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Secondment Reports 2018

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

- **Raajan Aery** Rogers Media
- **Maria-Cristina Cavicchia** Holt Renfrew
- **Sarah Chouinard** G Adventures
- **Andrew Gunpat** Manulife Financial
- **Fatima Husnain** PBO
- **Anna Lu** Mount Sinai Hospital
- **Lily MacLeod** Cancer Care Ontario
- **Giancarlo Migardi** WSIAT
- **Martin Owusu** Fasken Vancouver Office
- **Rohan Shah** First Cobalt
- **George Soules** OSC
- **Robin Spillette** Kraft Heinz
- **Matthew Stanton** TIFF

Raajan Aery - Rogers Media

The opportunity to participate in a secondment at Rogers Media Inc. is something that I had been interested in since I applied to Fasken. I have been a passionate sports fan since before I can remember, so joining the Business Affairs group to focus mainly on Sportsnet's business strategy and contract negotiations was exciting for me.

While seconded, I had the opportunity to contribute to a business strategy proposal, learn about the ins and outs of contract negotiation at the ground level, and contribute an article about hockey analytics to the Sportsnet website. I was grateful to have exposure to a variety of contracts that are foundational to the sports broadcasting industry. These include media rights agreements, which allow the company to broadcast licensed sports content on various platforms; talent agreements for the anchors, commentators, and other personalities one would see on those platforms; and other agreements like those for branded content.

Some projects provided multiple opportunities to provide the first draft of various contracts, which has helped me to think about the nuances of contract drafting. For me, it was especially stimulating to get involved with projects that involved big sports athletes and personalities, which happened multiple times during the secondment.



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The secondment allowed me to get involved with various groups around the company. For example, the hockey analytics article I contributed had me working with the editors from Sportsnet's newsroom. I was also able to get involved with contract negotiation related to Rogers' Hometown Hockey program, through which I worked with a lawyer from Rogers' legal group. In addition, I was invited to sit in on sales meetings, where I learned about the birds-eye view of Sportsnet's sales strategy.

My excellent experiences at Rogers Media Inc. would not be possible without the welcoming, patient, and talented people I worked with. I would like to give particular thanks to Rahim Suleiman, Deidra Dionne, Samantha McWilliams, and Mike Cormack for involving me in their projects and taking the time to teach me about the basics of the business.

I would also like to thank the Fasken Professional Development team for organizing this opportunity. I am certain I will benefit greatly from the skills I gained on my secondment as I move back to the firm for articling and beyond.

Maria-Cristina Cavicchia - Holt Renfrew

This summer, I had the pleasure of being seconded to Holt Renfrew. Having had little exposure to the world of luxury retail, I was intrigued by the opportunity to learn about the complex legal issues facing this industry and the chance to integrate with their legal team.

During my time at Holt Renfrew, I was given exposure to equal parts technical and experiential work. My tasks included reviewing supplier contracts, industry-specific research, preparing and appearing for my own small claims hearing, and becoming meaningfully involved in the team's wide-spanning privacy compliance efforts. I even had the chance to visit Holt Renfrew's distribution center, giving me the opportunity to understand what really matters to this company from an operations level – which I now know is the key to quality client service.

Above all, the most valuable component of my secondment was the opportunity to form meaningful relationships with the team at Holt Renfrew. I want to extend my deepest thanks to Mark Burton, Kristina Smith, Lorraine Kuska, Michelle Syzmanski, and Lynn Burshtein for taking me under their wing and offering support, encouragement and laughter along the way.

Thank you to the Professional Development team at Fasken for this opportunity. I look forward to maintaining my relationship with Holt Renfrew in the future.

Sarah Chouinard - G Adventures

This summer I had the unique opportunity of being seconded to G Adventures ("G"), a global leader in the adventure travel industry. G offers a wide array of amazing travel opportunities while promoting sustainability and education about the impacts of travel on local communities. Although previous summer students at G told me I



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was in for an amazing month, nothing could have prepared me for the excitement I felt walking in to meet the team for the first time. The office decor (equipped with a slide and popcorn machine) perfectly reflects the welcoming attitude of every employee I had the pleasure to work with, and made it clear from the outset that G is a place where everyone truly loves their job.

On top of building what I can only hope will be lifelong friendships during my time at G, I was able to take on a wide range of legal challenges and greatly expand my expertise. I had the opportunity to work on diverse corporate and regulatory tasks, gaining exposure to travel and marketing regulations. I was also encouraged to draft precedents independently, which allowed me to push my capabilities and emerge more confident in my abilities as a young legal professional.

To echo the sentiments of previous summer students at G, I have to say the most valued part of my experience was being welcomed into a truly wonderful team. From my first day I felt as though I had worked at G for years, and for that I owe a special thank you to Melissa Reiter, and Alex Goldstein, both of whom welcomed me with open arms and made sure I was able to make the most of each day I spent with G.

