



## Stephan K. Tan, CPA (U.K.)

Stephan is a finance and accounting leader with more than 40 years of experience supporting public and private companies with reporting compliance, audit readiness, and complex international operations. His background spans senior executive and advisory roles across Asia, Europe, and the United States, with deep expertise in U.S. GAAP, IFRS, SEC reporting, M&A, and enterprise system implementations. He brings a proven ability to build scalable finance organizations, strengthen controls, and guide companies through significant growth, transformation, and cross-border challenges.

## Credentials & Expertise



### Expertise

- ◆ M&As and Accounting for Business Combinations
- ◆ Revenue Recognition
- ◆ Sarbanes-Oxley, U.S. GAAP, IFRS, IAS & PRC CAS
- ◆ Stock-Based Compensation
- ◆ Assets Impairments
- ◆ Payroll
- ◆ Supply Chain & Procurement
- ◆ Cash and Treasury
- ◆ International Fund Repatriation
- ◆ Pensions & Benefits
- ◆ Enterprisewide System Integration & Conversion
- ◆ Recruiting & Training
- ◆ Local & Remote Management



### Highlights

- ◆ **Christie**, Regional Controller - Asia Pacific
- ◆ **MSC Software**, Director of Financial Reporting & Controls
- ◆ **Excellon**, CFO/VP of Finance



### Technical Proficiency

- ◆ MS Excel, Word and PowerPoint
- ◆ Word Perfect
- ◆ Lotus 123
- ◆ JD Edwards
- ◆ Oracle
- ◆ PeopleSoft
- ◆ Manman
- ◆ 4GL



### Industries

- ◆ Technology
- ◆ Electronics
- ◆ Manufacturing – U.S. and Asia
- ◆ International Trade/Distribution
- ◆ Insurance
- ◆ Solar Energy
- ◆ Real Estate
- ◆ Building/Infrastructure Construction
- ◆ Medical Products & Services



### Achievements

- ◆ Managed senior executive relationships across continents while also establishing and directing regional offices.
- ◆ Established reporting structures for newly acquired companies, new plants and new regional offices around the world.
- ◆ Improved gross margins by 20 percent via product cost reductions and more effective monitoring of capital and expenditures.
- ◆ Created new sales incentive structure that resulted in a 30 percent increase in revenue.



### Languages

- ◆ English
- ◆ Mandarin and two Chinese dialects
- ◆ Malaysian

For over 15 years, BGA has proudly filled the gap that often exists between accounting firms striving to maintain independence and their clients. We understand the compliance requirements and needs of our public and private clients. Our unwavering commitment to excellence has enabled us to assist thousands of domestic and international companies with everything from complex M&A transactions to IPOs and technical accounting for financial reporting.



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### Credentials & Expertise



#### Associations & Certifications

- ◆ Chartered Association of Certified Accountants – CPA, U.K.
- ◆ New Zealand Institute of Chartered Accountants
- ◆ Malaysia Institute of Accountants



#### Education

- ◆ Emile Woolf College, London, England – Chartered Association of Certified Accountants, UK
- ◆ London School of Accountancy – Degree in Auditing and Accountancy
- ◆ Stamford College, Malaysia - Full Certificate of General Education –Advanced Level

### Experience



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**Blythe Global Advisors** ◆ **BlytheTeam Consultant – 2018 to Present**

- ◆ Support compliance with new rules/regulatory compliance/pronouncements.
- ◆ Complete financial audit and meet filing deadlines.
- ◆ Provide internal/external reporting support.
- ◆ Fill gaps due to high turnover in key financial positions (CFO, Controller).
- ◆ IPO/SPAC transaction readiness.
- ◆ Financial statement uplift, audit support, technical accounting , quarterly presentation, segment reporting & SOX preparedness.
- ◆ Assisted health science companies evaluate the impact of ASC 606 and ASC 842.
- ◆ Provided pre-audit support to several companies preparing for t heir first external audit.
- ◆ Provided part-time controller/CFO services to several private equity companies.

**Executive Financial Consultant** ◆ **2013 to Present**

- ◆ Prepared SEC filings including 10-Ks, 10-Qs and S-1 registration s for a medical management group and a physical access provider.
- ◆ Implemented operational projects dealing with procurement and logistical/customs operations.
- ◆ Reviewed financial and operational transactions for Indian and Chinese companies to ensure compliance with U.S. GAAP and other reporting requirements.



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### Experience



#### Christie ♦ Regional Controller – Asia Pacific – 2010 to 2013

- ♦ An \$850 million private global visual technologies company and market leader in projection systems solutions. It is wholly owned by Ushio Inc, a public Japanese company.
- ♦ Responsible for regional financial operations and compliance matters. Reported to both local Asia Pacific management and to U.S. and Japanese senior management.
- ♦ Provided functional leadership to accounting staff at local offices regarding financial accounting controls and practices. Directed the setup of regional and local entity finance departments.
- ♦ Managed and reviewed local annual, monthly and quarterly financial reports to ensure compliance across all Asia Pacific operations.
- ♦ Performed account reclassifications/adjustments based on the differences between international accounting standards (IFRS/ IAS/PRC CAS) and U.S. GAAP. Advised on all finance requirements and practices in country offices.
- ♦ Integrated accounting systems and reporting structures for newly acquired companies in Australia and India as well as a joint venture in China. Transferred and dissolved financial assets/liabilities on closure of two representative offices to an existing subsidiary in China.
- ♦ Led the implementation of a shared service center in Singapore handling order to cash, procure to pay and expenses reimbursement.
- ♦ Established the finance department for a new manufacturing plant in Shenzhen, China, including recruiting and training staff, initiating localization studies for implementation of JD Edwards, and policies orientation. Oversaw two other entities on implementation of JD Edwards as part of enterprisewide systems use at the U.S. corporate office.



