

NORMA GREEN

Director, Tax



Norma has an Associates Degree from Jefferson College in Business Administration, a Bachelors Degree from Missouri Baptist in Management and a Master's Degree in Business Administration from Fontebonne University. She is the proud mother of 4 children and an enthusiastic grandmother to her 11 grandchildren. Norma enjoys music and plays both the guitar and piano. In her free time she is an avid quilter.

CCC is a national unemployment cost control service provider with offices throughout the United States. CCC's management team has over 250 years of experience. With our full service unemployment cost control service, you can better manage your entire process and dramatically reduce your state unemployment costs.

Norma Green began her career in unemployment compensation consulting in 1985 with the Frick Company. Throughout her tenure with the Frick Company, Norma worked in many areas learning all aspects of the industry. Norma enjoyed her experience in both Sales and Account Services Departments, but discovered a passion for Unemployment Tax.

While working for the Frick Company, Norma worked in all areas of Unemployment Tax. She was made the Assistant Director of Tax in 1998 managing over 100 employees. Norma remained in this position until the Frick Company was purchased by the TALX Corporation (subsequently Equifax) in 2003, when she accepted a position as a Regional Tax Manager.

In 2009, Norma joined Corporate Cost Control's team as a Senior Tax Analyst. With the extensive knowledge that Norma has in Unemployment Tax, she has assisted in building a strong tax department with depth of knowledge and customer service skills. In 2012 Norma was promoted to Director, Tax. She indicates, "I will continue to grow a solid tax department by training employees as changes occur and bringing in talent from past work experience. I like to keep all employees connected to their clients to insure they remain aware of the slightest changes that can benefit their tax rates."

Norma specializes in consulting in the area of federal and multi-state employment tax matters, including state and federal unemployment. She has provided countless merger and acquisition analyses with strategic tax planning recommendations to national employers with complex tax matters. Norma can provide consultation to clients for any tax matter including reorganizations, mergers and acquisitions, unemployment compliance, overstated taxes resulting in amendments, establishing compliant structures for payroll reporting purposes, audit defense and worker classifications (defining independent contractors).

