

Secondment Reports 2016

The following students have elected to participate in external secondments as part of this year's summer program:

- **Simar Anand** Extreme Venture Partners
 - **Zach Austin** Cisco Systems, Inc.
 - **Harrison Brown** FM Vancouver Office
 - **Rachel Devon** Hudson's Bay Company
 - **Abdul Rahman Karim** FM Ottawa Office
 - **James Katsuras** The Hospital for Sick Children
 - **Sophie MacRae** Pro Bono Ontario
 - **Jessica Moldaver** Rogers Media Inc.
 - **Daphne Papadatos** Ontario Securities Commission
 - **Daniel Richer** Manulife Financial
 - **Harry Skinner** Ontario Securities Commission
 - **Trevor Snider** Mount Sinai Hospital
 - **Ken Taylor** TD Bank Group
-

Simar Anand - Extreme Venture Partners

This summer, I had the opportunity to work for **Extreme Venture Partners** (EVP), one of Canada's most successful venture capital funds. I had the privilege of working directly with fund principals Ray Sharma, Sunil Sharma and Imran Bashir, as well as associates, analysts and start-up founders in Extreme Accelerator's international accelerator program. As the first law student to be seconded there, I quickly became everyone's source for all things law related. Quite quickly, the running joke in the office became that everything had "legal implications," from an analyst accidentally spilling coffee on a colleague's desk, to someone forgetting to turn the office lights off at the end of the day. In true entrepreneurial spirit, the office environment had all the traditional traits of a typical start-up co-working space, which allowed several start-ups to harness the support of a shared pool of resources, while still working towards individual milestones.

My business background allowed me to contribute to non-law-related activities for EVP, and often, I found myself discussing the investment potential of certain ventures with fund analysts, or consulting founders on their operational, financial and marketing needs. On days when we had partner meetings, I felt like a Dragon on CBC's Dragon's Den, as I sat in the boardroom and listened to founders pitch their start-up ideas in hopes of receiving an EVP investment. I attended launch parties for EVP's portfolio companies, and in one instance, helped host a city-wide launch party for a well-known technology conference, on our very own rooftop ([link](#)). One of my major roles while on secondment was to ensure that accredited investors subscribing to the venture fund were in compliance with securities regulations.



FASKEN

Overall, the experience was truly a memorable one and resulted in friendships that I look forward to revisiting once I'm back in the city for articling. Special thanks to Amir, Lucy, Kevin, Shivani, Anshul, Jak, Andra, Josh, Emilio and Jitin for the great laughs. I would also like to thank Fasken lawyers/mentors, Craig Brown and Reid Crombie, as well as the Professional Development Team for their support and for making the secondment possible.

Zach Austin - Cisco Systems, Inc.

This summer I had the pleasure of being seconded to **Cisco Systems, Inc.** for the final month of my summer program. As the first Fasken student to be seconded to Cisco, I was extremely excited by the prospect of working for such a highly regarded multinational technology company, but was unsure what to expect during my time there. Ultimately, my experiences far exceeded anything I could have hoped for.

My time with Cisco was spent at their new Toronto Innovation Centre. Opened in May 2015, the Innovation Centre is a state of the art smart-building showcasing the most cutting-edge technological innovations, is the first of its kind in North America, and is one of only nine such Innovation Centres worldwide. I had the privilege of working one-on-one alongside Sean Caragata, Director of Legal Services for Cisco Cloud Services. The majority of my time at Cisco was spent assisting Sean with a large ongoing contract negotiation. As part of the negotiation process, I reviewed and revised Cloud Service Agreements, Data Processing Agreements, Acceptable Use Policies, and End User License Agreements. I was also fortunate enough to be included in negotiation strategy discussions. It was a tremendous learning opportunity. Not only did I receive valuable exposure to different negotiation techniques, but I gained a much better understanding of the way clients and in-house counsel utilize legal services.

I would like to thank Sean Caragata, Lynn Silkauskas, Simmi Chacko, and Alex Ghita for being so welcoming, and for making efforts to get me meaningfully involved in their work right from day one. I am also grateful to Doug Scott, Sally Woods, and the Professional Development team at Fasken Martineau for arranging this unforgettable secondment.

Harrison Brown - FM Vancouver Office

During my last month of work at Faskens this summer, I had the good fortune of being seconded to the **Vancouver office** of the firm. Within moments of stepping foot into the reception area, replete with sprawling views of both mountains and ocean, I knew I had made a good decision. This sentiment was strengthened over the course of the month I spent there by virtue of the many kind, generous, and engaging individuals I had the pleasure of working with on a daily basis.

