



Norm Toma, CMA

Finance and accounting executive with extensive experience serving as Corporate and Segment Controller across public and private companies, as well as in advisory roles supporting organizations through periods of transition. Norm has led financial reporting, SEC compliance, and global accounting operations, and is frequently brought in to stabilize and enhance finance functions during M&A, system implementations, and organizational change. His background also includes experience supporting non-profit and quasi-governmental environments, particularly in internal audit, compliance, and process design.

Credentials & Expertise



Expertise

- ◆ Controllership & Financial Leadership
- ◆ SEC Reporting & Technical Accounting
- ◆ SOX & Internal Controls
- ◆ M&A Integration & Carve-Outs
- ◆ Interim CFO / Controller Leadership
- ◆ Finance Transformation & Close Optimization
- ◆ Financial Modeling & Forecasting
- ◆ ERP & Reporting Implementations
- ◆ Global Accounting Operations
- ◆ Process & Controls Improvement
- ◆ Internal Audit & Risk Management
- ◆ US GAAP & IFRS Conversion



Industries

- ◆ Technology & Telecommunications
- ◆ Government Contracting / Defense
- ◆ Professional Services & Consulting
- ◆ Pharmaceuticals & Life Sciences
- ◆ Education & Global Institutions
- ◆ Workforce Solutions / Staffing
- ◆ Nonprofit & Healthcare
- ◆ Public Companies / SEC Registrants



Highlights

- ◆ **MorganFranklin Consulting**, Senior Manager
- ◆ **DLH Holdings**, Corporate Controller
- ◆ **Hughes Network Systems**, Segment Controller
- ◆ **Allegis Global Systems**, Corporate Controller
- ◆ **Integral Systems**, Assistant Corporate Controller & Manager of Financial Reporting



Achievements

- ◆ Led organizations through complex transitions as Interim CFO/Controller, improving cash flow, accelerating close cycles, and enhancing reporting and operational efficiency
- ◆ Directed remediation of material weaknesses and SOX deficiencies for public and accelerated filers, strengthening internal controls and enabling compliant reporting
- ◆ Led M&A and carve-out integrations, aligning financial reporting, systems, and operational processes across public and multinational organizations
- ◆ Built and transformed finance and internal audit functions, implementing scalable controls and improving the timeliness and reliability of financial reporting



Associations & Certifications

- ◆ Certified Management Accountant (CMA)
- ◆ Institute of Management Accountants (IMA)
- ◆ Served within the South Carolina National Guard / 118th Infantry (May 2000 – January 2003); Assistant Squad Leader (CPL), Tank Navigator
- ◆ Advisory Board Member for the Dr. R.B. Toma Memorial Scholarship, Cal State University, Long Beach
- ◆ Board member for other not-for-profit organizations
- ◆ Volunteer: Special Olympics, MS Walk, United Way



Languages

- ◆ English
- ◆ Spanish
- ◆ Arabic
- ◆ Italian (semi-proficient)

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

Technical Proficiency

- ◆ NetSuite
- ◆ Oracle Financials
- ◆ Costpoint/Deltek
- ◆ MS Office
- ◆ Hyperion
- ◆ MS GP/NAV
- ◆ SAP

Education

- ◆ Bachelor of Science, Business Administration (accounting concentration), The Citadel, The Military College of South Carolina

Experience

Independent Financial Consultant ◆ 2024 to Present

- ◆ Provided transitional CFO and Controller support for organizations undergoing significant personnel and organizational change.
- ◆ Supported acquisition by new private equity ownership, including financial reporting, internal controls, revenue processes, and inventory management.
- ◆ Assisted with purchase accounting entries for a global SaaS company utilizing Costpoint.
- ◆ Led integration of an acquired entity aligned with the parent company's revised organizational structure.



