

Timothy R. Weir, CPA, CFE

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SUMMARY OF QUALIFICATIONS

CPA, Certified Fraud Examiner (CFE), and Certified Inspector General (CIG), with strong experience in internal audit, compliance, anti-corruption investigation, risk assessment, action planning, business ethics, program and staff development, relative to institutional integrity:

- Scope of experience includes internal and external fraud; for-profit, governmental, institutional; local, to complex national and international investigative initiatives and program development.
- Fraud/ethics experience encompasses the law enforcement side and the institutional side, including the set-up and management of an Office of Public Integrity for a major U.S. city.
- Work with executive-level stakeholders to establish integrity/compliance goals and strategies.
- Strong managerial and hands-on experience in forensic accounting, auditing, compliance, staff training and certification, and preventative programs.
- Auditing includes financial auditing, compliance auditing, and performance auditing.
- Additional core assets: corporate finance, auditing, forensic accounting, crisis management, management consulting, and corporate security.
- Pro-active in initiating and managing inter-organizational relations/cooperation; spearhead first-time joint cooperation leading to long-term mutually beneficial relations.
- Team leadership; team training, professional development and qualification for certification.
- Research and investigation: evaluate, prioritize and manage investigations; set strategies; access internal and external resources (e.g., financial analysts, technical specialists, legal guidance); obtain approval from appropriate regulatory bodies; execute strategies; establish proof; present findings to senior management and ultimately develop preventative programs.
- Project management: prioritize and perform/manage teams in fraud investigations and audits.

Additional expertise:

- Critical thinking, mediation, conflict resolution between vested parties, and the ability to obtain collective approval from disparate parties.
- Preventative strategies: conduct risk assessments; develop programs, policies and procedures fostering accountability and transparency.
- Investigations: evaluate, prioritize and manage investigations; identify and access resources.
- Branch management: staffing, training, delegation and team support.
- Extensive continuing education in management and technology:
- MS Word, Access, Excel, PowerPoint; Crystal Ball; proprietary programs and databases.
- Offering a complementary combination of management, forensic accounting, auditing, technical, project management and program development skills.

EDUCATION

Master of Business Administration, 6/2011

Concentrations: Finance, Competitive & Organizational Strategy

Simon Graduate School of Business, University of Rochester, Rochester, NY

- Includes strong core in Corporate Accounting, Finance, Pricing, Statistics, Investments & Trading, Business Analysis.

Bachelor of Science: Accounting, 5/1987

Bachelor of Science: Business Administration, 5/1987

University of Kansas, Lawrence, KS

PROFESSIONAL HIGHLIGHTS

City of Rochester, Rochester, NY – 5/2014 to present

Executive Management, Internal Audit and Investigations

Bottom-line responsibility for the functions of the Office of Public Integrity (OPI) which includes internal audit and investigation functions of the City of Rochester; \$550 million city operating budget, 12 operations departments, 2500 union and non-union employees.

- Report to Mayor; work closely with COO/Deputy Mayor; active member of the city's executive-level Senior Management Team, consisting of the 12 Department Commissioners.
- Responsible for OPI staffing, budget, resource allocation, training and compliance.
- Oversee audit manager and staff of eight investigators and accountants, all qualified to the BA, BS, MS or MBA-level.
- Audit functions include financial auditing, compliance auditing, and performance auditing of 12 operating departments.
- Brought OPI into first-time compliance with Yellow Book's "Generally Accepted Government Auditing Standards and Red Book's "International Standards for the Professional Practice of Internal Auditing." Passed 2018 External Peer Review.
- Also conduct internal investigations of employee misconduct, misuse of resources, as well as the investigation of fraud or waste abuse on the part of vendors and contractors.
- Following investigations and audits, make recommendations for improvement and preventative measures, as it might pertain to, for example, segregation of duties, managerial oversight, or the accessibility of needed additional resources.
- Since position was previously unoccupied, the "duties include" function for the Director/OPI encompass many new initiatives, including assessments, and reforms.
- Provide recommendations to the Mayor and City Council to clarify OPI's power and independence in a municipal culture that by nature does not have a history of performance accountability to a third-party.
- Continue to bring stronger definition and organization to the OPI, introducing practices and processes. This includes promoting the value of the OPI as a consultative/preventative tool and solution source, in addition to being an enforcement entity.
- Conduct city-wide risk assessment for each operating department for the purpose of preparing a comprehensive risk-based audit plan.
- Conduct ethics orientation and training of all employees, at all levels.
- Worked with Mayor to initiate the re-activation of City's Ethics Board, which now hears and issues opinions on ethics issues; serve as Board Member and Board Secretary.
- Through professional CIG development and training, currently bringing the OPI staff into compliance with national Inspector general standards.
- Through staffing adjustments, now have investigation and accounting team with a strong mix of financial, investigative, and people skills.
- Created first-time internships for the OPI and recruited first intern, who was ultimately hired permanently as a staff auditor.
- Established performance metrics for OPI.
- Designed and launched first OPI Annual Report, which outlines audit plan, summary of investigations, OPI's performance metrics, and plans for the future.
- Participate in City Council meetings and budget hearings.
- In summary, have brought the City of Rochester's OPI initiative to a vital, functional, compliant and respected entity whose focus on identifying operational irregularities lead to the implementation of preventative measures.

