

FALL 2017

# capitalize



Bonjour  
Hello  
你好  
Здравствуйте  
مرحبا  
Ciao  
Hola  
Olá  
नमस्ते  
こんにちは

BILINGUAL CPAs  
HAVE GLOBAL  
POSSIBILITIES

Introducing Albertans to  
the CPA Profession



PAGE

10

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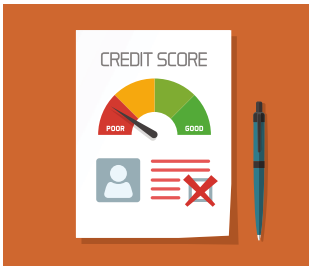


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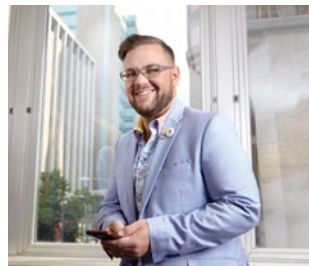


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# events

# capitalize

FALL 2017

**Editor**

Andrew Moore  
amoore@cpaalberta.ca

**Contributors**

Natasha Constantin  
Quinta Iticka  
Laura Ly  
Elyse Nabata

**Advertising**

Nicole Rowley

**Graphic Design**

Nathan Webb

**Photography**

Laughing Dog Photography  
Trudie Lee Photography

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To learn more about becoming a CPA:  
cpaalberta.ca  
T: 587.390.1877  
Toll-free: 1.844.454.1245  
Email: [gettingstarted@cpaalberta.ca](mailto:gettingstarted@cpaalberta.ca)

**Chartered Professional Accountants of Alberta**

**Chief Executive Officer**  
Rachel Miller FCPA, FCA  
ceo@cpaalberta.ca

**Edmonton**  
1900, 10088 - 102 Avenue  
Edmonton, Alberta T5J 2Z1  
T: 780 424.7391 | 1 800 232.9406

**Calgary**  
800, 444 - 7 Avenue SW  
Calgary, Alberta T2P 0X8  
T: 403 299.1300 | 1 800 232.9406

[cpaalberta.ca](http://cpaalberta.ca)

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# CALENDAR

From career fairs to sponsorships to information and networking sessions, below is a comprehensive list of upcoming events you should know about!

SEPTEMBER



-  CPA Event
-  CPA Sponsorship
-  Information Session
-  Career Fairs and Open Houses

-  **8 Meet Your Employer—Edmonton**  
Shaw Conference Centre  
9:00am to 4:00pm
-  **8 Networking Kick-off day**  
Mount Royal University
-  **11 SAIT “SAS Your Way to Success”**  
Symposium Room
-  **12 University of Alberta Accounting Club Dinner**  
University of Alberta Faculty Club, 11435 Saskatchewan Drive
-  **12 CPA Information Session—Athabasca University**  
Online  
5:00 to 6:00pm
-  **13 Meet Your Employer—Lethbridge**  
Student Union Ballroom  
3:00 to 7:00pm
-  **14 Mount Royal University Career Fair**
-  **15 Meet Your Employer—Calgary**  
Telus Convention Centre  
9:00am to 4:00pm
-  **20 University of Lethbridge Career Fair**
-  **22 University of Alberta Amazing Race Competition**  
Alberta School of Business, 1st floor
-  **27 University of Alberta Career Fair**
-  **28 CPA Information Session—Red Deer College**  
Room 310, Donald School of Business  
11:25am to 12:25pm
-  **28 CPA Information Session—University of Alberta**  
Room 5-40A, Stollery Centre, Business Building  
5:00 to 6:00pm



# OCTOBER



- 3** CPA Information Session—Concordia University of Edmonton  
Room TBD  
10:00 to 11:00am
- 4** CPA Information Session—University of Lethbridge (Calgary Campus)  
Room S6025  
4:45 to 5:45pm
- 4** CPA Information Session—Mount Royal University  
Room EB2061, Bissett Boardroom  
4:00 to 5:00pm
- 11** CPA Information Session—The King's University  
Room TBD  
9:00 to 10:00am
- 11** CPA Information Session—University of Lethbridge  
Room M4032  
12:15 to 1:30pm
- 11** CPA Information Session—MacEwan University  
Room 5-215  
4:00 to 5:00pm
- 13-14** NAIT Open House
- 18** CPA Information Session—University of Calgary  
Room TBD  
12:00 noon to 1:30pm
- 24** CPA Information Session—SAIT  
Room TBD  
5:00 to 6:00pm
- 24** CPA Information Session—NAIT  
Room CAT110, Centre for Applied Technology  
5:00 to 6:00pm



# NOVEMBER

- 9** Bow Valley College Career Fair
- 30** CPA High School Event—Career Connections  
Western Canada High School Theatre  
6:30 to 8:30pm



 CPA High School Event

For more information about these events, please email [gettingstarted@cpaalberta.ca](mailto:gettingstarted@cpaalberta.ca) or check us out on social media:



# A BLURRED LINE BETWEEN ACCOUNTING AND TECHNOLOGY

One way or another, more and more accountants are having to incorporate the use of technology into their daily routine. Whether it's Enterprise Resource Planning (ERPs), Customer Relationship Management (CRMs), social media, or apps on your phone, the use of technology is now the norm in order to be efficient and accurate—both in and out of the office. As you'll see throughout this issue of *Capitalize*, there are many ways accountants use systems, applications, and software in their daily work, and how that can allow them to focus on other areas of their businesses and personal lives.

The great part about these applications is that they don't have to be big and expensive; you can begin using them right now to improve your productivity every day. To get started, here is a list of five free apps you can download from the app store(s) and start using right now (of course, most have a premium version for a cost)!



## Evernote

This note-taking app has been around for some time, but it has proven to be a powerhouse when comes to remembering everything. Evernote keeps everything from photos, web clippings, PDFs, audio files, to-do lists, and of course, notes. Once you add items to your notebook, they're completely searchable and can be accessed on your desktop, the Web, or your mobile device. This handy feature makes searching through your notes much easier.



## Grammarly

Nobody likes receiving an email full of typos and poor grammar. If you're pursuing a career in accounting and finance, sending off a polished piece of content might not be your top priority. Well, with Grammarly, it doesn't have to be. According to Grammarly, the app is built by linguists and language lovers, and can find hundreds of complex writing errors. This can save you time when writing papers, taking notes, or sending emails.



## Mint by Intuit

Mint comes from the makers of TurboTax and is an easy-to-use app for staying on top of your bills and spending. The app allows you to connect a bank account, monitor spending habits, pay bills, set budgets, and receive alerts for unusual charges. It's the perfect app for the money-conscious student.



## LastPass

According to Sophos, an award-winning computer security company, the average person has 19 passwords. That's a lot to remember! If you're consistently using the "forgot my password" link, you might want to look into LastPass. LastPass allows you to remember one password and automatically stores all of your passwords within the application.

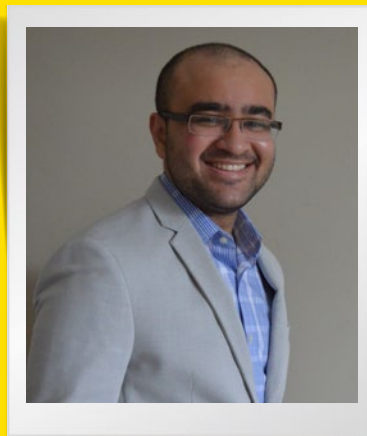


## Google Drive

Not only is Google Drive ideal for storing your files, such as photos and presentations, but it's a must-have if you need to share and collaborate on documents with other people—making it the perfect tool for the tech-savvy accountant. The files uploaded to Google Drive are backed up safely so you can't lose them and can access them anywhere, anytime—even offline.

# Meet your CPA Campus Ambassadors

CPA Alberta's Campus Ambassador team is here to assist you on the path towards your Chartered Professional Accountant (CPA) designation. The following ambassadors will be a primary point of contact for you to get information about the CPA Professional Education Program, as well as important events and activities.



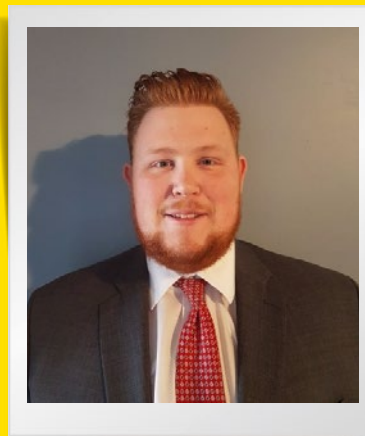
**Zirgham Abeer**  
University of Lethbridge  
(Calgary Campus)  
[zabeer@cpaalberta.ca](mailto:zabeer@cpaalberta.ca)

**Why have you chosen to pursue a career in accounting?**

I was told that every business needs accountants and that it is the backbone of any business. As a result of my decision to pursue a career in accounting, I have had the opportunity to work within various industries, which include the oil and gas sector, energy transfer, private airlines, industrial and housing construction, health services, and a public accounting firm.

**What is something people might be surprised to know about you?**

I have studied at nine different schools starting from pre-school to post-secondary, and can speak English, Urdu, Hindi, and Punjabi; I am currently anticipating to have my level 1 certificate in Spanish by August 2018.