MorganFranklin Consulting (now Highspring) ◆ Senior Manager; Manager – 2017 to 2024

- ◆ Delivered technical accounting support, including SEC reporting, accounting memos, and process documentation
- ◆ Led carve-outs and divestiture activities, supporting internal and external financial reporting
- ◆ Served as Interim CFO/Controller during client transitions and acquisitions, improving cash flow, restructuring teams, and accelerating close timelines
- ◆ Led SOX readiness and remediation efforts for accelerated filers, partnering cross-functionally across IT and business teams
- ◆ Guided international clients through IFRS-to-U.S. GAAP conversion and developed financial models for complex, multi-division organizations
- ◆ Managed engagement budgets and staffing across multiple client engagements



DLH Holdings ◆ Corporate Controller – 2016 to 2017

- ◆ Led full integration of May 2016 acquisition, including internal and external reporting, financial processes, customer invoicing, and business operations.
- ◆ Directed month-end close, including SEC reporting and Workiva system configuration.
- ◆ Advised implementation team on full ERP upgrade from MS Great Plains to MS NAV.

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Experience



Hughes Network Systems ♦ Segment Controller - 2015 to 2016

- ♦ Oversaw accounting operations for a \$1.5B segment, including consolidations and project cost accounting
- ♦ Led financial reporting processes and supported SEC disclosures
- ♦ Implemented financial systems (Deltek, Hyperion) to enhance reporting and visibility
- ♦ Coordinated global teams to ensure compliance with U.S. GAAP and local statutory requirements



Allegis Global Solutions ♦ Corporate Controller - 2012 to 2015

- ♦ Led global accounting operations across 16 countries, including new entity setup and integration
- ♦ Developed reporting frameworks and dashboards to support executive leadership
- ♦ Established scalable processes and controls across finance functions
- ♦ Supported international expansion through coordination with treasury, tax, and compliance teams



Integral Systems, Inc. / Kratos Defense ♦ Assistant Corporate Controller; Manager of Financial Reporting - 2011 to 2012

- ♦ Served as Assistant Corporate Controller during the acquisition of Integral Systems by Kratos, supporting M&A integration, SEC reporting, and corporate financial operations
- ♦ Led SEC reporting, including 10-K, 10-Q, and 8-K filings
- ♦ Managed consolidations and reporting across domestic and international entities
- ♦ Reduced close timelines and improved reporting processes



Laureate Education, Inc. ♦ Internal Audit Manager / Head of Global SOX Compliance - 2010

- ♦ Developed and led global internal audit and SOX compliance programs across multiple regions and operating entities
- ♦ Designed and implemented risk-based audit plans, including the company's first internal audit program for its Asia-based operations
- ♦ Integrated remediation strategies with business objectives across key financial and operational processes
- ♦ Partnered with executive leadership to strengthen internal controls and support compliance across a global education environment

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Experience



MDS Pharma Services ♦ Senior Manager of Finance, Policies & Controls - 2009 to 2010

- ♦ Designed and implemented audit programs to strengthen financial reporting controls and improve efficiency
- ♦ Developed financial models within Oracle Financial Analyzer to support internal and external reporting
- ♦ Led legal entity structuring and transition activities for foreign entities in preparation for disposition



Lantronix ♦ Manager of Internal Controls - 2006 to 2009

- ♦ Built and led the company's SOX compliance and internal audit function for first-year public company readiness, achieving successful compliance with no reportable conditions
- ♦ Assumed controllership responsibilities during leadership transition, overseeing month-end close and SEC reporting
- ♦ Co-led Oracle system upgrade (11 to 11i), aligning financial processes across AP, AR, and cash management
- ♦ Supported divestiture of international entity, assisting with financial and operational transition activities

Parson Consulting ♦ Senior Consultant - 2005 to 2006

- ♦ Designed and implemented SOX policies and procedures for a large non-profit healthcare organization (Kaiser Permanente), strengthening internal controls and compliance
- ♦ Led process and transaction initiatives, including reengineering national research grant workflows and developing M&A frameworks for consulting leadership



Ernst & Young LLP ♦ Assurance Senior; Staff - 2002 to 2005

- ♦ Supported SOX implementation, M&A due diligence, and transaction advisory initiatives for large public company clients

Contact Us

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

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