

KARINE BENZACAR, MBA, FCPA, FCMA, CPA (Del.), CFA

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A seasoned industry professional with experience leading major financial projects at large organizations, consultant, university instructor, and professional corporate educator, focused on accounting and finance

- Over 25 years of financial experience
- Over 25 years of university teaching experience coupled with teaching CPA / CMA program
- Fluent in French and English (spoken and written)

TEACHING/TRAINING EXPERIENCE

Queens University (Smith School of Business) (2010-present)

- Course developer and Instructor – Masters of Finance Program
- Financial Statement Analysis / Accounting courses
- Involved since program inception in 2010

University of Toronto (Rotman School of Management) (1999 – 2009; 2017)

- Instructor – MBA, Masters of Finance and Bachelor of Commerce Program
- Finance, Advanced Accounting, and Security Analysis

Chartered Professional Accountants (CPA) / Society of Management Accountants (1998 – present)

- Session leader - CPA Professional Education Program
- Moderator – CMA Strategic Leadership Program
- Facilitator for CPA professional development courses
- Contributor to CMA professional program course materials, development and improvement
- CMA exam reviewer, contributor, and marker

Risk Management Association

- Course Instructor – deliver credit courses to bankers in Canada and the U.S. (2003 – present)
- Course developer for the Canadian market

Ryerson Polytechnic University (1998 – 2001)

- Instructor: Bachelor of Commerce Program
- Business Statistics, Managerial Finance II, and Accounting

Concordia University (1996 – 1997)

- Instructor – Bachelor of Commerce Program – Managerial Accounting III
- CMA Exam Coaching Course lecturer

Contributor to university textbooks

- *Booth, Cleary, Introduction to Corporate Finance, 2nd and 3d ed., John Wiley & Sons, 2013, 2010.*
- *Neter, Wasserman, Whitmore, Applied Statistics, Fourth Edition, Simon & Schuster, 1993.*

CORPORATE EXPERIENCE

KNOWLEDGE PLUS (2004 – present) **Managing Director**

- Performed consulting services of a financial nature for large corporations (www.knowledgeplus.ca)
- Developed and delivered financial training programs to thousands of financial (CA/ CMA/ CGA and CFA) and non-financial professionals across North American, Bermuda, and the Caribbean
- Developed course materials for various industry associations to enable them to train their members
- Developed and delivered courses for various universities and professional accounting associations
- Published numerous articles on leading edge topics in accounting and finance (see attached details)
- Created and developed professional accounting exam coaching courses
- Managed a team of consultants and training professionals

BANK OF MONTREAL

(2000 – 2003)

Senior Manager, Financial Information Strategy Group

- Led the “Shared Services” team consisting of finance, technology, project, and administrative areas
- Responsible for the development of the 5-year strategic plan and quarterly monitoring against Plan
- Responsible for monthly financial reporting, cost allocation, and analysis
- Developed Balanced Scorecard and monitored quarterly performance metrics
- Re-engineered the “Shared Services” area to align to the strategic objectives of the division
- Managed a team of 7 analysts

Project Manager, Peoplesoft EPM implementation

- Managed a Peoplesoft Financials implementation involving a \$30 million budget and 40 people
- Developed project charter and funding requests for senior executives
- Developed project plans, controls, and monitored external consultant spending
- Tracked progress against project plan for 5 sub-teams and identified risk-mitigation strategies

SCOTIA CAPITAL

(1999 – 2000)

Assistant General Manager, Strategic Costing Information

- Initiated and led an international activity-based management project in the United Kingdom to identify the profitability and streamline the global precious metals trading business

ROYAL BANK OF CANADA

(1997 – 1999)

Project Manager, Costing Methods & Solutions

- Built a team to implement Activity Based Costing (ABC) and improve profitability
- Designated as a Royal Bank “Most Promising Employee” (ie. awarded to the top 5% of employees)

AVON CANADA (Montreal) (1994 – 1997)

Supervisor, General Accounting

Senior Financial Analyst - General Accounting & Planning / Financial Analyst - Business Line Profitability

KRAFT FOODS - Cost Accounting & Planning Analyst

(1992 – 1994)