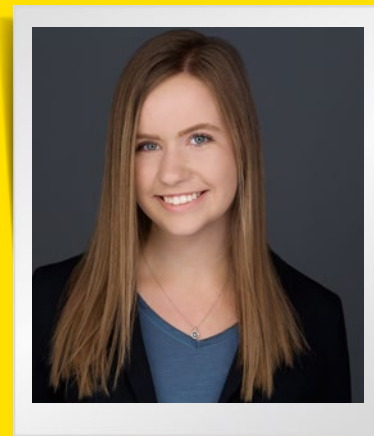
**Jake Coulter**  
SAIT  
[jcoulter@cpaalberta.ca](mailto:jcoulter@cpaalberta.ca)

**Why were you interested in becoming a CPA Campus Ambassador?**

I was interested in becoming a CPA Ambassador because I wanted to ensure that my peers in earlier years have as much information about their possible career paths as possible. I know that having as much information as possible is advantageous when developing an idea about potential future career paths; I gained a lot of knowledge from various CPA events and previous ambassadors.

**What is something people might be surprised to know about you?**

I bowled competitively for a large portion of my life growing up and even went to nationals for bowling!



**Maia Greer**  
University of Lethbridge  
[mgreer@cpaalberta.ca](mailto:mgreer@cpaalberta.ca)

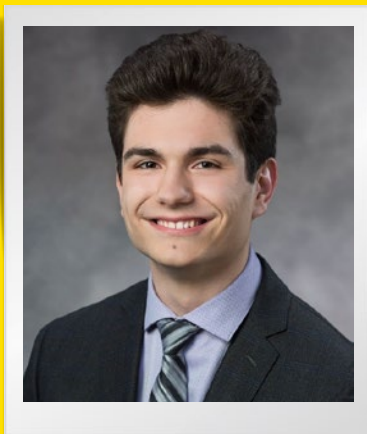
**Why have you chosen to pursue a career in accounting?**

The accounting profession appeals to me because of the limitless career opportunities it provides. I enjoy being in a field that is challenging and ranges in industries and positions.

**What do you think about technology and the future of accounting?**

I think it is exciting to see the recent progression in technology and the opportunities it provides. I believe that the progression in technology allows professionals to spend less time doing repetitive tasks and allows them to focus on tasks requiring professional judgment. I look forward to seeing how things will continue to develop and how the profession will evolve throughout my career.

# HELLO I AM... SOMEONE WHO CAN HELP!



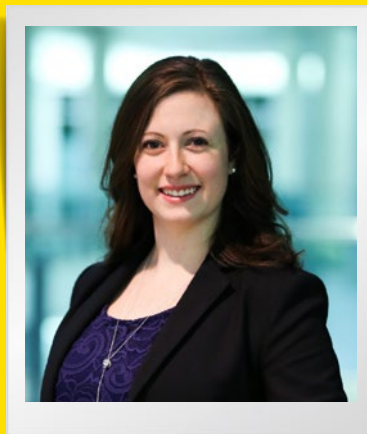
**Shelby Kochems**  
Mount Royal University  
[skochems@cpaalberta.ca](mailto:skochems@cpaalberta.ca)

**Why have you chosen to pursue a career in accounting?**

I began my Business degree with no idea about what I wanted to do. After my first accounting class, I was still lost. Luckily, after taking my second accounting class, I had my “eureka” moment and finally got my debits and credits straight. I was intrigued with the analogy my professor made about accounting being “the language of business,” and I also enjoyed the problem-solving aspect.

**If you could create your dream business, what would it be?**

I am, much like most Canadians, a huge fan of hockey. Unfortunately, it seems that the hockey industry has grossly marked up everything from equipment, coaching, to even rink space. Minor hockey associations seem to use this as justification for charging outrageous prices for a child to play in a higher-skill-level league. My dream business would regulate the premiums higher skill leagues charge to have a child play at a level they deserve to be at. Potential should never be squandered because of money.



**Molly Moore**  
University of Alberta  
[mmoore@cpaalberta.ca](mailto:mmoore@cpaalberta.ca)

**Why were you interested in becoming a CPA Campus Ambassador?**

Getting involved is a great way to make the most of the university experience, and I want to encourage other students to look at opportunities to attend events and explore the possibilities that face them once they graduate.

**What do you think about technology and the future of accounting?**

I believe that technology and accounting will go hand-in-hand. One of the courses that I took in university was about the different programs that could assist in accounting, but not completely replace the need for a human to input information and use the outputs to make interpretations that will influence business operations. It is my hope that technology will not replace the important contributions and interpretations brought by humans.



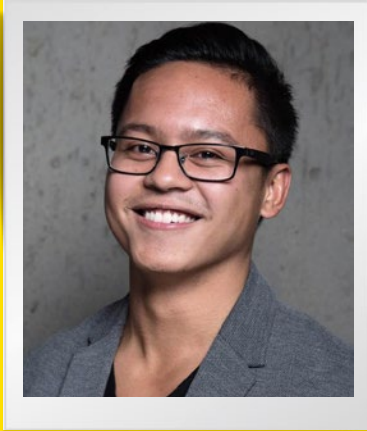
**Joey Pamatmat**  
University of Calgary  
[jpamatmat@cpaalberta.ca](mailto:jpamatmat@cpaalberta.ca)

**Why were you interested in becoming a CPA Campus Ambassador?**

I was interested in becoming a CPA Campus Ambassador because knowing very well that I would like to attain my CPA designation in the future, this position would provide me an opportunity to discover what CPA is all about and experience firsthand what I can expect in the coming years. I also believe that this would be a great opportunity to get insight on the infinite possibilities that a career in accounting holds.

**What is something people might be surprised to know about you?**

While I am passionate about accounting, on the opposite side of the spectrum, I am also a huge fan of the arts, ranging from dance, fashion, the visual arts, and more! Also, I am a big foodie.



### Darryl Rada

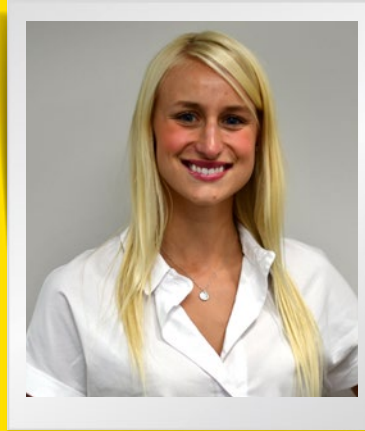
MacEwan University  
*drada@cpaalberta.ca*

#### Why have you chosen to pursue a career in accounting?

With most of my family working in the trades, I originally thought I'd follow in their footsteps. But after some serious thought, I realized that I truly wanted something different. My decision to apply for MacEwan University's Bachelor of Commerce program was based off my knack for people and numbers—I enjoyed math and I loved to socialize. After taking a few introductory accounting courses and choosing to get involved with many of the business clubs at MacEwan, I realized accounting was really for me. Upon discovering the possibilities and potential that the profession offers, I declared accounting as a major, and have been working towards the CPA Professional Education Program ever since.

#### What is something people might be surprised to know about you?

Many people who meet me are often surprised that I co-lead another student group on campus called "oikos Edmonton." oikos Edmonton is a student-led organization that is geared towards engaging others in sustainable business practices in commerce through a platform of learning, networking, and hands-on projects. Although I am currently Co-President, those who meet me are much more surprised at how I can manage to be involved in many extra-curricular activities alongside school and work. At this point, all I can really tell them is to "find your rhythm, and stick with it." As simple as this sounds, it works for many people—myself included.



### Harley Russell

NAIT  
*hrussell@cpaalberta.ca*

#### Why were you interested in becoming a CPA Campus Ambassador?

I was interested in becoming a Campus Ambassador for the opportunity to get more involved with my school, and to gain more knowledge of the accounting industry. I had the privilege of being the NAIT Ambassador last year. I was able to attend CPA events, MLA dinners, and be a guest on accounting panels for high schools. Last year gave me the opportunity to learn more about the CPA Professional Education Program and build important relationships with CPA Alberta, faculty, students, and future colleagues. I am excited to broaden my network and take on a larger role in key events with our accounting club, influential CPAs, and campus ambassadors across the province. I would like to encourage students like myself to pursue their accounting degree and earn the CPA designation, providing them with the information they require.

#### If you could create your dream business, what would it be?

My dream business would be to open a bakery with my little sister. She is amazing at creating beautiful and delicious pastries. I would be responsible for the business side: bookkeeping, management, and marketing. We would find a small location, close to the heart of Edmonton. We would collect vintage chairs and tables in all different styles and pastel colors. We would have a donut wall—all the donuts hanging behind glass for customers to choose from. We would have a book wall full of reading material for the customers. The till would be surrounded by beautiful cake plates, and we would use vintage tea cups for all the drinks. We would bring French cuisine to Edmonton, such as macarons and croissants.



### Millie Singh

Concordia University  
*mlsingh@cpaalberta.ca*

#### Why were you interested in becoming a CPA Campus Ambassador?

Being able to represent CPA has been something I had wished to do since gaining interest in accounting during my first years of university. By going to info sessions and events, I learned a lot about this field and wish to display my enthusiasm and excitement to other potential students. My vision for becoming a CPA Ambassador will be to represent ideals of this organization and inform students about this field and the CPA process/requirements.

#### If you could create your dream business, what would it be?

My dream business would be a consulting business integrated with accounting. In this business, we would provide advice to companies, schools, and individuals. Furthermore, we would hold workshops which would allow individuals to gain the enterprise they need. I also would like to provide low-income individuals with free one-on-one sessions with one of our consultants. I feel that in this business, it's not all about making a profit, but being able to help those in need and give back to the community.



