



### **Karen O'Leary – Grant Specialist & SR&ED Consultant**

Karen O'Leary is a seasoned Grant Specialist with over 20 years of experience helping Canadian founders, SMEs, and established enterprises access non-dilutive government funding. Through her firm, KSO Grants, she provides strategic guidance and free consultations to organizations at every stage of growth—navigating the complex landscape of grants and funding programs with clarity, precision, and a deep understanding of what it takes to scale successfully in today's economy.

Karen is also a partner at File & Claim inc. , a consulting firm specializing in the SR&ED (Scientific Research and Experimental Development) tax incentive program. There, she collaborates with a multidisciplinary team of SR&ED financial experts (including CPAs and tax professionals) as well as SR&ED technical consultants (including engineers and scientists), with over 50 years of combined experience and a strong track record of successful SR&ED claims for clients of all sizes and industries across Canada.

Her dual roles enable a holistic approach to government funding—ensuring no opportunity is overlooked. Karen works across all industries and with businesses of all sizes, helping clients unlock critical funding to fuel growth, innovation, and competitiveness in both domestic and global markets.

In addition to her consulting work, Karen is an active mentor at innovation centres and incubators across Canada. Her close involvement with early-stage and established companies alike has strengthened her commitment to delivering tailored, actionable funding strategies that support each organization's unique journey.