

BLAIR HUGHES, CPA

PROFESSIONAL CONSULTANT



INDUSTRY EXPERIENCE

- Manufacturing
- Distribution
- Telecommunications
- Logistics
- Health Care
- Financial Institutions
- Energy Technology

FUNCTIONAL EXPERIENCE

- Financial Planning & Analysis
- Sales/Commercial Finance
- Supply Chain Finance
- Audit & Assurance
- SOX Compliance
- M&A Due Diligence
- Accounting Research

SYSTEMS EXPERIENCE

- Oracle
- Microsoft Dynamics 365
- Microsoft Dynamics AX
- Hyperion HFM
- IBM Cognos TM1
- QuickBooks
- Vena Solutions
- EPICOR
- Workday
- GRC Risk & Compliance
- Microsoft Power BI
- Tableau
- Salesforce
- Blackline
- Canvas
- AuditBoard
- Advanced Excel

EDUCATION & CERTIFICATIONS

Master of Accounting, University of North Carolina - Chapel Hill

BA in Economics, University of North Carolina - Chapel Hill

Active CPA in North Carolina

EXECUTIVE SUMMARY

Results-driven finance professional with a diverse background working in small, medium and large-sized public and privately held organizations. Career includes experience in both private industry and public accounting. Areas of expertise include financial management, analysis, budgeting and forecasting; internal controls documentation/testing and internal/external audit and compliance.

RELEVANT EXPERIENCE

- Supported private equity backed telecommunications client with FP&A support, including managing Board reporting, debt covenant compliance, and maintaining complex financial models, while also preparing FY'24 financial statements for audit. Drove process improvements in reporting and automation, enhanced the 10-year model, and streamlined BOD presentations. Developed expertise in debt compliance and advanced modeling, gaining valuable exposure to private equity environments through participation in monthly board meetings.
- Supported publicly traded company with SOX Compliance testing for the 2023 audit in the areas of treasury, M&A, equity, debt, financial reporting, AP, intangibles, revenue, and procurement. Consultant performed a detailed review of management files, inquired when evidence was insufficient, and recorded and documented findings using AuditBoard.
- Supported divestiture of a business unit from a publicly traded company to a standalone entity, where he assisted through the close process, reviewing journal entries and reconciliations, year-end audit process. During the project, consultant streamlined several reconciliations to make them more auditable, using a standard template. He also made improvements to the monthly close checklist to ensure the transparency of the close process assignments.
- Supported publicly traded client with accounting services; assisted in preparation of GAAP carve-out financial statements and footnote disclosures for several businesses considered for potential spin-off or sale to prospective buyers. Researched guidance and drafted technical accounting memos covering complex acquisition and divestiture related transactions (ASC 805 Consolidation, ASC 810 Business Combinations, ASC 323 Investments). Assisted Controller in managing the month-end close process for corporate-specific accounts and ledgers (i.e. – cash, fixed assets, prepaids/other assets, accruals, debt, equity, corp. allocations, etc.). Assisted in 2021 statutory audit process for foreign legal entities (drafted financial statements, aided external auditors, etc.).
- Supported newly publicly traded international company with establishing FP&A function, supporting board presentation preparation, budgeting, consolidations, and reporting.
- Extensive financial planning and analysis experience, including annual budget preparation and execution; quarterly reforecasting; variance analysis; preparation of monthly/quarterly business performance review packages; due diligence reviews (ROI, IRR, NPV, etc.); cost structure assessments, & strategic finance activities driving effective decision making.
- Supported spin-off of an approx. \$7 billion operating segment of a large multi-national organization, overseeing the creation and development of processes focused on global corporate cost control and functional support.
- Internal audit experience, including annual risk assessment, planning, and execution of financial/operational audit engagements. Oversaw business unit annual SOX gap assessment, documentation update & controls testing process and was responsible for remediation of internal control deficiencies identified and tracked within the SOX reporting tool.
- External audit experience, serving as lead auditor over various public and privately held company audit engagements.

PROFESSIONAL CHRONOLOGY

2022 – Present	Professional Consultant <i>Vaco</i>
2018 – 2021	Manager, Corporate FP&A <i>XPO Logistics; GXO Logistics (spin-off from XPO)</i>
2017	Assistant Controller <i>United Technologies</i>
2009 – 2016	Sr. Manager, FP&A; Finance Manager; Sr. Audit Consultant <i>Ingersoll Rand</i>
2008 – 2009	Assurance Manager <i>Elliott Davis</i>
2002 – 2008	Assurance Sr. Associate; Assurance Associate <i>PricewaterhouseCoopers</i>