# JASON DING:

BIO-

TECH

BROKER

By Elyse Nabata  
Photography by Laughing Dog Photography



**Biotechnology** (biotech) is defined as “any technological application that uses biological systems, living organisms, or derivatives thereof, to make or modify products or processes.” As one could imagine, this encompasses a wide variety of activities across many industries, such as the genetic modification of crops, pharmaceutical drug discoveries, the creation of biofuels, and much more.

As a sector, biotech has seen steady growth in recent years and provides ample opportunities for innovation and change—the perfect environment for a CPA to thrive. Since graduating with two degrees, **Jason Ding CPA, CA** has done just that. He currently works for Deloitte as Edmonton’s Corporate Finance Leader and the National Biotechnology Leader.

“I studied genetics, which was fun; I love my science degree,” says Jason about how he got started in biotech. “During my degree, I worked as a summer student in various laboratories. Then one year I had the chance to work for CBC Radio as a science reporter. The next year, when I came back to the labs, I realized I wasn’t into bench work. I preferred talking to people.”

With this realization, Jason decided to pursue a business degree immediately after graduating from the University of Alberta (U of A) with his science degree.

“Even though I do a lot of finance work now, my accounting experience has been invaluable to me in terms of financial statements, dealing with clients, and project management,” he explains.

While Jason has experience in many different areas of biotech—including agricultural, industrial, pets, and livestock—pharmaceuticals are an area of particular passion for him. And it’s between these worlds of biotech, business, and finance where things get interesting.

Jason explains that typically pharmaceutical drug development includes three major phases that each contain extensive testing. On average, it takes 12–15 years and costs approximately \$1.2 – 1.3 billion for a new drug to pass all phases and be approved for commercialization.

“Also, a patent for a drug is 20 years,” adds Jason. “So effectively you have spent 14 years and \$1.2 billion developing a drug, and you only have six years of exclusivity to try to get a return on your initial high-risk investment.”

**“I love transactions and the creativity involved in deal-making. A great deal will create value for both sides. It’s amazing how happy, especially in the healthcare industry, people feel on both sides of a good deal.”**

**Jason Ding CPA, CA**

What often happens is that smaller companies will get through the first two phases of testing and then sell or license to a larger pharmaceutical company to complete phase 3 and commercialize the drug, explains Jason. These larger companies have global networks and the resources to effectively market the drug.


This is where the skills of a biotech-savvy CPA come into play. Brokering these transactions and the challenges that accompany them are a significant part of Jason’s work. The failure rate for drug development from beginning to end is about 95 per cent; from the perspective of the larger pharmaceutical company (or buyer), the drug hasn’t been fully proven until phase 3, and there is the risk that it still may fail. At the same time, the smaller company (or seller) is looking for a fair deal for their innovations.

Despite these challenges, Jason mentions it is one of the aspects that he enjoys the most about his work.

“I love transactions and the creativity involved in deal-making. A great deal will create value for both sides,” he says, “It’s amazing how happy, especially in the healthcare industry, people feel on both sides of a good deal.”

Jason mentions that he also loves supporting the sciences and being able to help scientists and researchers advance their innovations. From 2012–2016, Jason left Deloitte to work with TEC Edmonton, an Edmonton-based Accelerator/Incubator organization. TEC Edmonton supports commercializing technology from private, university, and public sources, and helps build successful innovation-based companies. During this time, Jason had the opportunity to work with and help many interesting and innovative startups.

Jason’s passion for the sciences and drive to pursue what he loves have earned him success and recognition on a national level.

“Regardless of industry, do stuff that you love,” is Jason’s advice to students. “If you work on things you’re passionate about it will never steer you wrong. This is generic advice,” he adds with a chuckle, “but it certainly worked for me.” 

# BREAK- ING LAN- GUAGE BARRI- ERS



# Hello Bonjour ሰላም

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Strategic business acumen is a key competency of Chartered Professional Accountants (CPAs), and in Alberta, English is the predominant language of business. But with the global workforce becoming more integrated, some organizations are adapting to serve multicultural clients. This creates opportunities for bilingual CPAs like Mathieu Lepage and Yohannes Feyissa.

**By Quinta Iticka**

Photography by Laughing Dog Photography  
and Trudie Lee Photography

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**“Being a CPA is beyond numbers and financials. It is about providing customized services, building long-term relationships with clients, and growing with them. With my designation, I can also add tremendous value to the growth of the French-speaking community in Alberta.”**

Mathieu Lepage CPA, CGA



Mathieu Lepage CPA, CGA

## Accounting “En Français”

**Mathieu Lepage CPA, CGA** appreciates the value of having access to resources in his first language. When he moved to Alberta with his parents in 1996, he only spoke French. “We were fortunate to have a great Francophone school system here that allowed me to complete my elementary and secondary studies in French,” says Mathieu. He then pursued bilingual post-secondary studies and subsequently earned his designation in English.

Mathieu’s bilingual background facilitated his transition to Bergeron & Co., an Edmonton-based accounting firm where he is a partner. The firm serves western Canada’s burgeoning French-speaking population.

The Francophone heritage in Alberta dates back to the 1780s when Montreal traders first arrived in western Canada. Some of these travelers married Indigenous (mostly Cree) women and established the first Francophone and Métis communities in Alberta. Throughout the 19th century, waves of settlers from Québec and Belgium also established their own communities, further strengthening the province’s French-speaking presence.

Alberta’s French-speaking population has also experienced significant growth in the past decade. According to the 2011 Statistics Canada Census, the province’s Francophone population is growing faster than any Francophone population in all of Canada. Approximately 238,000 Albertans speak French either as a first or additional language.

Fortunately, Mathieu and his team at Bergeron & Co. possess a solid combination of language and business skills to meet the needs of this vibrant community. The firm offers consulting, taxation, compilation, and assurance services to personal, corporate, trusts, and

not-for-profit organizations in both official languages. “Is our team 100% bilingual? Absolutely!” says Mathieu. “We aim to keep it this way to make sure our clients are comfortable, regardless of which staff member they interact with.”

Cutting-edge technology, and impeccable business and language skills enable French-speaking CPAs to provide top-notch services to Alberta’s Francophone community, but there are a few challenges. “Because all my post-secondary accounting courses were only offered in English, I had to re-learn the accounting terminology in French in order to effectively communicate with our Francophone clients,” says Mathieu. “Also, most services in Alberta are only offered in English. This creates a reliance on Bergeron & Co. to translate a lot of documents for clients.”

Despite the challenges, Mathieu enjoys working in his first language and using his skills to operate a small firm. “Being a CPA is beyond numbers and financials,” he says. “It is about providing customized services, building long-term relationships with clients, and growing with them. With my designation, I can also add tremendous value to the growth of the French-speaking community in Alberta.”

Serving as treasurer for La Fête franco-albertaine certainly allows Mathieu to play a leadership role in his community. The yearly festival brings together Francophones and Francophiles (French enthusiasts and admirers) from across Alberta to celebrate the French language and culture. It provides the community a platform to demonstrate their “joie de vivre” (joy of living) in Alberta.

Being a bilingual CPA has created many opportunities for Mathieu. Best of all, it has enabled him to contribute to shaping the careers of bilingual CPA students by being a mentor to them.

## Bridging the culture gap

To successfully conduct business in a foreign country, it's vital to understand its language and culture. This is the value **Yohannes Feyissa CPA, CGA** brings to Agriteam Canada.

Based in Calgary, Agriteam designs and implements donor-funded projects worldwide in areas such as health, gender equality, education reform, agriculture, community development, and public sector reform. The organization provides management and technical expertise to developing and transitional country partners on projects that promote sustainable growth.

As a finance officer at Agriteam, Yohannes oversees the budget of a Small Scale and Micro Irrigation Support (SMIS) project in Ethiopia. The \$30 million, five-year project is a donation to the Ethiopian government by Global Affairs Canada and the Dutch government, and its goal is to provide Ethiopians better access to more nutritious food through sustainable irrigation methods.

Yohannes manages the financial reporting to stakeholders. He also does site reconciliation for Agriteam, which means verifying bank statements and advances on a monthly basis. But what sets him apart is his ability to perform these responsibilities in Amharic, the official language of Ethiopia. "Most of the documents we receive from the project office in Ethiopia are in Amharic and English," says Yohannes, "so it is clearly an advantage for Agriteam to have a Chartered Professional Accountant who understands the financials of the project, and the culture and working language of the client."

Located in east Africa, Ethiopia is bordered to the north and northeast by Eritrea; to the east by Djibouti and Somalia; to the west by Sudan and South Sudan; and to the south by Kenya. With more than 100 million inhabitants, it is the most populated landlocked country in the world and the second most populated African country, after Nigeria. But what's even more remarkable about the country is its unique culture, compared to Canada and the rest of the world.

Ethiopia has a 13-month calendar, with the first 12 months having 30 days each. The 13th month has five days in a common year and six days in a leap year. "This directly affects the calculation of the budget year," says Yohannes.