Andrew Gunpat - Manulife Financial

I had the pleasure of concluding an amazing summer at Fasken with an enriching secondment at Manulife Financial. I was exposed to many practice areas within the company including mutual funds and insurance. A large global company like Manulife provided me with the ability to see how such a large operation deals with legal issues both within and outside Canada.

While working with the legal team, I was exposed to many assignments that are typical of in-house counsel. I conducted legal research and drafted memos in relation to securities regulation and insurance. I also had the ability to work with internal business and legal policies to enhance and improve disclosure while ensuring regulatory compliance. Some of my securities-related work required researching statutes and case law in Canada and globally for best practices in order to keep pace with the market. Due to the nature of these assignments, I was given a lot of leeway to make recommendations to Manulife on the current state of the legal environment as well as my opinions on the best steps moving forward. As such, this freedom to research legal issues, make conclusions, and recommend changes resulted in me fully utilizing my time at Manulife.

Personally, this secondment allowed me to see the similarities and differences between private practice and in-house practice. Moreover, having the ability to actually spend time at the client's offices and tangibly contribute to their operations permitted me to truly see the value that the firm provides. My secondment was a win-win because I gained the ability to see how the firm can better serve our client which will ultimately result in more efficient and effective service down the road.

I am thankful to Kelly Gonsalves, Anick Morin, Jennifer Mercanti, and everyone on the legal team at Manulife for such an enriching experience. Moreover, thanks go to Anil Aggarwal, Munier Saloojee, and the Professional



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Development team at Fasken for organizing this rewarding experience. I have no doubt that my short time here will greatly contribute to my legal career in the long run.

Fatima Husnain - PBO

I had the pleasure of spending four weeks at Pro Bono Ontario's Law Help Centre. The centres are dedicated to providing individuals who cannot afford legal representation with assistance in navigating the complex legal system in the Superior Court of Justice and Small Claims Court. Self-represented litigants receive vital legal advice from volunteer lawyers and invaluable assistance about the administrative process through centre staff. Pro Bono Ontario also has a Hotline service where volunteer lawyers provide summary advice about a variety of legal issues over the phone increasing accessibility and access to services for many litigants.

I have gained valuable experience interviewing clients to ascertain specific legal issues, assisting clients draft legal documents such as Affidavits, Motion Records and Originating Processes, briefing lawyers on client issues, shadowing lawyers in client meetings, and speaking to clients over the phone to discuss their legal issues. This experience showed me the many difficulties that individuals face in the legal system and how tirelessly other individuals work to assist them in any way possible.

I would like to thank Brian, Catherine, Laurine, Monica, Matt and all of the other volunteers for taking the time to teach me and train me. Pro Bono Ontario is an amazing organization that serves a vital role in our legal system.

Anna Lu - Mount Sinai Hospital

While summering at Fasken, I had the pleasure of seconding to Mount Sinai Hospital, where I was able to gain a multi-faceted perspective of a lawyer's role: as not just legal advisor, but also risk manager and business strategist.

Over the course of my secondment, I appreciated the opportunity to work closely with Ross DeBoni, Corporate Counsel, Marc Toppings, Vice President, Legal and Corporate Governance, and Melanie de Wit, Vice President of Clinical and Enterprise Risk, on a number of interesting legal issues that sharpened my ability to think pragmatically. One of these involved assessing the likelihood of a potential claim. For this matter, not only did I draft a legal analysis on our chances of succeeding, but I was also asked to give my personal recommendation on the best course of action. Through collaborating with Ross and Marc, I was able to craft an analysis that not only maximized the strength of our position, but also considered the long-term effects and relational impacts of different courses of actions. For their perspectives, feedback, and constant reinvigoration of my ability to problem-solve and deliver more effective solutions, I am grateful to Marc, Ross, and Melanie.



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Over my secondment, I also had the opportunity to participate in meetings involving ethics and human rights tribunal cases, learn about claims management, and participate in negotiation discussions involving health law contracts. Overall, I would strongly recommend a secondment with Mount Sinai Hospital for its exposure to health law in particular, and its mentorship opportunities to young lawyers overall.

I would like to thank Marc, Ross and Melanie for their mentorship and guidance, as well as the rest of the incredible people I met at Mount Sinai for my great experience there. I would also like to express my gratitude to Daniel Fabiano and the Professional Development Team at Fasken for this fantastic secondment opportunity.

Lily MacLeod - Cancer Care Ontario

I had the pleasure of completing my secondment at Cancer Care Ontario (“CCO”), the Ontario government’s principal advisor on the cancer and renal systems, as well as on access to care for key health services. As a student interested in the health sector, non-profits and risk management, CCO was an excellent environment to learn about health law and develop new legal interests.

