COLTON THOMAS Director of Financial Systems and Technology Integration

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# Career Summary

I’m a hybrid professional with a **deep background in both accounting and technology** — often described as a “purple person” for my ability to bridge the two. Over my career, I’ve led major process improvements, systems migrations, and automation initiatives, helping organizations modernize their financial operations and shift toward data-driven, self-service environments.

**At TPG Capital, I’ve earned five promotions in ten years by consistently identifying opportunities to improve systems** and streamline workflows. I’ve helped lead migrations to Investran and Azure SQL, **built and maintained automated fund distribution models with a SQL backend**, and guided internal and external audit efforts during the firm’s IPO to ensure SOX compliance in technology deployment. I am especially experienced in assisting with GP operations and compensation planning, as **I was instrumental in building TPG’s platform for managing equity compensation** and delivering complex total rewards statements to all levels of the firm.

My mission is simple: eliminate inefficiency. I believe human capital is too valuable to be spent on manual, repetitive tasks. My work focuses on building intuitive, automated tools that empower accounting and finance teams to do their best work — faster.

# CORE COMPETENCIES

Financial Systems Integrations | SQL Development and Data Warehousing | Automation & Workflow Optimization | Fund and GP Accounting | SOX Compliance Support | Team Leadership & Mentorship | Carry Waterfall Structures | Equity Compensation Planning

# Professional Experience

## TPG Capital | Fort Worth, TX Apr 2015 – Apr 2025

## Senior Director Jan 2025 – Apr 2025

## Led team of six as well as multiple contract resources to support GP accounting, GP operations, Fund operations (carry waterfalls), and HR Compensation

* Application owner of GP GL software (Coda) and all system integrations and in-house allocation tools. Oversaw integration of Blue Prism (bot) to automate entire close process (income pull up, partner income and cost allocations, balance sheet reconciliations, report generation) so accounting team could focus on analytics. Cut overall close time significantly as well as integrated new logic for more complex entity structures.
* Application owner of Fund Carry waterfall tool – which was a web front end and SQL back end. Worked with fund operations to integrate new funds (mostly US waterfalls) and unique LPA provisions by scoping requirements, reviewing code deployments and testing, and providing audit support to external audit. Built forecasting tool to allow finance to run multiple what-if scenarios and integrated directly with GP operations to allocate carry all the way to employee level carry plans.
* Application owner of HR Compensation (Firmview) and all reporting and system integrations. Developed complex equity planning tools side-by-side with vendor to ensure accurate dollars at work calculations for employees, vesting analysis for leavers of the firm, quarterly reporting cycles of co-invest capital calls and distributions, and utilized Power BI dashboarding to allow team to forecast and plan on-the-fly.
* Application owner of in-house employee leverage program

## Director Jan 2023 – Dec 2024

Team grew to four employees, with two senior associates, a manager, and a senior manager, in order to support more applications and grow the firm’s usage of Firmview and automating additional GP reporting requirements.

* Onboarded new year end cycle reporting – moving Compensation team out of Excel and into SSRS for report generation, publishing reports online for employee and manager access with audit tracking and additional security measures, removing risk of emailing confidential compensation statements
* Rolled out Snowflake and Denodo to end users to allow accounting teams quicker access to data across the firm using Excel ODBC’s
* Used Azure Dev Ops to automate SQL and web application deployments for fund carry waterfall, ensuring SOX compliance after TPG went public

## Senior manager Jan 2021 – Dec 2023

## Highlighted by hiring two new senior associates – one focused primarily on accounting team support and the other focused primarily on compensation support. Provided great mentorship to these two new hires, allowing both to flourish in their roles and eventually get promoted themselves.

## manager / senior associate Apr 2015 – Dec 2020

## Starting as a contracted senior associate in GP accounting team, performing quarterly accounting close, GP capital calls and distributions, and manual report generation (out of Excel) for year end compensation cycle. In 2017, was given the opportunity to move into a technology role, being instrumental in guiding the firm into Investran for fund accounting, Firmview for equity compensation planning, and taking over the engineering of the fund’s carry waterfall and GP partner allocation tool.

## Equine best practices | Director of Financial Services | Arlington, TX Oct 2013 – Mar 2015

* Supervised a six-person team including senior and staff accountants.
* Developed an online reporting portal with source document drilldown (Visual Studio/SSRS).
* Designed a nightly ETL process to update a custom-built data warehouse.
* Automated AP processes by integrating Microsoft Dynamics with inventory systems.

## north central texas council of governments | Arlington, TX Feb 2011 – Oct 2013

* Led process improvements across agency teams to enable paperless operations.
* Administered IBM Cognos 10 and created custom performance dashboards.
* Reduced reporting preparation time for funding agencies via automation.

# Education

## Bachelor’s Degree | Accounting | University of Texas at Arlington 2003 – 2006

# Technical Proficiencies

SQL Server | Azure SQL | Visual Studio | IBM Cognos | SSRS | Microsoft Excel (Expert) | Firmview | Investran | Snowflake

# additional background

While I’ve had shorter tenures earlier in my career, I’ve consistently made positive impacts and left companies on good terms. I even played poker professionally for a time — a unique experience that sharpened my strategic thinking and decision-making under pressure.

I remain energized by new challenges, opportunities to mentor others, and the chance to help transform outdated systems into modern, efficient platforms. Although my background and education are in accounting, I feel the best way I can contribute to organization is by enhancing the use of technology platforms and aiding in automation and system integrations, helping accounting and operations teams be more efficient and agile.

# references available

Ken Murphy, ex-COO at TPG Capital

Melanie Hammond, Managing Director at TPG Capital and direct supervisor

Andrew Nyce, Engineer at Allvue (formerly PFA Solutions) for Firmview

Mike Hernandez, Manager at TPG Capital and direct report

Norman Marquart, NCTCOG supervisor and friend

Jennifer Maroney, Managing Director at TPG and colleague in fund operations with carry waterfall