**"As a Chartered Professional Accountant, I understand the full cycle of the project—the big picture. This allows me to manage the project with confidence."**

Yohannes Feyissa CPA, CGA

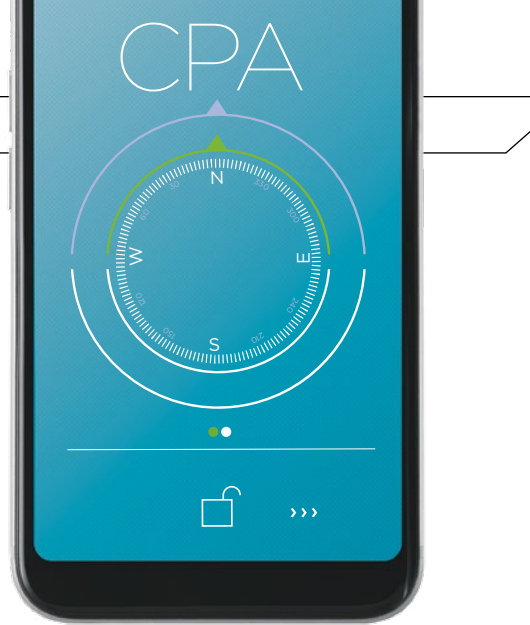
Another distinct aspect of the country's culture is the fact that it has its own time. Ethiopia uses a 12-hour clock, where one cycle of 1:00 am to 12:00 pm represents dawn to dusk, and the other cycle of 12:00 pm to 1:00 am represents dusk to dawn. "If you find this confusing, imagine doing business in Ethiopia," says Yohannes. "If a worker reports starting work at 1:00 am, in Canada it means he started at 7:00 am. This has a direct impact on expense claim calculations."

Fortunately, Yohannes thoroughly understands the culture. He was born and raised in Ethiopia and has lived and worked in Canada since 2013. "As a Chartered Professional Accountant, I understand the full cycle of the project—the big picture," he says. "This allows me to manage the project with confidence."

By bridging the culture and language gaps, Yohannes is helping Agriteam Canada and project stakeholders to improve lives thousands of miles across the globe.

While Yohannes and Mathieu both have the skills and training of a CPA, they each bring distinct advantages to their organizations by providing services in languages best understood by clients—making them a valuable asset in the Alberta workforce. 





## CPA Professional Education Program Overview

### Academic Prerequisites

Required for admission to CPA PEP:

- Undergraduate degree in any discipline
- Specific subject area coverage as obtained through post-secondary institutions (refer to transfer credit guide) and/or CPA preparatory courses.



Core 1

Core 2

### Common Core Modules

Six integrated core competency areas:

1. Financial Reporting
2. Strategy and Governance
3. Management Accounting
4. Audit and Assurance
5. Finance
6. Taxation

# The CPA Certification Program: what students need to know

The CPA Certification Program—which consists of education, practical experience, and a final examination—is designed to provide future Chartered Professional Accountants (CPAs) with the knowledge and skills to succeed in business.

## Degree and prerequisites

An undergraduate degree (in any discipline) from a recognized post-secondary institution is required for admission to the CPA Professional Education Program (CPA PEP). In addition to an undergraduate degree, prerequisite courses must be successfully completed.

A transfer credit guide for Alberta post-secondary institutions is available online at [www.cpaalberta.ca/Become-a-CPA/Transfer-Credit-Guides](http://www.cpaalberta.ca/Become-a-CPA/Transfer-Credit-Guides).

## CPA Professional Education Program

The CPA Professional Education Program (CPA PEP) is a graduate-level program delivered part-time over two years. The program includes six modules designed to develop six technical competencies and five enabling competencies. In Alberta, the national CPA PEP is delivered by the CPA Western School of Business (CPAWSB). CPAWSB delivers CPA PEP to all candidates pursuing their CPA in British Columbia, Alberta, Saskatchewan, Manitoba, Northwest Territories, Yukon, or Nunavut.

Candidates will take CPA PEP while working in a relevant position. For candidates, their CPA PEP education, coupled with practical experience, will complement the development of CPA competencies.

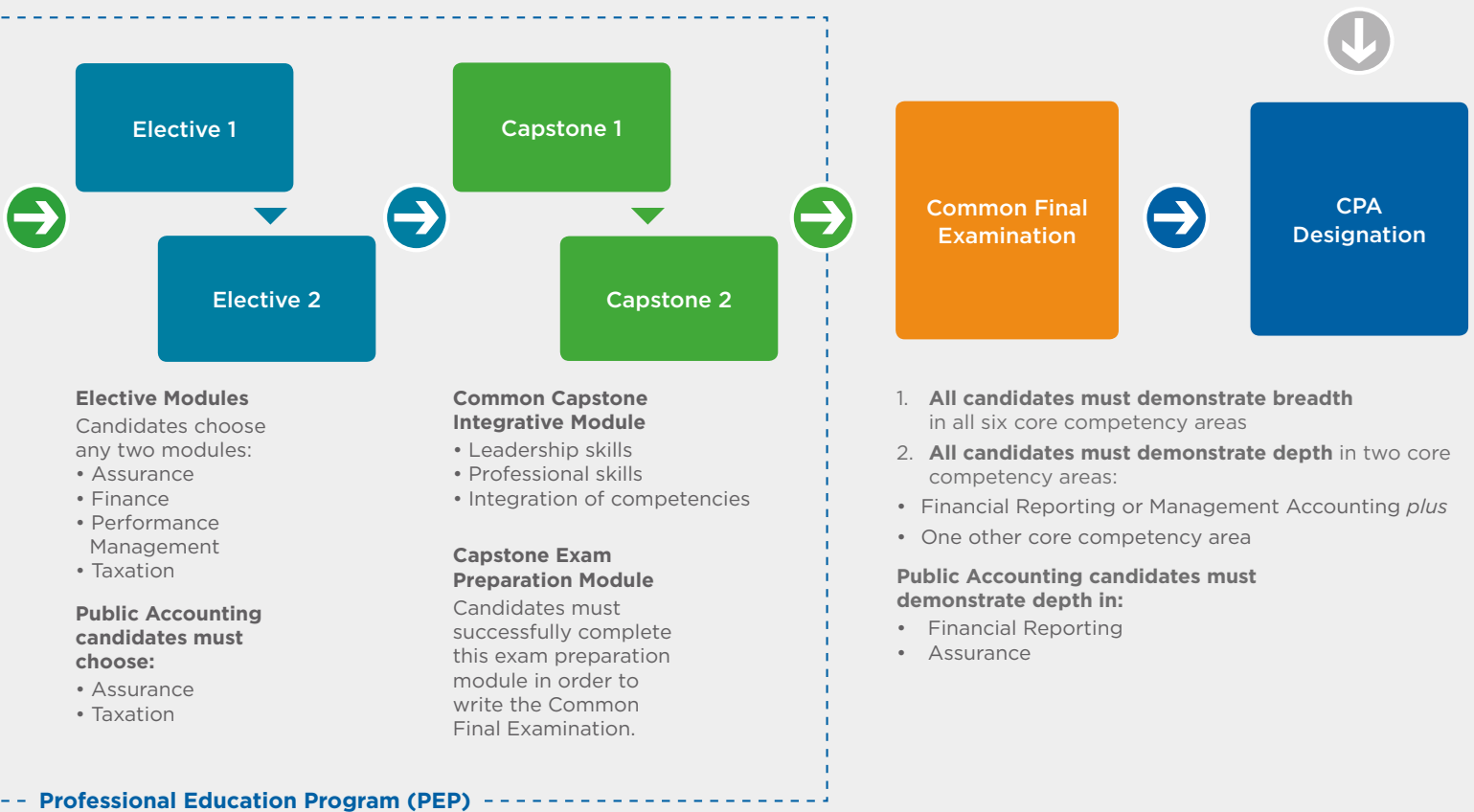
CPA PEP uses a variety of learning methods to help students develop their skills. The program combines online learning, self-study, classroom learning, and teamwork to help CPA candidates develop the competencies expected of Canada's pre-eminent professional accountants.

### Modules

Six modules comprise CPA PEP. The program begins with two core modules that are common to all CPA candidates, followed by two elective modules (of which there are four options). Upon completion of these four modules, all candidates are required to complete the two "capstone" modules. The modules are:

- **Two common core modules**, which all CPA candidates must take, focusing on the development of competencies in management and financial accounting, and the integration of the six core technical competency areas.
- **Two elective modules**, which allow CPA candidates to develop deeper skills in their areas of career interest. Four electives are offered: assurance, performance management, tax, and finance. All candidates must choose two of the electives; candidates pursuing careers in public accounting must choose assurance and tax.
- **A capstone integrative module** that focuses on the development of the enabling competencies, such as leadership and professional skills, and the integration of core competencies.
- **A capstone examination preparation module**, which prepares CPA candidates for the Common Final Examination (CFE).

## Practical Experience Requirements (PER) 30 Months



## Registration into the CPA Professional Education Program

Students are encouraged to apply for conditional acceptance into the CPA Professional Education Program (CPA PEP) prior to the completion of their required courses and degree. Registration as a CPA candidate is required prior to registering for specific modules; however, candidates are encouraged to register for modules once they've submitted their application.

Once a student has applied for CPA PEP, there is a registration validation period in which transcript assessment, verification of degree, and verification of prerequisites will occur. After verification, the student may then participate in Core One.

Module registration deadlines are typically six to eight weeks in advance of the module start date. Please refer to the CPA Western School of Business (CPAWSB) website for key module registration deadlines: [www.cpaawsb.ca/cpa-pep/schedule](http://www.cpaawsb.ca/cpa-pep/schedule).

For more information about becoming a CPA, please visit [www.cpaalberta.ca](http://www.cpaalberta.ca); call CPA Alberta at 1-844-454-1245 (toll-free); or email [gettingstarted@cpaalberta.ca](mailto:gettingstarted@cpaalberta.ca).

To inquire about your eligibility for CPA PEP and for admission support, please visit [www.cpaawsb.ca](http://www.cpaawsb.ca); call CPAWSB at 1-855-306-9390 (toll-free); or email [cpaapplication@cpaawsb.ca](mailto:cpaapplication@cpaawsb.ca).

