

## Pamela S. Fagan



### Publications:

AMAI Newsletter: 'Three Things Employers Cannot Do With Employee's Paychecks'  
"Why Are Job Descriptions So Important?"  
"Common Myths Payroll Should Know About"  
"The DOL's Wage and Hour Division May Be Coming for YOU"  
"The Real Truth About Exempt vs. Nonexempt Classifications"  
"Pro Is Pro Compliance", Nov. 2001, Wage – Hour Alert Newsletter  
"Quickbooks for Payroll", Pryor Learning Solutions, February 2019, 2020 update  
"Payroll Law", Pryor Learning Solutions, 2016 – 2021 updated annually  
"How To Run a One-Person HR Department", Max Muller and Assoc, 2018 – 2022 updated annually  
"The DOL's Wage and Hour Division May Be Coming For YOU", Mar 2011, Article Speak LLC  
"Payroll Law Course", National Seminars Group, 2005  
"Payroll Law for Canada", Fred Pryor Seminars, 2011, 2013 - 2021 updates  
"Human Resources and the Law" National Seminars Group, 2009 - 2020 updates  
"Essentials of 1099 Reporting", NCompliance Services, 2010 - 2013  
"Essentials of 1042-S Reporting", NCompliance Services, 2010 - 2013  
"How To Withhold a Garnishment for Payroll Professionals", National Seminars Group 2008 and 2010 update  
"Contractors vs. Employees Misclassification" webinar – Progressive Business Publications, 2015, 2016, 2018, 2019, 2020, 2021  
"Exempt vs. Nonexempt Employee - Common Errors Employers Make" – Progressive Business Publications, 2015 – 2021, updated annually  
"Sales and Use Tax Webinar" Business Training Services, Inc. – 2012, 2013, 2014, 2015, 2017, 2019, 2020, 2021  
"Sales and Use Tax Seminar", Audit Business Services, Inc. – 2017 – 2021  
"Canada Sales Tax: HST – PST", Audit Business Services, Inc. – 2017 - 2021  
"Processing Garnishments Correctly for Payroll Professionals", Progressive Business Publications, 2014 – 2021 – updated annually  
"What Exempt Employees Are REALLY Exempt From" – Park Avenue Presentations, 2015, 2017, 2018  
"Essentials of 1099 Reporting", Progressive Business Publications, 2018 - 2021  
"Essentials of 1042-S Reporting", Progressive Business Publications, 2018 - 2021  
"Pay Strategies for Remote Workers", HR Manager Hour Publications, 2022  
"Form 941 Updates", Resourceful Finance Pro Publications, 2019 – 2022  
"A/P Compliance Logbook", Audit Business Services, Inc., published 2015 – 2021 updated annually  
"Controller Workshop", Fred Pryor Seminars, 2018 – 2021 updated annually  
Training programs on various topics including but not limited to payroll, human resources, ABC Cost accounting, customer service call center, etc.

### Work History:

Director of Operations, Finance and HR – 6 years – non-profit Native American organizations  
Corporate Trainer and Auditor/Consultant – 35 years  
Director of Accounting and Personnel/CEO – leasing firm  
Executive Director – non-profit organization  
Controller – manufacturing – specializing in ABC cost accounting  
Assistant Controller – manufacturing – aluminum industry  
Executive Vice President for HR and Safety – manufacturing – aluminum industry

## **Awards & Affiliations**

Numerous awards for performance in sales and customer satisfaction  
National Native American Human Resources Association  
National Speakers Association  
American Payroll Association  
Society of Human Resources Managers  
Canadian Payroll Association  
Canadian Human Resource Association

## **Certifications**

SPHR – Senior Professional in Human Resources  
CPP - Certified Payroll Professional  
CCPP – Canada Certified Payroll Professional  
CHRP – Canadian Human Resource Professional  
THRP – Tribal Human Resource Professional  
TFMC – Tribal Finance Managers Certification

## **Favorite Training Topics:**

Law Compliance in Payroll/Labor law, Employment law, and Safety law; Sexual Harassment Certification.  
Accounting topics: Accounts Receivable, Accounts Payable; Accounting for Non-Financial Personnel;  
Controllershship;  
Management and Supervisory: Compliance; soft skills  
Computer Training: Excel; Access; PowerPoint

## **Philosophy:**

I am pro-compliance – my goal is to promote compliance in all aspects of tax, labor and employment law; and by doing so, help to protect companies, employers and their employees.

## **Comments from customers/clients:**

“Pamela Fagan is extremely knowledgeable in her field.”

“She is very down-to-earth and uses examples I can relate to.”

“Pamela Fagan did her research and was able to help my employees understand our company’s goals and expectations in a way we were unable to do.”