Moving between offices within the same organization reveals a great deal of diversity based on geographic location - both in the overall culture of the firm and in its composition. I had the unique opportunity to form connections with Vancouver lawyers during a time when provincial and national boundaries are becoming increasingly significant in the conduct of business and resolution of legal disputes.

In my time spent at the Vancouver office, I drafted several documents for direct submission to the courts, advised on various complex issues concerning employment law, and I attended the British Columbia Court of Appeal to observe one of the foremost litigators in the country argue a motion. In accompaniment to the high level of responsibility and discretion I was afforded, I received excellent support and feedback. In my spare time, I was able to spend time embracing the outdoors on hikes and runs around the seawall, I ate more sushi than I should have, and I took several weekend road trips within B.C. and to the U.S.

I am grateful to the Professional Development Teams in both Toronto and Vancouver and to my colleagues in the Vancouver office for their committed assistance in making Vancouver such a memorable experience for me.



FASKEN

Rachel Devon - Hudson's Bay Company

During my summer, I was fortunate to participate in a secondment at **Hudson's Bay Company** (HBC), North America's oldest continuously operating retailer. This experience provided me with unique exposure to the intricate legal issues faced by retailers on a regular basis.

During my time at HBC, I assisted in a number of projects related to both employment law and corporate/commercial law. I was given the opportunity to take on a great deal of responsibility early on, which I found to be highly rewarding. In particular, I was responsible for drafting pleadings on a number of employment matters, drafting correspondence and agreements in response to various employment issues, drafting workplace investigation reports, and summarizing key provisions of various contracts and agreements. My work was very hands-on, which enabled me to contribute to the operations of HBC in a significant and meaningful capacity.

I am extremely grateful to the entire legal team and legal support staff at HBC for welcoming me and making my experience so positive. I am particularly thankful to Stephanie Ramsay, who provided me with ample feedback, guidance, and mentorship. Working at HBC has provided me with valuable insight into the client side of legal practice, and has enriched my summer experience immensely. Thank you to the Fasken Professional Development team for arranging this memorable secondment.

Abdul Rahman Karim - FM Ottawa Office

For the final four weeks of my summer employment, I had the privilege of being seconded to Fasken's **Ottawa office**. As a University of Ottawa student, I was excited to return to my "second home" and diversify my summer experience, personally and professionally. The ability to navigate between different offices is an opportunity that only a renowned full service national firm like Fasken can offer.

During my time at the Toronto office, I was fortunate to be introduced to a variety of practice areas. In contrast, the intimacy of the Ottawa office allowed me to gain even more exposure to litigation work, a primary interest of mine. I spent the majority of time in Ottawa conducting research, preparing memorandums, drafting submissions and reviewing pertinent litigation documents. Working in the nation's capital afforded me the opportunity to delve more deeply into public and administrative law, which in conjunction with my commercial work in Toronto, allowed me to develop a well-rounded summer experience.

I would like to express my gratitude to the Student Committee for allowing me the opportunity to be seconded to Ottawa. I would like to thank Scott Prescott and Yves Beauchamp for welcoming me with open arms and ensuring a smooth transition. I am especially grateful to Yael Wexler, Tala Khoury, Julia Kennedy, Clifford Sosnow and the wonderful support staff for providing me with excellent work opportunities, guidance and support. And finally, my experience in Ottawa would not have been what it was without the friendship of my fellow students Stacey Smydo, Emily Liefers and Kevin Massicotte.

James Katsuras - The Hospital for Sick Children

During the last month of the summer, I had the pleasure of working with the wonderful legal services team at **The Hospital for Sick Children**. This experience allowed me the opportunity to gain an understanding and insight into the world of corporate health law.

During my time with the legal services department, I was fortunate to be able to work on a variety of tasks. The amazing staff got me involved in a number of interesting projects, including assignments related to the Temporary Foreign Worker Program and its implications on the hiring policies for international students at the Hospital, the consistency of waivers and disclaimers



FASKEN

for various materials and documents at the Hospital, the various policy requirements in the Hospital's service contracts, and the standards and requirements for the use of diagnostic imaging results for clinical purposes.

I want to personally thank my supervisor Chris Viney for his generosity in allowing me to join the team, as well as Wendy Lawrence and Aaron Leahy, all of whom I looked up to and appreciated learning from. I also want to thank Josie Marchese and the rest of the department for all of their support. Finally, I would like to thank Daniel Fabiano and the Professional Development team at Fasken Martineau for giving me the opportunity to learn from these wonderful people and establish great relationships.