## CPA Professional Education Program overview

### Bridging into the CPA Professional Education Program

For students who have completed their degrees but have not obtained the necessary prerequisite courses for the CPA Professional Education Program (CPA PEP), or for students who do not have a degree\*, there are two options:

#### 1. CPA preparatory courses

CPA preparatory courses are a suite of 14 courses that provide all knowledge requirements for admission to CPA PEP. These courses are available in an accelerated format and are delivered part-time, with options for self-study, online, and classroom learning. Students complete only the courses they require.

Students are eligible for enrolment if they have successfully completed one year (30 credit hours) of post-secondary study or three years of relevant work experience.

\*Students are still required to complete a degree before admission to CPA PEP.

Please contact CPA Alberta at 1.844.454.1245 or email [gettingstarted@cpaalberta.ca](mailto:gettingstarted@cpaalberta.ca) to learn more about preparatory courses.

#### 2. Prerequisites through a post-secondary institution

Students can register for the business and accounting courses they are missing through a post-secondary institution approved by the CPA Western School of Business (CPAWSB). A transfer credit guide is available online at [www.cpaalberta.ca/Become-a-CPA/Transfer-Credit-Guides](http://www.cpaalberta.ca/Become-a-CPA/Transfer-Credit-Guides). Students will only take the courses they need for entrance into CPA PEP.

## Practical Experience

In addition to formal education, candidates are required to complete a term of relevant practical experience. The knowledge and competencies gained through practical experience complement those developed through CPA PEP. To develop as a professional accountant, CPA candidates must gain relevant, paid employment that is progressively challenging. For the period of practical experience to begin, individuals need to be registered with the CPA Western School of Business (CPAWSB) as a CPA candidate, be employed in a qualifying position, and have a mentor.

There are two routes to obtain practical experience requirements:

- 1 The Pre-approved Program Route (PPR) in which future CPAs gain relevant experience by choosing a position from a wide range of employers pre-approved by the profession.
- 2 The Experience Verification Route (EVR) in which future CPAs demonstrate competence, and gain relevant experience at a chosen employer.

Future CPAs can gain experience through either route, or a combination of both. The profession may accept up to one year of experience earned prior to registering with the profession. The minimum practical experience requirement for both routes is 30 months; this includes an allowance of up to 20 weeks of time away from work (including vacation time).

There are five common elements that support both routes:

1. Candidates gain relevant experience and develop as a professional accountant in a minimum of 30 months.\*
2. Candidates' experience must be appropriately supervised.
3. Candidates must record detailed reports at regular intervals.
4. Candidates must meet and discuss their progress at least semi-annually with a CPA mentor.
5. Candidates' experience is assessed by the CPA profession.

\*Practical experience requirements for public accounting practice and professional accounting practice are recognized separately from practical experience requirements for certification.

## CPA Practical Experience Self-Assessment Tool

This tool is intended for individuals who have not yet had their experience assessed by a provincial/regional body but want to understand how their current or prospective position might align with the CPA technical competency requirements for purposes of the experience verification route. To access this self-assessment tool, visit [pert.cpa-services.org/student/TrialAssessment](http://pert.cpa-services.org/student/TrialAssessment).

## CPA Mentorship

Mentorship is a mandatory component of the CPA Practical Experience Requirements (PER). The focus of the CPA mentorship program is to help future CPAs achieve their enabling competencies. CPA candidates who work in the Pre-approved Program Route (PPR) will be matched with a CPA mentor by the organization that offers the program. CPA candidates who choose the Experience Verification Route (EVR) are required to seek out their own CPA mentor in order to find a successful fit. Recognition may be given for a total of up to 12 months of experience earned prior to registering with the profession. After that time, the qualifying period of practical experience cannot begin until CPA candidates have a CPA mentor. CPA Canada has developed a number of valuable resources to assist CPA candidates in finding a mentor. Please visit [www.cpacanada.ca/practicalexperience](http://www.cpacanada.ca/practicalexperience) for more information.



## Enhance your skill set with the CPA Canada Advanced Certificate in Accounting and Finance (ACAF)

The CPA Canada-developed Advanced Certificate in Accounting and Finance (ACAF) is a nationally recognized certificate for those seeking a challenging and rewarding career in accounting and finance, but not as qualified CPAs.

Certificate holders will qualify for intermediate-level accounting and finance positions in business, not-for-profit, and government, as well as CPA-supervised positions in public accounting. Developed by CPA Canada in close collaboration with employers, the ACAF program develops skills in the areas most in demand: strong technical abilities, hands-on experience with industry relevant software, and the workplace skills needed to be successful.

## Delivery of the Advanced Certificate in Accounting and Finance (ACAF) courses transitioning to post-secondary institutions

An important change is underway regarding the delivery of CPA Canada's ACAF program. Select post-secondary institutions (PSIs) across Canada—including some in Alberta—will begin to deliver all ACAF applied courses starting September 2017. By January 2018, the program will be delivered exclusively by select PSIs. Technical courses will continue to be available at CPAWSB and many PSIs.

CPAWSB students enrolled in ACAF as of December 31, 2017, will receive a supported transition from CPAWSB to post-secondary partners, where they will be able to complete the remainder of the program.

For more information on the Advanced Certificate in Accounting and Finance, or this transition, visit [www.cpaalberta.ca/acaf](http://www.cpaalberta.ca/acaf).

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# BREWING WITH THE

BY STAYING TRUE TO THEIR PASSION, TWO CPAs BUILT A LOCAL

By Andre  
Photography by Truc



# THE BEST OF THEM

KOMBUCHA COMPANY WHILE GIVING BACK TO THE COMMUNITY

# IT TAKES A SPECIAL SKILLSET

to identify an opportunity in today's marketplace, especially one that doesn't have many competitors, but that's exactly what **Louisa Ferrel CPA, CA** and **Conrad Ferrel CPA, CA** did. The husband and wife duo are the founders of True Büch Kombucha. Kombucha is an increasingly popular fermented tea drink that originated thousands of years ago, and only recently started being brewed in the Wild Rose province.

While the drink has existed in many parts of the US and around the world for decades and was previously imported into Alberta, it wasn't until Louisa and Conrad spent a year travelling the world that they decided to set up shop and start brewing the drink in Alberta.

"We knew if we could convince a few businesses to take it in, it could be successful," says Louisa. "We brewed two kegs for a local grocery store and went on vacation. After the first day, we got a call saying they were sold out and needed more."

That's when they thought this might be something big. Four months later, Louisa left her job at KPMG to run True Büch with Conrad full-time.

True Büch Kombucha is promoted as a bubbly, fermented tea elixir with Asian roots dating back over 2,000 years. It is full of living probiotics, enzymes, and amino acids that are all beneficial for the digestive system. The brewery, located in north east Calgary, operates much like any craft beer operation. In fact, they have two employees from the Olds College Brewing Program—a program specifically designed for beer brewing.

Before starting True Büch, Louisa spent 12 years in accounting, four years working on her CPA designation, and eight years doing campus recruiting. Conrad was the CFO at a private company selling commercial real estate for senior citizens' homes but had been brewing kombucha himself for years due to digestive issues. When the company he was working for sold, he decided to start brewing full-time.

"We started brewing draught kombucha for a few local retailers and farmers' markets in 2014," says Louisa. "We now have more than 100 retailers across Alberta."



Like running any business, there are going to be operation challenges. To help things run smoothly, True Büch uses technology, including the use of social media and productivity apps to help track kegs and employee hours.

"We use an app called Crafty," says Louisa. "It was invented for microbreweries. We can put a barcode on our kegs, and when you take a keg out of the fridge, you scan it and track it. This process makes tracking the more than 1,000 kegs we have in circulation a lot more manageable. We were at a point where Conrad was doing it all in a spreadsheet, so this app has been a game changer for tracking inventory."

In addition to Crafty, True Büch uses Slack, an app to communicate with staff. This collaboration app allows people, who don't always sit at a computer, to message everyone and archive topics.

While True Büch indeed started from very humble beginnings (a small shop with no machinery meant bottling and labelling were all done by hand), they have recently made their largest investment to date and purchased a bottling line.



Louisa Ferrel CPA, CA and Conrad Ferrel CPA, CA

**“Having an accounting background is so valuable at this point. I don’t think we’d be able to do any of the things we’ve done if we weren’t CPAs. It didn’t have to be kombucha; you could insert any business, and we could make it work. We were lucky that it caught on and grew so fast, but if Conrad and I were not CPAs, this business would not be successful.”**

Louisa Ferrel CPA, CA

Each bottle has custom artwork, and depending on which flavour you buy, a portion of the money goes to a local charity. Charities include PALS (Pet Access League Society), an organization dedicated to enhancing the quality of life of individuals through pet therapy; Be Local (REAP), a non-profit association for locally-owned businesses that care about the community and the environment; Wymbin, an organization that runs free yoga programs for underprivileged kids; and LeftOvers Calgary, a non-profit that rescues food from being thrown in the garbage, and ensures it gets to service agencies in need.

“All of the charities we support are super grassroots organizations that have a connection to us and that we’re passionate about,” says Louisa. “We have great relationships with the organizations and have heard nothing but great feedback from our customers about these charities.”


Their draught “flavour of the month” is paired up with Mealshare—each month they make a special flavour, and each time a bottle is sold or filled, a meal goes to a youth in need.