#### MSC Software ♦ Director of Financial Reporting and Controls – 2006 to 2010

- ♦ Responsibilities included external financial reporting requirements, including all filings with SEC; specialized accounting including stock compensation and related equity accounts, business combinations, pensions and benefits, and impairment of tangibles and intangibles; coordination with senior management, FPA team, tax and legal personnel, foreign subsidiaries in Asia and Europe and external auditors.
- ♦ Prepared accounting entries of all equity-based compensation including the implementation of FAS 123(R). Reviewed issues concerning misdating of stock awards along with SAB 99 and 108 assessments.
- ♦ Prepared impairment tests of goodwill, indefinite lived assets and other intangibles in accordance with FAS 142 and 144.
- ♦ Ensured compliance with SOX; maintained appropriate controls/procedures; and managed resolution of control weaknesses identified by internal and external auditors.



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### Experience



#### SolarIntegrated ♦ Corporate Controller – 2005 to 2006

- ♦ A \$50 million manufacturer of commercial/industrial solar panels. Company was listed on the Alternative Investment Market (AIM) section of the London Stock Exchange and went out of business in 2015.
- ♦ Responsible for finance and payroll departments for the home office and its European subsidiaries.
- ♦ Worked with the chief financial officer, executive vice president for corporate development and investment bankers on audits and due diligence to raise funds from a private placement of \$37 million. Also worked with financial institutions to refinance existing revolving line of credit.
- ♦ Managed communications with key vendors during period of financial difficulties to oversee cash management. Increased accounts payable from \$2.5 million to \$10 million in four months.
- ♦ Implemented financial policies covering accounting, purchasing, and operational and capital spending.
- ♦ Worked with the vice president of human resources to institute a new benefits plan covering health, vision, life insurance and retirement.
- ♦ Completed six months of financial accounts reconciliation, analysis and management reports in six weeks for reporting to banks, investment bankers and filing with the London Stock Exchange.
- ♦ Implemented Kronos time reporting system and integrated same with payroll processing.



#### Excellon ♦ Chief Financial Officer, Vice President of Finance and Controller – 2000 to 2005

- ♦ A \$120 million wholly-owned subsidiary of Esterline Technologies that manufactures and installs printed circuit board drilling machines. Private equity owners acquired interest from Esterline Technologies in 2003.
- ♦ Managed the finance, management information systems and human resources departments for the holding company in the U.S. as well as for two Asian subsidiaries.
- ♦ Improved liquidity and overall financial strength through higher inventory turns; reduced receivables and controlled spending to match volume of business. NOTE: New investors did not provide any working capital upon acquisition of the company so were able to draw millions of surplus cash for other investments.
- ♦ Prepared and presented complex financial analyses to the board of directors regarding establishment of a manufacturing facility in China and parts and service operations in Hong Kong.
- ♦ Led product cost reductions and monitored capital and engineering project development expenditures. Improved gross margin by 20 percent.
- ♦ Established administrative and accounting functions for two Asian subsidiary companies.
- ♦ Managed the company's financial reporting and oversaw costing/general accounting matters including strengthening internal controls for the company, its six subsidiaries and controllers, and its strategic business units.



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### Experience

- ◆ Reduced financial reporting by two to three days each month. Improved completion of consolidated financial statements and reports/letters to four to five days after month-end close.
- ◆ Set up processes and procedures for the finance, operations and sales departments to track and record revenue recognition in accordance with U.S. GAAP and SEC requirements.
- ◆ Identified warranty costs from product failures that lowered production costs and improved margins.
- ◆ Participated in downsizing plans during a prolonged industry-wide downturn.
- ◆ Worked with investment bankers and potential investors on financial analyses and the due diligence audit while the company was up for sale.

#### MBf, USA Inc. ◆ Chief Financial Officer – 1994 to 1998

- ◆ Managed finance, investor relations and secretarial matters for the holding company, its distribution subsidiary in the U.S. and its manufacturing subsidiaries in Asia.
- ◆ Raised tens of millions of capital via private placements to keep this loss-generating company in compliance with listing requirements.
- ◆ Created new sales incentive structure that resulted in a 30 percent increase in revenue.
- ◆ Negotiated with new lenders for 50 percent additional financial facilities with improved terms.



#### New Zealand Government ◆ Audit Manager – 1987 to 1991



#### EY ◆ Audit and Business Services Manager, Kuala Lumpur, Malaysia – 1984 to 1987

### Contact Us

#### Blythe Global Advisors, LLC

Blythe Global Advisors is headquartered in Southern California with a broad geographic reach across the United States via the BlytheTeam®

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