



## Jay Norris, CPA

Jay Norris, CPA is a partner of Malone & Bailey, P.C., a full service accounting and consulting firm committed to delivering high-integrity compliance services that provide his clients increased peace of mind. Jay brings over 15 years of combined public and private company auditing and management experience, beginning his career at Ernst & Young, LLP. Subsequently, Jay held controllership positions with Worldwide Flight Services, Calpine Corporation and KBR, Inc. As a corporate controller, Jay's role included SEC compliance, SOX implementation, and accounting research, among other day-to-day responsibilities. In addition, Jay oversaw the preparation of KBR's initial registration statement on Form S-1 and subsequent amendments. While at Malone & Bailey, Jay has assisted clients with numerous accounting issues involving derivative accounting prescribed by SFAS No. 133 and EITF 00-19; share-based compensation; convertible debt arrangements; and earnings per share, among others. In addition, Jay has experience in a variety of industries including oil and gas, power, construction, airline services, healthcare and manufacturing.

Jay earned his Bachelor's Degree in Business Administration at Baylor University and Masters of Science in Taxation from the University of Texas at Arlington. He is a member of the American Institute of Certified Public Accountants and Texas Society of Certified Public Accountants.