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PROFESSIONAL HIGHLIGHTS

Federal Bureau of Investigation, Rochester, NY – 1988 to 2/2014

Field Inspection, 7/2013 to 5/2014

Temporary position as part of FBI's management advancement process. Traveled nationally to ensure compliance and facilitate performance improvement in branch offices, and to investigate special incidents, by providing independent, evaluative oversight of administrative operations.

- Led teams of supervisors in auditing and evaluation of financial, administrative and operational facets of branches and field offices (up to 300+ employees, operating budgets to eight figures) to ensure operational compliance and appropriate resource utilization.
- Detailed corrective action plans for compliance and performance improvement.
- Monitored subjects for post-recommendation compliance.
- Also conducted legal attaché inspections.

Intelligence Analysis and Investigation: 9/2008 to 7/2013

Integral member of joint task force charged with investigating clandestine activities, including the transfer of monetary funds and transmission of information as it related to national security.

- Prioritized and managed multiple concurrent projects, from local to international in scope.
- Conducted comprehensive case assessment of allegations to evaluate potential risk.
- Investigative tools included research of databases, forensic accounting, review of bank records, tracing accounts, financial transactional analysis, tracing of funds trails, and interviewing participants, witnesses and complainants.
- Enlisted assistance and delegated assignments to technical, legal, physical and electronic surveillance staff, and other internal specialists.
- As a team member, applied financial investigative expertise to assist other investigators.
- Led strategic planning meetings involving scope and direction of investigations.

Branch Operations Supervision: 10/2003 to 12/2005

Directed day-to-day operations for special investigative initiatives and coordination with multiple field divisions. Reported to off-site senior management in Buffalo.

- Established investigative priorities, allocated resources, and assigned staff.
- Project-managed relocation of branch within budget, time-line and security parameters.
- As member of Audit Team, traveled nationally to audit branch offices against benchmarks; included compliance, cyber programs, staff role functions, monetary accounts, funds management, and funds auditing; developed and presented findings and recommendations.

Supervision: Institutional Fraud Investigative Operations: 10/1998 to 10/2003

Led team of 10 specialists investigating complex institutional fraud, both internal and external.

- Supervised cases such as employee embezzlement, bankruptcy fraud, irregular accounting procedures, improper sales reporting, fraudulent mortgage applications, investment advisor Ponzi schemes, money laundering, and corruption of public officials.
- Briefed executive management on significant developments.
- Participated in hiring and staff development.
- Provided fraud prevention training to institutional employees.

Fraud Investigations/Forensic Accounting: 5/1988 to 10/1998, 1/2006 to 9/2008

As member of Security & Fraud Team conducted extensive investigations from initial yellow flag-raising, to courtroom testifying and criminal prosecution and/or civil restitution.

- Performed extensive investigations of healthcare providers; worked pro-actively with HMOs.
- Analyzed provider and consumer records, traced bank records.
- Also investigated corporate and institutional white collar crime, including money laundering and embezzlement; presented the viability of each case to prosecuting authorities.
- As a subject matter witness, explained complex issues in criminal court.

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ADDITIONAL EXPERIENCE

University of Rochester, Simon School of Business, Rochester, NY – 3/19 to current

Adjunct Lecturer

Teach graduate level forensic accounting course titled, *Accounting Analytics for Forensics*

Forensic Audit Solutions, LLC, Rochester, NY - 11/2015 to current

Principal

Provide forensic accounting services to clients in the legal, government, and private sectors.

The College at Brockport, State University of New York, Brockport, NY – 1/16 to 9/17

Taught graduate level forensic accounting courses in the School of Business & Management

Citizens Mutual Savings & Loan, Leavenworth, KS – 9/1987 to 2/1988

Staff Accountant: Corporate Office

Performed general accounting functions.

PROFESSIONAL LICENSING/MEMBERSHIPS

New York State Licensed CPA

American Institute of Certified Public Accountants (AICPA)

New York State Society of Certified Public Accountants (NYSSCPA)

Institute of Internal Auditors (IIA)

Association of Inspectors General (AIG)

Association of Certified Fraud Examiners (ACFE)

Former Board Member - Institute of Internal Auditors (Rochester Chapter)