



## Michael McCormack

BA, CFI  
Senior Manager, investigative and Forensic Services

### Contact



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### Education

*Bachelor of Arts, Carleton University, 1984*  
*Certificate of Advance Police Studies, Western University, 1990*

### Associations

*Association of Certified Forensic Investigators*

### Background

Mike is a senior manager in the Forensic and Litigation Support Service line of MNP LLP. He is responsible for investigations across Canada. He works with First Nations, corporations, public sector organizations on employee misconduct, risk assessments, due diligence and harassment cases. Mike is designated as a Certified Forensic Investigator.

### Service Line

Mike has extensive knowledge and experience in the areas of harassment in the workplace, employee misconduct and the investigation of complex fraud schemes. He also helps organizations mitigate issues and strengthen anti-fraud and anti-harassment controls.

### Industry Experience

With deep knowledge and experience in investigations and interviewing, Mike develops practical solutions and delivers results for his clients. His cross-industry expertise includes First Nations, corporations, public organizations and private companies.

Before joining MNP, Mike served for 24 years at the Ottawa Police Service as a Detective Sgt in Financial Crimes and Proceeds of Crime. He has spent his career investigating financial crimes. He has experience investigating complex international financial crimes including a variety of fraud schemes, money laundering and proceeds of crime offences.

## Professional Experience

Industry	Service Line	Project Description
Not for profit	Workplace harassment	<p><b>Harassment by management – September 2020 to October 2020</b></p> <p>Description of role and project</p> <ul style="list-style-type: none"> <li>Internal investigation of harassment by management of employee. In this Unionized environment, there have been several complaints made. This formalized complaint alleged harassment on a “ground” contractually.</li> </ul>

Industry	Service Line	Project Description
		Consideration for Human Rights breaches as well as OHS breaches. Mike conducted the review and found breaches of organizational policy.
Municipality	Workplace Harassment	<p><b>Harassment alleged by the Chief Administrative Officer – August 2020 – September 2020</b></p> <p>Description of role and project</p> <ul style="list-style-type: none"> <li>A complaint of harassment based on rumour spreading was made by the CAO which affected his ability to govern the organization. Mike undertook digital forensics and interviews to assist to identify the identity of the person responsible.</li> </ul>
Private enterprise	Workplace harassment	<p><b>Harassment by employee – received anonymously – July 2020 – September 2020</b></p> <p>Description of role and project</p> <ul style="list-style-type: none"> <li>Two complaints of harassment were received anonymously through a hotline service. Mike conducted the investigation and determined that the complaints were vexatious and false. Mike employed digital forensics but was unable to determine the person(s) responsible</li> </ul>
School Division	Workplace Misconduct	<p><b>Superintendent Review – July 2019 to August 2019</b></p> <p>Description of role and project</p> <ul style="list-style-type: none"> <li>Internal investigation concerning the impropriety of a School Superintendent in Alberta. Mike was responsible for the investigation, interviewing and reporting of the issues and results to the School Board Trustees. The School Division is unnamed as the matter was dealt with internally.</li> </ul>
Private Sector	Harassment Investigaiton	<p><b>Harassment by CEO – February 2019 to June 2019</b></p> <p>Description of role and project.</p> <ul style="list-style-type: none"> <li>There were allegations that the CEO of a private not for profit company had used inappropriate language and harassed employees. Mike conducted a review of the complaints and interviewed the parties. The results were provided to the Board of Directors.</li> </ul>
School Division	Employee Misconduct	<p><b>Teacher misconduct – January 2019 to October 2019</b></p> <p>Description of role and project</p> <ul style="list-style-type: none"> <li>There were allegations of an inappropriate relationship between an educator and a student. Mike reviewed documentation and interviews in order to be prepared for further interviews. Matter still ongoing.</li> </ul>
First Nation	Employee misconduct	<p><b>Private information – Employee fraud – June 2019 to present</b></p> <p>Description of role and project:</p> <ul style="list-style-type: none"> <li>There were allegations of misappropriation of monies from a Tribal Council. Mike conducted interviews which resulted in confessions from three (3) persons. The matter is still ongoing.</li> </ul>
Private Sector	Harassment Investigation	<p><b>Private information – Harassment by CFO – July 2019 to September 2019</b></p>

