May 26, 2011
- Contributed to the expert advice column for The Business Review, June 2009

#### **Professional and Community Activities (past and present)**

- American Institute of Certified Public Accountants (AICPA), membership
- Association of Certified Fraud Examiners (ACFE), membership
- Albany Area Chapter of the ACFE, membership and board: President, Vice-President, Secretary, and At-Large Member
- Capital District Women's Bar Association (CDWBA), a chapter of the Women's Bar Association of the State of New York, membership and committee member
- Collaborative Divorce Association of the Capital District, Inc. (CDACD) and its practice groups, membership

- International Academy of Collaborative Professionals (IACP), membership
- Capital Region Chamber (previously known as Albany-Colonie Regional Chamber of Commerce), membership
- Small Business Council of Albany-Colonie Regional Chamber of Commerce, Chair and committee member
- National Association of Women in Construction (NAWIC), Capital Region New York Chapter, membership, committee member and Board: Member and Treasurer
- Team Captain for the American Diabetes Association's Tour de Cure; team of riders sponsored by CDWBA and Teal, Becker, Chiaramonte, CPAs
- Assistant Coach for Guilderland Pop Warner Cheerleading