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Karen M. DeBortoli is a principal at Buck, and a lawyer with over 20 years of experience in pension, benefits, employment and privacy law. She currently serves as leader of Buck's Knowledge Research Centre as well as Canadian Privacy Officer. DeBortoli monitors and analyzes legislation, regulations, regulatory materials and judicial developments impacting pension and benefit plans. The results are used to advise consultants and clients; prepare client and internal publications, presentations and related materials; and assist clients with matters related to administrative compliance. She has written many articles on topics affecting the pension and benefits industry (including authoring several chapters of *Employee Benefits in Canada*, 4th edition, published by the International Foundation of Employee Benefit Plans) and has lectured on pension and benefits topics for Osgoode Hall Law School and Humber College. DeBortoli is a graduate of the University of Toronto and Dalhousie University Law School and was admitted to the Ontario Bar in 2001.