ACADEMIC ACHIEVEMENTS

CHARTERED FINANCIAL ANALYST (CFA)

2015

CERTIFIED PUBLIC ACCOUNTANT (CPA, FCPA)

2014

MASTER OF BUSINESS ADMINISTRATION (MBA)

1996

McGill University (3.9/4.0 Grade Point Average)

CERTIFIED MANAGEMENT ACCOUNTANT (CMA, FCMA)

1997

- Awarded FCMA designation in 2010 (Fellow of Society of Management Accountants)
- Ranked in the top 2% in Canada on the National Exam, Ranked 3rd in Quebec in the CMA Program

CERTIFIED PUBLIC ACCOUNTANT – US (CPA) (State of Delaware)

1998

BACHELOR OF COMMERCE, McGill University

1992

- Major: MIS / Finance (3.96/4.00 Grade Point Average)

PUBLICATIONS

- *"To lease or not to lease", CMA Management Magazine, March 2013*
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- *"What should you look for in an IFRS course", Bottom Line, March 2009*
- *"Accounting for new financial statements under IFRS", Financial Post, February 2009*
- *"IFRS brings a radical change to financial statements", February 2009*
- *"Money Sense: Little Financial Experience? Start Here", HRPAO HR Professional, Nov 2008*
- *"Bankers Should Brace Themselves for Large-Scale Accounting Changes", September 2008*
- *"IFRS – The next accounting revolution", CMA Management Magazine, July 2008*
- *"Financial Literacy 101", HR Reporter, June 2008*
- *"Closing the GAAP", Financial Post, May 2008*
- *"Don't be casual with contracts", National Post, October 2007*
- *"A new look at Profitability", CMA Management Magazine, September 2006*

INDUSTRY PROFILES

- *"Staying on top of business issues", CMA Management Magazine, February 2010*
- *"You can go your own way", Career Insider Accounting, September 2009*
- *"Potential savings", The Tax Letter, June 2012*
- *"Looking at budgeting in a new way", Bottom Line, May 2011*

DESCRIPTION OF SELECTED CONSULTING CONTRACTS

(See www.knowledgeplus.ca for additional projects and details)

GOVERNMENT OF CANADA

(Office of the Superintendent of Financial Institutions)

- Evaluated the financial impact of various downsizing alternatives to determine a restructuring scenario which would result in savings of \$5.5 million annually.
- Managed a re-engineering project to provide project management expertise, leadership and guidance to a team of 12 people in efforts to reengineer work activities to save \$5.5 million.

SCOTIABANK

- Managed the implementation of a financial system which produces Income Statements by product line to assess product and channel profitability
- Identified domestic and international Trade Finance revenues by product.
- Trained non-financial professionals on finance and accounting.

ROYAL BANK FINANCIAL GROUP

- Improved the transparency of I/T reporting costs and developed an allocation methodology

MAGNA INTERNATIONAL / IBM

- Trained non-financial professionals on finance and accounting.

RISK MANAGEMENT ASSOCIATION

- Trained US banking professionals on how to analyze personal as well as business tax returns and financial statements in order to determine the credit risk of loan applicants.
- Developed course materials to train bank and lending professionals on due diligence in lending

CMA SOCIETY / CGA ASSOCIATION

- Facilitated training sessions for the Strategic Leadership Program which involved topics such as activity-based costing, balanced scorecards, performance measurement, strategic management, leadership skills, and communication skills.
- Developed IFRS and PE GAAP course material and trained thousands of professionals on IFRS

CGA CANADA

- Led the Canadian contributions on two international projects involving Canada, Australia, Ireland, and the United Kingdom to identify the impact of the financial crisis on small and medium-sized enterprises worldwide, identify the long-term impacts to the various worldwide economies, and identify the support and strategies of different countries to stimulate entrepreneurship.

HUMBER COLLEGE DEPARTMENT OF FINANCE

- Led the launch of a enterprise risk management project

CREDOREX, UV PURE TECHNOLOGIES, and JASPER DESIGN (Start-up companies)

- Developed accounting methodology and processes to properly prepare regular financial statements, both for internal and external use. Prepared financial statements and tax returns.