In addition to running True Büch, Louisa and Conrad have started a non-profit initiative called True Incubator. The program brings together local entrepreneurs who may not have the necessary training to run a business and puts them through an intensive 12-week course on how to start and grow a business.

“In the last three years, being a part of the community of entrepreneurs, we’ve noticed a huge skill gap between people who start new businesses,” says Louisa. “We just finished with our first cohort and had over 70 applicants. For many, the process has been life-changing.”

Much of Louisa and Conrad’s success can be attributed to their passion for their product and being a part of the community, but when it comes down to the business side of True Büch, it couldn’t come to fruition without the skills and training learned throughout their journey to becoming CPAs.

“Having an accounting background is so valuable at this point. I don’t think we’d be able to do any of the things we’ve done if we weren’t CPAs,” says Louisa. “It didn’t have to be kombucha; you could insert any business, and we could make it work. We were lucky that it caught on and grew so fast, but if Conrad and I were not CPAs, this business would not be successful.”

If you’re on the fence about getting your CPA designation, Louisa says just do it. Put in the time, and then everything good will happen after that. 

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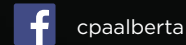
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# What's the plan?

By Natasha Constantin

Photography by Trudie Lee Photography and  
Laughing Dog Photography

The connected world we live in involves many specialties. It seems that now, more than ever, natural, social, and applied sciences are crossing paths with business—not only by exchanging expertise through mutually beneficial connections and collaborations, but with professionals who want to expand their professional mindset between two worlds. Pursuing two different disciplines like engineering and accounting can offer endless rewards. The knowledge can lend itself differently depending on the circumstances and tasks at hand. But what is it that drives someone to make this big leap of pursuing two very different designations?

## AT JUST 16 YEARS OLD,

most teenagers don't have their Friday night plans figured out, let alone their futures. But that wasn't the case for **Aaron Doyle CPA, CMA, P.Eng.** After entering the University of Lethbridge Bachelor of Science program at just 16 years old, he set his sights on pursuing a career in neuroscience. Little did he know, his plans were going to change, and he'd end up designated as both a professional engineer and a professional accountant.

"My father was a petroleum engineer, and the oil industry was something I always understood, but when I entered university, my goal was not to follow suit," says Aaron. Four years after graduating, Aaron's career plans shifted and he found a great employment opportunity at an engineering firm: "I gained a wide variety of experience in marketing, accounting, web design, and engineering. After enjoying it so much, I decided to pursue my designation in petroleum engineering."

Aaron was up for the challenge—28-course challenge examinations to be exact. But after six years of hard work, Aaron could happily put the P.Eng designation after his name. But pursuing his P.Eng wasn't the only goal on his mind. While working on his P.Eng, Aaron also took on the task of achieving his accounting designation.

"In 2008-2009, the industry slow-down made me really consider if engineering alone was right for me," says Aaron. "A lot of people were out of work, and I saw that the accounting profession was pretty transportable to all industries. There's a good feeling of security in that."

Now a Partner at Base Engineering & Associates, the accounting versus engineering hat he's worn throughout his 11 years with the firm has varied on different projects. Understanding the relationship between the two fields has helped Aaron gain better insight into the work, and his recommendations are based on his understanding of need and cost.

"Being able to see the whole picture is the biggest benefit of having the two backgrounds," says Aaron. "Engineers want to first find ways to solve the problems, and the cost implications are not always at the forefront. Accountants don't always have the deep understanding of why a job requires certain costs because the engineering expertise is not there."

In his day-to-day work, Aaron is consistently looking to the future to see where things are going with the economy, technology, and the oil and gas industry. "Trying to get through the changing commodity prices, government relations, weather, and technology can be tough, but we have to look forward and find new opportunities to keep our firm successful and relevant."

Aaron transfers this kind of professional thinking at the personal level as well. "Anytime you can diversify yourself, it's a benefit," says Aaron. "You could expand your knowledge on human resources, engineering, marketing, anything. Anytime you have multiple backgrounds and viewpoints from specializations, the way you see things and the perspective you bring are going to help you and others around you."

This unique blend of experience has been a wise investment for Aaron. In addition to his current role at the firm, he's recently accepted a position as CFO at Pulse Oil Corporation, a growing oil and gas development company—an opportunity he probably didn't think was in the plans at 16.



**"A lot of people were out of work, and I saw that the accounting profession was pretty transportable to all industries. There's a good feeling of security in that."**

Aaron Doyle CPA, CMA, P.Eng.



**“Prior to completing my accounting designation, I used to hear certain business terms but I never fully understood them. Now I can correlate what I’m doing with what my finance colleagues will need. I can better understand how certain things might impact the bottom line and what financial metrics are going to be affected.”**

Prashant Srivastava CPA, CMA, MBA, P.Eng.

Prashant Srivastava CPA, CMA, MBA, P.Eng.

Whenever making an important decision, **Prashant Srivastava CPA, CMA, MBA, P.Eng.** recommends weighing the pros and cons with regards to possible outcomes. He suggests reaching out to friends, family, or a mentor for support and guidance. He also believes a decision should be made based on facts from research and analysis. All this advice comes from an individual who’s made many life-changing decisions that brought him all the way from India to Canada.


Prashant completed his masters in engineering in India at the Indian Institute of Technology, specializing in materials engineering (the study of different materials, properties, and design factors). After working in India for three years, Prashant moved onto a job opportunity in the Middle East to the city of Oman where he worked for five years. In 2003, Prashant decided to move to Toronto, Canada with the hopes of a better quality of life for his wife and three kids. And then in 2008, Prashant changed his career plan and moved to Edmonton for an exciting job opportunity with Enbridge.

Enbridge wanted to expand their operations and were starting a major projects division. Prashant was hired on for his expertise in process development. “When I started with Enbridge, it was a brand new and exciting world for me because I never worked on major projects before,” says Prashant. “At one point I was brought into a project to provide support in a role outside the capacity I was originally hired for. I was exposed to cost engineering and I really liked it.”

Enbridge strongly believes in professional development, and when Prashant mentioned his interest, there was an opportunity for him

to make the ultimate change in his career plans to cost engineering. Prashant started doing his MBA in 2009 to expand his understanding of financials, human resources, leadership, and strategy. Prashant also decided to complete his accounting designation while in the MBA program to get more in-depth knowledge of accounting and finance. “Previously, when I was being educated to become an engineer, we were not taught business strategy or financial aspects such as accounting. It was purely technical engineering,” says Prashant.

Now when Prashant talks to his accounting and finance colleagues, he can understand and provide them with valuable information. “Prior to completing my accounting designation, I used to hear certain business terms but I never fully understood them,” says Prashant. “Now I can correlate what I’m doing with what my finance colleagues will need. I can better understand how certain things might impact the bottom line and what financial metrics are going to be effected.”

Apart from continuous professional development, Prashant also stresses the importance of soft skills, adaptability, and resilience in this ever-changing world. “No matter what phase of your career, demonstrate that you have initiative; be selective and productive with where you want to spend your time, and set objectives that are near and dear to your heart,” says Prashant. “Once you know what you really want to do, you’ll find your purpose and the motivation will come. Maintain balance, use your organizational skills, and be flexible enough to adjust your plans.” 



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-Maria Metchewais  
current B. Commerce student

# YOUR CREDIT REPORT: WHAT YOU SHOULD KNOW

By Amy Fontinelle

DO YOU KNOW lenders, creditors, insurance agencies, landlords, and even some employers evaluate how financially responsible you are? Your income and assets are important, but so is your credit history. As you become fully responsible for your own finances, learning to understand and protect your credit is key. Here is some basic information to help you get started.

## What is a credit report?

A credit report is a history of your borrowing and repayment activity. It contains basic identifying information such as your name, current and past addresses, and social insurance number. It contains information about your loans: when you took them out, how much you owe, and whether you consistently pay on time. Your report may include additional financial and personal information (e.g. bankruptcies, income, marital status, etc.).

The details of your report inform your credit score, a number ranging from 300 to 900 indicating how well you manage your payment obligations to lenders. The higher your score, the better; a score of 750 or higher is considered good.

## Why check your credit report?

If you're planning to apply for credit, rent an apartment, get a mortgage, apply for a job, or take out an insurance policy in the next year, you should know your credit score so you can take steps to improve it if necessary. You should also check your credit report at least once a year or whenever you see a significant change to your credit score to make sure your report doesn't contain mistakes or signs of identity theft that could make you look less responsible than you are.

## Where do you check your credit report?

Each of the two credit bureaus, Equifax and TransUnion, must provide you with a free copy of your credit report once a year upon request. You can view your full TransUnion credit report for free anytime through the personal finance company Credit Karma, and obtain a free Equifax credit score from online lenders Borrowell or Mogo. You can purchase your report or score directly from the credit bureaus, too.

## What if I find a mistake on my credit report?

Credit reports can contain errors when one consumer's data gets reported to another consumer's file, which may happen when two people have similar names or when someone's identity has been stolen. If you find a mistake on your credit report, the credit bureau will investigate it for free upon request. **c**

## CREDIT SCORE



**As you become fully responsible for your own finances, learning to understand and protect your credit is key.**



*Amy Fontinelle is a personal finance expert who writes for financial websites and institutions. She believes anyone can improve their money situation by becoming an informed consumer. Learn more at [www.amyfontinelle.com](http://www.amyfontinelle.com).*

# Ctrl Alt Career

Michael Tucker's CPA designation allowed him to "reboot" his career into IT and consulting

By Laura Ly  
Photography by Trudie Lee Photography

## When you consider the professionals

that make up an IT department, you're likely to think of programmers, application developers, coders, and IT support. However, does a professional accountant come to mind? It should.