Sophie MacRae - Pro Bono Ontario

During my secondment, I gained valuable hands on experience and insight into access to justice by working directly with self-represented litigants at **Pro Bono Ontario** (PBO). The staff and volunteers at PBO provide clients who are unable to afford and/or obtain legal representation with information and support to better understand legal issues; commence or respond to civil lawsuits; and draft pleadings, motions, orders and other court forms. Clients can also obtain assistance with legal issues related to their employment or small business as part of PBO's Employment Clinic and Corporate Clinic, or have a will drafted as part of the Wills Assistance Service.

While at PBO, I had the opportunity to: be the first point of contact for clients who came into the Superior Court and Small Claims Court offices; identify clients' legal issues and questions in order to brief the volunteer lawyers; participate in client meetings with the lawyers; assist clients in drafting documents; shadow duty counsel at Civil Practice Court; and review decisions submitted to Pro Bono Ontario's Appeals Assistance Program. Each day of my secondment presented new and interesting legal issues and civil procedures, and gave me an increased understanding of the obstacles faced by individuals navigating the justice system. I truly enjoyed being able to provide support to PBO clients, and plan to use my time with the organization as motivation to apply my legal training to volunteering for access to justice initiatives in the future.

I would like to thank the welcoming staff, including Brian, Valerie, Matt, Monica, Laurine and Matthew; my fellow students, including Jenn, Michael and Matthew; and all of the lawyers who volunteer their time at PBO. Thank you also to the Professional Development Team at Fasken Martineau for their dedication to ensuring students have a well-rounded, educational and rewarding summer experience.

Jessica Moldaver - Rogers Media Inc.

Coming to Fasken with a background in Sports Marketing, it likely came as no surprise when I asked to be seconded to **Rogers Media Inc.** I couldn't have been more excited to find out that I would be spending a month working specifically with the Sportsnet Business Affairs team, and my experience certainly exceeded my expectations.

At Sportsnet I was exposed to a diverse range of legal and business projects. Having expressed my interest in employment law, I was quickly challenged with researching the law, and thinking about the business impacts related to certain provisions of a talent agreement. I then had the opportunity to review many of Sportsnet's program license agreements, which gave me incredible insight into the contractual underpinnings of the broadcasting industry. With my new-found knowledge of media rights, I assisted with the preparation of a pitch for the renewal of one particular license agreement, including increasingly relevant social media rights.

My in-house experience was incredibly valuable. In addition to seeing the legal side of broadcasting, sitting beside program planning and social media teams I also received an exclusive look into the execution of the contracts that I had reviewed, these groups ensuring that Sportsnet was always meeting its contractual obligations, as well as obligations under the CRTC.



FASKEN

The work also came with some great perks including tours of the broadcasting studios on-site and the amazing Hockey Night In Canada studios, and enjoying a Jays game with the Sportsnet team.

I am so grateful to everyone at Sportsnet and Fasken for arranging such an incredible experience. I would especially like to thank Bart Yabsley, Jason Badal, and Rahim Suleiman for taking the time to mentor me and welcome me onto their team, and for answering my many questions to help me learn the ins-and-outs of the sports media business.

Daphne Papadatos - Ontario Securities Commission

This summer I had the privilege of being seconded to the Enforcement Branch of the [Ontario Securities Commission](#). The Branch is responsible for investigating allegations of misconduct in the capital markets, and litigating alleged breaches of the Securities Act (Ontario) before the Commission and the courts.

I chose this particular secondment for the opportunity to learn advocacy skills unique to litigating breaches of the Act. I was fortunate enough to sit in on preparatory meetings before cross-examinations, conduct complex research and statutory interpretation, and observe a number of proceedings both at the Commission and at Divisional Court.

My mentor also connected me with individuals working in the Office of the Secretary, Corporate Finance, and the OSC's Joint Serious Offences Team. Meeting with people from across the organization enabled me to appreciate the breadth and significance of the OSC's efforts in Ontario, across the country, and in partnership with other national regulators around the world.

I would like to thank Nalini Khan, who was a stellar mentor in my time with the Commission, and who I expect I will continue to seek guidance from throughout my career. I would also like to thank Donna Sinclair, Sharon D'mello, Jennifer Lynch, Daniella Kozovski, and the Professional Development team at Fasken for ensuring that both Harry Skinner and I had a chance to work in Enforcement in the same summer.