Industry	Service Line	Project Description
		<p>Description of role and project:</p> <ul style="list-style-type: none"> <li>There were allegations that the CFO had systematically harassed a former employee of the company. Mike interviewed the former employee and conducted a review of policies and procedures. Mike interviewed the CFO and reported to the Board of Directors.</li> </ul>
Legal Counsel	Litigation Support	<p><b>McCarthy LLP – Litigation support – July 2019 to July 2019</b></p> <p>Description of role and project:</p> <ul style="list-style-type: none"> <li>The law firm was searching for information regarding the ownership of residences in Calgary to assist with litigation. Mike conducted a review of Land Titles and attended the building and spoke to a confidential person in order to obtain information on the identity of the persons operating the apartment block. Mike further identified information regarding a deceased person and a party to the litigation.</li> </ul>
Union	Forensic Investigation	<p><b>Private information – Investigation of payments to President – July 2019 to October 2019</b></p> <p>Description of role and project:</p> <ul style="list-style-type: none"> <li>The Union identified payments which appeared to be made outside of regular expected payments by the President of the Union. Mike investigated and was involved in the interview of several persons in order to determine the amount of the inappropriate payments. The matter has been turned over to law enforcement.</li> </ul>
Public Company	Culture Investigation	<p><b>Private information – Workplace culture investigation – October 2018 to January 2019</b></p> <p>Description of role and project:</p> <ul style="list-style-type: none"> <li>Two large oil and gas companies merged in 2018 and as a result underwent considerable allegations of harassment, culture differences, workplace misconduct and inappropriate behaviour. Mike conducted over 40 interviews of staff from both companies and focused his reporting on common themes which included harassment, inappropriate comments and cultural issues. The report was formatted into recommendations and observations and lead to the termination of several employees.</li> </ul>
Public organization	Financial management	<p><b>Town of Radisson – Investigation of issues – December 2018 to March 2019</b></p> <p>Description of role and project:</p> <ul style="list-style-type: none"> <li>The Town of Radisson received a petition requesting a forensic audit. Mike conducted a review of the documents, and along with team members conducted a review of policies, minutes of meetings and interviewed former employees, Councillors and community members to report to the Ministry of Community Relations the findings of the report.</li> </ul>
Courts	Court expert	<p>Provided analytical and expertise in the examination and review of various fraud investigations. Provided expert opinion evidence in several fraud investigations and assisted with the presentation of materials to judicial officials. Extensive experience in testifying in civil and criminal courts. Reviewed and prepared numerous judicial</p>

Industry	Service Line	Project Description
		authorizations presented to the Courts. Designated expert in the Ontario Court in the identification of money laundering schemes and proceeds of crime and in the identification of fraudulent payment cards and fraud schemes.
Private Company	Harassment Investigation	<p><b>Private information – Harassment and Human Rights violations– September 2017 – November 2017</b></p> <p>Description of role and project:</p> <ul style="list-style-type: none"> <li>Conducted an investigation of allegations of harassment in the workplace, including human rights violations by senior management. Reviewed previous allegations, interviewed approximately 15 persons including the complainant on two occasions. Testified at the Human Rights tribunal for the employer.</li> </ul>
Multiple agencies	Training and development	Mike provides extensive lecturing on interviewing techniques, nationally and internationally. He has presented nationally to law firms. He has been used in the detection of fraud schemes and other matters. Mike has provided harassment investigation training to municipalities and private organizations. He has provided training on investigative techniques, fraud investigation techniques and fraud prevention to private companies, the public sector and most recently to the City of Regina.

## Work Experience

Organization	Title	Timeframe (MM/YY – MM/YY)	Role Description / Responsibilities
MNP LLP	Senior Manager	2010-present	<ul style="list-style-type: none"> <li>Senior manager responsible for forensic delivery in Manitoba and Saskatchewan.</li> </ul>
Ottawa Police Service	Detective Sergeant	1987-2010	<ul style="list-style-type: none"> <li>D/Sgt responsible for the Organized Fraud Section. Numerous duties including preparation of affidavits for homicide investigations, internal investigations and delivery of training to police officers</li> </ul>
RCMP	Secondment	1995-2005	<ul style="list-style-type: none"> <li>Officer responsible for team of investigators from the RCMP, Ontario Provincial Police, Customs and Border Enforcement, Revenue Canada Agency in the detection, investigation and prosecution of organized crime in Canada and abroad</li> </ul>
European Union Police Mission	Secondment	2008-2009	<ul style="list-style-type: none"> <li>Seconded to Bosnia for the EUPM Organized Crime mission. Responsible as the Organized Crime coordinator for the liaison, management and reporting of</li> </ul>

Organization	Title	Timeframe (MM/YY – MM/YY)	Role Description / Responsibilities
			organized crime and policing functions in Bosnia

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### Community Involvement

- Member of the Board of Director for Casey’s Foundation for Autism in Regina, Saskatchewan between 2017 and 2019. Volunteer Board member responsible for assisting with the funding of the Foundation and provision of financial resources to needy families in Saskatchewan.

### Languages

Mike is fluent in English.