With the prevalence of technology in organizations and businesses, there is a special niche that only CPAs can fill: helping IT departments develop and manage the finance and treasury components of business systems and programs.

That's where **Michael Tucker CPA, CMA** comes in.

Currently working at Nexen Energy ULC in Calgary as a SAP Finance/Treasury Consultant, Michael has built a successful career in IT specializing in SAP (Systems, Applications, and Products), a type of Enterprise Resource Planning (ERP) system. "ERP is a core system that pulls together every aspect of a company," explains Michael. ERPs typically manage and automate functions related to technology, office services, and human resources.

Michael refers to himself as a "functional" consultant, whose role is to ensure that the end user can use the system how they need to use it. "In simple terms, my role is to translate finance requirements into a technical solution," says Michael. In order to do so, an understanding of how finance works is key. "You need to be able to speak to the finance team and understand what they're saying and understand the applicable questions. It's hard to do that without the necessary knowledge."

**"A CPA means you're not pigeon-holed into going into a specific line of work. CPAs are all over organizations, not necessarily in just the finance function. With a CPA, you can really work anywhere you want, doing whatever you want—the designation provides you with the foundation to do that."**

Michael Tucker CPA, CMA

While there is no such thing as a "typical" day for Michael, his day-to-day tasks can include creating new legal entities in the system, divesting companies as they're sold, supporting month-end processes, and creating new bank accounts and processes.

Michael dispels the misconception that IT is simply a technical field, admitting that he can "hardly read code": "I rely on the programmers to do the programming. They are the technical IT people, but there are also people like me who are there to support the finance team as the system voice."


Looking back, Michael states that he never considered a career in IT. "I sort of lucked into it," he recalls. After previously working as an accountant in a mutual fund in Toronto, Michael and his wife moved west to Calgary when his wife got a new career opportunity. Michael then started working for CP Rail creating an access database for revenue reporting—his first foray into IT before moving into a SAP role. "I got the SAP job without ever having seen one screen of SAP," says Michael. "And I've been doing it for 20 years now."

However, Michael's CPA designation and training ensured he was well-equipped to take on the challenge of working in a new field that, at first glance, seemed vastly different than traditional accounting. "A CPA means you're not pigeon-holed into going into a specific line of work," comments Michael. "CPAs are all over organizations, not necessarily in just the finance function. With a CPA, you can really work anywhere you want, doing whatever you want—the designation provides you with the foundation to do that."

For Michael, a designation not only enabled him to specialize his career in IT systems, it also allowed him to branch off into consulting. "I've been consulting now for eight years. Looking back, I never thought I had the knowledge or the capacity to consult," says Michael. "But it's very rewarding. You can speak your mind more, you get to move around more, see different industries, and meet more people. I've found the switch to consulting changed my whole mindset about my career."

There is no doubt that technology has had a monumental impact on the accounting profession, and that we've moved a long way from recording budgets manually on paper. "New technology is constantly being rolled out with increased automation, speed, and accessibility. The speed and volume of information is increasing at an unbelievable pace and puts pressure on accountants to interpret that information more quickly and in a way that is useful to their organization," suggests Michael.

However, the continued development of innovative technology means more opportunities for CPAs to go into IT and other technological fields where their financial acumen and business skills can make a real impact. "Accounting is constantly evolving, systems are constantly evolving, and you need expertise to ensure that they both follow along the same path," says Michael.

"CPAs are constantly working to improve the quality of reporting and the power of data analytics," he adds. 

# Affecting Canada's National Passion

At Hockey Canada, CPAs are a part of the team. Johanna Bond CPA, CA explains why working with passion is a rewarding experience

By Quinta Iticka

Photography by Trudie Lee Photography

## Family members can have

a profound influence on our career choices, even indirectly. This was the case with **Johanna Bond CPA, CA**, whose father is also a CPA and owns an accounting firm in British Columbia called Markin Childs Chartered Professional Accountants. Although he never pressured her into following his path, his hard work and dedication had an impact on her. "Sometimes people set an example not by what they say, but by what they do," says Johanna. "My dad was very fulfilled in his work, and this inspired me."

Johanna also had a natural interest in people and business. "I was interested in finding out how the world turns from an economics and business perspective," she says. "I knew the CPA designation would open many doors for me and provide a solid foundation of knowledge."

After articling at KPMG and obtaining her CPA designation in 2007, Johanna pursued a one-year secondment in England, where she worked in the audit department at the Birmingham office. It was both a learning and challenging experience. "I had assumed I'd be doing the same type of work, just in a different office," she says. "But I quickly realized the people, weather, culture, and clients were different. I had to adapt and learn different ways of serving clients."

Despite the challenges, Johanna highly recommends an overseas secondment for anyone interested in travel. "It exposes you to different ways of communicating and doing business," she says. "It is a fantastic opportunity to see different parts of the world."

Following her experience at KPMG, Johanna made the leap to industry and is now a finance manager at Hockey Canada. The organization is the national governing body for grassroots hockey in Canada. It works closely with 13 provincial and territorial branches, the Canadian Hockey League, and Canadian Interuniversity Sport to grow the game at all levels.


Johanna's role within Hockey Canada has evolved as she has taken on different projects. Forecasting and budgeting for the organization have enabled her to see the big picture and understand how different departments operate and work together. Recently, she has also done some accounting work for the Hockey Canada Foundation, and describes the experience as "very rewarding."

The Hockey Canada Foundation provides secure, sustainable, and long-term funding to support the future development and delivery of Hockey Canada programs, projects, and activities. Their mission is to promote and foster accessibility to the game of hockey. Preparing financial statements for the foundation has given Johanna an appreciation of the programs it funds and supports. "When people think of Hockey Canada, the first thing that may come to mind is the National Junior team," she says. "But working for the foundation has shown me that there is so much more depth to the organization."

As dedicated as she is to her career, Johanna also believes in work-life balance. This means spending quality time with her family and giving back to the community. She describes the birth of her daughter as a defining moment which put things into perspective for her. "Whatever work you do away from your family better be worth it," she says.

Some of that work includes being a yoga instructor, which Johanna speaks passionately about. "To me, yoga is a learning tool for personal growth," she says. "When you are challenged in a yoga class, you can either feel frustrated and give up or enjoy the challenge and learn from it. This also applies to everyday life and work."

While Johanna has been able to enjoy a successful career as a CPA, she remains realistic when sharing her career story with prospective CPA students. "The road to becoming a CPA is challenging," she says. "My advice is to break up the big goal of becoming a CPA into smaller goals that are achievable in shorter timeframes. Create a support network with your friends going through the program, and have fun along the way."

For new CPAs looking to progress faster in their careers, she shares these words of wisdom: "Listen and keep learning, because this will help you grow. And work in an industry you are passionate about." 

**“The road to becoming a CPA is challenging. My advice is to break up the big goal of becoming a CPA into smaller goals that are achievable in shorter timeframes. Create a support network with your friends going through the program, and have fun along the way.”**

Johanna Bond CPA, CA



# CPA EDUCATION FOUNDATION CORNER



## THERE'S NO SUCH THING AS A "TYPICAL" FOUNDATION SCHOLARSHIP RECIPIENT

There's nothing typical about the extraordinary and diverse group of students who not only achieve many great things but are proud enough of their own accomplishments to apply to scholarship programs. That's why the CPA Education Foundation is pleased to provide financial support to amazing individuals like **Kate Labonte**, whose future is directed towards a Chartered Professional Accountant designation.

But Kate's future wasn't always pointed in the direction of accounting and business. Prior to commencing studies at the Alberta School of Business, Kate obtained her Bachelor of Science from the University of Alberta with a major in Biology and a minor in Economics. During her time as a science student, Kate became heavily involved in research through the Faculty of Medicine. "Oddly enough, it was through my experiences in research that I discovered my passion for business, and more specifically, accounting," says Kate. "This interest of mine was identified by my supervisor and principal investigator, and as such, I began to pursue my accounting degree."

While the experience in research helped Kate discover her love for accounting, her experiences overseas in 2012 helped her find her passion for giving back to her community. Kate participated in a 21-day international experience in India designed to empower young leaders. The program incorporated cultural immersion, as well as outdoor and volunteer activities. Kate received basic Hindi lessons and volunteered for 40 hours digging, mixing concrete, and laying the foundation for the local school and community.

The experience inspired her and her values: "I believe it's important to be involved in the community and find ways to learn and grow to better myself," says Kate. "And seeing how the CPA Education Foundation has been invested in professional accountants of the future and the community for over 30 years really resonates with me."

Over the course of her education, Kate has been involved as a tutor/mentor with organizations focusing on children's education. In addition to tutoring and mentoring, she has been a volunteer at the Stol-

ery Children's hospital in a medical laboratory focused on pediatric transplant research; the Alberta Transplant Institute; the 2017 JDC West case competition; and the University of Alberta Accounting Club's annual tax clinic. She's currently an in-class volunteer with Edmonton Public Schools, working with students in grades two and four in various educational areas where assistance is required.

**"Receiving an award from the CPA Education Foundation has validated the many benefits of volunteering and giving back," says Kate. "It also makes me feel proud, confident, and excited about my future as I embark on my journey to becoming a CPA."**

Kate, now a second-year student of the Bachelor of Commerce After-Degree Program, was the recipient of the 2017 Peter Kruczko CPA, CA Award in Memory of Gordon Woodman FCA. Proving hard work does pay off, Kate has secured a training position with a top accounting firm.