Daniel Richer – Manulife Financial

My summer working with Fasken Martineau was capped off with a four-week secondment to [Manulife](#), making a wonderfully enriching summer even better. Building on the experience I gained at the firm, my secondment gave me an opportunity to engage with how the evolving landscape of securities and insurance regulation impacts business.

To support Manulife's forward-thinking approach to selling retail investment products, the legal team assigned me a number of tasks. I reviewed and commented on disclosure material and reviewed both proposed amendments to regulatory instruments and decisions of the Ontario Securities Commissions to identify current and potential limits on and opportunities for Manulife's retail investment business.

The legal team working with Manulife's retail insurance branch tasked me with reviewing both consumer protection and insurance laws to confirm how the two regimes in each province interface.

The work I was assigned and the background learning I did in furtherance of the work I was assigned not only helped me learn more about securities and insurance regulation, it helped me understand the legal resources—in house and external—needed to keep business moving forward at an immense company like Manulife.

I have Anick Morin, Elizabeth Saati, Nicolas Frenette, and Julie Aldred to thank for the fun and rewarding experience I had at Manulife. I also want to thank the Fasken Martineau Professional Development team for pairing me with a secondment that



FASKEN

complemented my professional interests very well.

Harry Skinner - Ontario Securities Commission

I had the pleasure of spending the last month of my summer on secondment at the Enforcement Branch of the **Ontario Securities Commission** (OSC). The OSC regulates the securities industry in Ontario, and the Branch is tasked with investigating and litigating breaches of the Securities Act (Ontario) before the Commission and the courts.

I sought out this particular secondment to improve my advocacy skills and further develop my interest in securities law. I was fortunate enough to attend meetings, participate in examinations, edit closing submissions and write memos on a range of securities-related matters.

I thoroughly enjoyed immersing myself in the work culture at the OSC and connecting with people from across the different branches, including Compliance & Registrant Regulation, Corporate Finance and the Joint Serious Offences Team. After spending the first part of my summer in a business law firm, it was fascinating to experience the practice of law at a regulatory agency.

I would like to thank my mentor, Karen Kiang, for her guidance and efforts to involve me in the daily operations of the OSC. I would also like to thank Sharon D'mello, Donna Sinclair, Daniella Kozovski, Jennifer Lynch, and the Professional Development team at Faskens for this amazing opportunity - one that I will continue to draw upon as I move forward with my career.

Trevor Snider - Mount Sinai Hospital

For the last four weeks of my summer program, I had the privilege of being seconded to **Mount Sinai**. This setting provided me the perfect opportunity to gain greater insight into the field of corporate health law.

I arrived at my secondment looking forward to expanding my understanding of health law and the role of internal legal counsel. The legal team was amazing and involved me in a variety of files where I got to see the corporate, public, and health law aspects of practicing in a large hospital. One of my first tasks was to help review the provincial and federal legislation governing the Hospital's operation, this served as a great introduction to the field as well as the complexity of overseeing such a large institution.

After a holistic introduction, I attended meetings with a variety of departments inside the hospital. One of the most memorable experiences was being able to attend a hearing with one of the lawyers and seeing how their work directly impacts patients and the doctors who care for them.

The Legal Services team at Mount Sinai was incredible and a pleasure to work with. I would like to thank Melanie de Wit and Claire Hicks for acting as my Supervisors throughout the secondment, as well as the rest of the Legal Services staff. I would also like to express my gratitude to Lynne Golding and the Professional Development Team at Fasken Martineau for establishing such a fantastic secondment opportunity.



FASKEN

Ken Taylor - TD Bank Group

For my secondment this summer I had the privilege of spending five weeks in-house with the **TD Bank Group** (the "Bank"). The Bank's legal department is responsible for providing legal advice to the Bank's business units, mitigating legal risk to the organization, and ensuring compliance with applicable laws. This provided me with a fantastic opportunity to gain insight into the operations of a large financial institution.

The files I was given were interesting and quite varied. For example, over the course of the secondment I worked on projects related to fintech, privacy, litigation management, intellectual property, and insurance. Through this, I obtained a deeper understanding of the many legal issues that the Bank deals with. Just as importantly, however, I gained a new perspective on the provision of legal services to clients.

In addition to the interesting work, I was able to meet and collaborate with a number of individuals across the organization. Working with people outside the legal department required me to wear more than just my "legal hat"; I had to consider the business implications of the projects as well.

I would like to thank my mentor David Braunstein and everyone else at the Bank for providing such a welcoming environment and allowing me to dabble in a range of practice areas. I would also like to thank Brad Moore and the Professional Development team at Faskens for providing me with this incredible opportunity.