To learn more about available scholarships, please visit: [www.cpaalberta.ca/Foundation/Support-Programs/Students](http://www.cpaalberta.ca/Foundation/Support-Programs/Students).



Kate Labonte

# CREATE YOUR DESTINY WITH A CPA EDUCATION FOUNDATION SCHOLARSHIP

The CPA Education Foundation believes in equipping students with the tools they need to successfully complete their business degrees and pursue a CPA designation. We have scholarships for all types of students. Whether your interests involve volunteering, excelling in leadership or academia, or mentorship, check out our list of available scholarships! You are invited to apply for more than one award.

Visit our website for more information on these scholarships, as well as other scholarships funded by the CPA Education Foundation through post-secondary institutions and high schools in Alberta: [www.cpaalberta.ca/foundation](http://www.cpaalberta.ca/foundation).

The application deadline for all the following awards is February 28, 2018

## Alberta Post-secondary students:

### Aboriginal Business Student Award

Value: \$2,500

Awarded to a Aboriginal student with a minimum 3.0 GPA at the time of application and who is enrolled in business or commerce at a degree-granting post-secondary institution in Alberta.

### Alex Tutschek FCPA, FCA Award for Indigenous Student Post-Secondary Achievement

Value: \$1,500

Awarded to a post-secondary Indigenous student enrolled in, or accepted by, business programs of Alberta post-secondary institutions; students must have satisfactory academic standing at the time of application.

### Alex Tutschek FCPA, FCA Award for Mature Indigenous Students

Value: \$1,500

Awards are available to Indigenous adults at least 21 years of age (as of February 28, 2018) who are beginning/returning to pursue a post-secondary education after a minimum three-year absence from the educational sector. Successful applicants will be enrolled in, or accepted by, business programs of Alberta post-secondary institutions.

### Calgary CPA Small Practitioners' Forum Award

Value: \$1,500

One award granted annually to a student from a Calgary post-secondary institution who is registered in their final year of a business/commerce degree program with a declared major in accounting. Selection is based on academic achievement, an expressed interest in registering in the CPA Professional

Education Program, and a letter of support from at least one member in good standing of the Chartered Professional Accountants of Alberta.

### Crowe MacKay LLP No Limits Award

Value: \$3,750

Award is available to an Indigenous student with a minimum 3.0 GPA at the time of application and who is enrolled in a business degree program recognized for entry into the Professional Education Program. Applicants must be interested in pursuing a CPA designation and may be considered for summer placement in the Crowe MacKay LLP Edmonton office.

### David Bentley FCPA, FCA and Janet Bentley Post-secondary Excellence Award

Value: \$3,000 each

Award is granted annually to students enrolled at any Alberta post-secondary institution in the second or third year of a business/commerce program approved for entry into the CPA Western School of Business, and preparing to enter the third or fourth year of their program. Selection is based on involvement in volunteer activities and an expressed interest in pursuing the CPA designation.

### Don Wilson CA Memorial Scholarship

Value: \$2,000

Award is granted annually to a fourth-year post-secondary student in Alberta or Saskatchewan who has secured a CPA training position with an industry employer. The student must have satisfactory academic standing and demonstrated leadership within the community or on campus.

**Douglas R. Hagerman FCA Entrance Scholarship**

Value: \$2,500

Award is granted annually to a student from any Alberta post-secondary institution and entering his or her first year in a business/commerce program approved for entry into the CPA Western School of Business. The award amount is \$2,500 and is payable over three years: \$500 first year, \$750 second year, and \$1,250 third year. Renewal for the second and third years is based on satisfactory academic achievement in the prior year with a minimum course load of 24 credits.

**Vic Dzurko Generations of Excellence Award**

Value: \$2,500

Award is available to a second, third, or fourth-year student enrolled in business or commerce at a degree-granting post-secondary institution in Alberta. Successful applicants will demonstrate an interest in pursuing the CPA designation and will have at least one family member who is (or was) a member, in good standing, of CPA Alberta or one or more of its legacy predecessors.

**James C. Miller FCA Bursary in Accounting**

Value: \$1,250

Awards are granted annually to students enrolled in business or commerce at a degree-granting post-secondary institution in Alberta who intend to enter the CPA certification program and reside (or have previously resided) in Medicine Hat (preferred). Selection is based on academic excellence and community involvement.

**Kenneth Biggs FCPA, FCA and Leona Biggs Scholarship**

Value: \$2,000

Award is granted annually to a Alberta post-secondary student who is registered in the final year of a business/commerce degree program with a declared major in accounting. Applicants must have secured a training position outside of external audit with a pre-approved training office. Selection is based on demonstrated satisfactory academic standing and leadership in the community or on campus.

## Alberta High School students:

**David Bentley FCPA, FCA and Janet Bentley High School Excellence Award**

Value: \$2,500

Award is granted annually to a student in Grade 12 at any Alberta high school. Preference will be given to applicants who will need to relocate within Alberta in order to attend a post-secondary institution. Selection is based on involvement in volunteer activities, satisfactory academic achievement, and an expressed interest in pursuing the CPA designation.

## Alberta CPA Professional Education Program candidates:

**David Bentley FCPA, FCA and Janet Bentley CPA PEP Excellence Award**

Value: \$3,500

Award is granted annually to a CPA Professional Education Program (CPA PEP) candidate who has secured and begun training as a designated accountant in a public practice setting. Selection is based on involvement in volunteer activities, satisfactory performance in CPA PEP modules and training, and an expressed interest in pursuing the CPA designation.

**New Canadian Achievement Award**

Value: \$2,500

Award is available to an individual who has become a new Canadian or permanent resident within the last five years (i.e., on or after January 1, 2013). This individual must be enrolled in business or commerce at a degree-granting post-secondary institution in Alberta or the CPA Professional Education Program (CPA PEP). This individual must also demonstrate satisfactory achievement in their academic or professional training program.

**Peter Kruczko CPA, CA Award in Memory of Gordon Woodman FCA**

Value: \$2,000

Award is granted annually to a student who has completed at least one course related to the six core competencies for an accounting designation at the post-secondary level. Student must also demonstrate participation in volunteer activities and a minimum GPA of 2.5 with a minimum of 24 credits for the previous academic year.

**Richard Schulli CA Memorial Scholarship**

Value: \$2,500

Award is granted annually to a student entering his or her third or fourth year of study pursuing an undergraduate business/commerce degree with a declared major in accounting. Selection is based on involvement in volunteer activities (preferably in a mentorship role), satisfactory academic achievement in the prior year of study, and an expressed interest in pursuing the CPA designation.

**CPA Alberta Young Emerging Professionals Award**

Value: \$2,500

Awards are available to post-secondary students enrolled in business or commerce at a degree-granting post-secondary institution in Alberta. In addition to satisfactory academic standing, applicants must also demonstrate the following qualities in their applications: professionalism, integrity, ethics, and leadership.

**CPA Alberta Young Emerging Professionals Award**

Value: \$1,500

Awards are available to Alberta high school students. In addition to satisfactory academic standing, applicants must also demonstrate the following qualities in their applications: professionalism, integrity, ethics, and leadership.

**New Canadian Achievement Award**

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# The growing problem of

# RANSOMWARE

By Terry Rowsell

An email pops up; perhaps, convincingly, from someone you know with an attachment titled “Invoice.xlsx.” Curious as to what this invoice could be, you open it. It seems ordinary and harmless enough. Within seconds, your files change to an odd extension with strange looking file names. A message pops up stating that all of your files have been encrypted and the only way to get them back to normal is to pay a ransom fee.

UNFORTUNATELY, the above scenario has become all too common, with the term “ransomware” now making monthly headlines. Ransomware is becoming a \$1 billion per year crime. Ransomware is a form of malware that holds files hostage for a “ransom” payment. The most common deployment method is through email attachments disguised as legitimate and normal looking files, also known as phishing. One person opening a suspicious attachment can affect an entire network, resulting in loss of data, productivity, and reputation.


**Ransomware is a form of malware that holds files hostage for a “ransom” payment.**

**To avoid becoming the next victim of a ransomware attack, here are five steps I recommend:**

1. Educate yourself regularly on how to identify potential risks such as phishing emails. Ransomware’s greatest element to being successful is the human element.
2. Back up your computer frequently to ensure that data can be restored from a pre-attack point if required.
3. Update and patch your computer frequently. Microsoft regularly releases security patches to help combat known threats.
4. Install a layered network security solution that includes spam filtering, firewall protection, and virus scanning. Having multiple levels of protection can significantly prevent your systems from becoming infected.
5. Have a preparedness plan of response in the event that you or the organization you work for falls victim to an attack.

**If your computer or the organization you work for has been affected by ransomware, here are some steps I recommend:**

- Shutdown your computer and remove it from the network to prevent the infection from spreading.
- Inform your IT support provider of the suspected attack.
- Contact law enforcement to report the incident.
- Don’t pay the ransom. There are absolutely no guarantees that you will get your data back.

Effective cyber security begins and ends with education. Educating yourself regularly on what to look for and how to respond can make the difference between becoming the next ransomware statistic and business as usual. 



*Terry Rowsell is the President of Frontier Solutions Inc., an outsourced IT management company based in Calgary. With over 25 years of experience in the IT industry, Terry and his team have cemented themselves as the go-to trusted, strategic technology advisors to Calgary’s business sector.*  
[www.frontiersolutions.ca](http://www.frontiersolutions.ca)



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