My secondment was invaluable because it exposed me to health law, privacy law and the role of public sector in-house counsel in an evolving technological society. My work was challenging, intriguing and diverse. I completed research projects related to statutory interpretation and analysis, privacy issues, international health law, contract law and employment law. I also completed a large corporate due diligence project, which will influence CCO’s decisions about its data management practices. After expressing an interest in employment law, I was also thrilled by the opportunity to develop my writing skills by drafting employment contracts.

I benefited from working at CCO because the lawyers are bright, collaborative, engaging and kind. The entire team welcomed me graciously, immediately identified the value of the work I would be doing and provided continuous mentorship. I developed positive relationships with the team through face to face interactions in an open concept space and by eating lunch as a team every day. I am grateful for my secondment experience and cannot thank CCO and Fasken enough for facilitating the opportunity.

Giancarlo Migardi - WSIAT

This summer, I had the unique opportunity to complete a secondment at the Workplace Safety and Insurance Appeals Tribunal (WSIAT). The WSIAT is an administrative tribunal that has exclusive jurisdiction to hear appeals from the Workplace Safety and Insurance Board (WSIB), as well as “right to sue” applications. Given my passion for both litigation and administrative law, I am extremely grateful to have been able to gain exposure and contribute to the work of the WSIAT—it was the perfect end to a wonderful summer.



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While at the WSIAT, I was placed in the Tribunal Counsel Office (TCO). TCO provides legal advice to the other departments at the WSIAT and also provides neutral legal assistance in relation to the most complex legal and medical issues that arise in WSIAT appeals. I was personally given the chance to assist with these issues as a great deal of the research I completed revolved around procedural, public policy, and constitutional issues that had recently arisen in WSIAT appeals. I was also able to help with the review of several complex right to sue applications. The WSIAT's empowering legislation provides exclusive jurisdiction to the WSIAT to determine when a worker's "right to sue" is removed. This work was particularly interesting, in that it granted me great exposure to the interaction between administrative tribunals and the civil court system. Given my interest in administrative law, this was nothing short of fascinating.

Beyond the legal work itself, I must say that the TCO team of lawyers and Medical Liaison Office staff were steadfastly warm, welcoming, and supportive. I truly enjoyed every day at WSIAT, and I attribute this to the people with whom I was able to work just as much as I attribute it to the interesting nature of the work itself.

I would like to thank Dave Corbett and Michelle Alton at the WSIAT for hosting me, and Fasken's Professional Development team for offering me this wonderful opportunity to engage with the critical work of one of Ontario's most important tribunals. Finally, I would like to thank WSIAT's articling student, Suman Furmah, for her daily assistance as I worked toward overcoming several learning curves—legal, technological, and administrative—during my secondment experience.

Martin Owusu - Fasken Vancouver Office

I spent my last four weeks as a summer student at the Fasken Vancouver office. Although I arrived long after the students in Vancouver had formed relationships with lawyers and the other students, everyone went out of their way to make me feel like a part of the team.

While the value of seeing the business of law from a client's perspective cannot be overstated, being in another Fasken office was valuable in adding a new level of depth to the in-firm experience. While in Vancouver, I was able to gain exposure to a number of practice areas. Working with new clients in a new jurisdiction with different business and legal concerns taught me to be more flexible and adaptable in my thinking.

All of this is not to mention the city itself. Vancouver is a world-class city and the summer months are an excellent time to take advantage of British Columbia's natural beauty and countless outdoor experiences. I especially enjoyed spending time on Vancouver's beaches, hiking the lower mainland's numerous trails, and taking advantage of Vancouver's excellent cycling infrastructure.

I want to thank all of the lawyers and students in Vancouver for being so accommodating and welcoming. I am especially grateful to my mentors Gordon Hunter and Clara Rozee and the student committees in both Toronto



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and Vancouver for facilitating the experience. Finally, I want to thank my incredibly intelligent and affable officemate, Oliver Verenca, for making my time in Vancouver a little bit easier.

Rohan Shah - First Cobalt

During my summer, I had the pleasure of being seconded to First Cobalt, whose mission is to become the world's largest pure-play cobalt mining company. Cobalt is used notably in batteries for electric vehicles, cell phones, and other devices. With the electric vehicle industry set to grow exponentially, demand for cobalt is expected to increase sharply over the coming years. Given my interest in both technology and mining, working at First Cobalt was the perfect experience.

My four weeks at First Cobalt were filled with a variety of challenging tasks. As a junior exploration company, the breadth of legal issues that arose was unparalleled. For example, on the first day I was asked to determine the company's compliance with the European Union General Data Protection Regulation. This enabled me to draw on my previous work at Fasken, where I had familiarized myself with the regulation. In addition, I was tasked with investigating Aboriginal groups' activities and agreements in relation to one of First Cobalt's exploration properties. Moreover, I assisted with other corporate governance and contract law issues.

The highlight of my secondment was a one week trip to First Cobalt's Vancouver office. While there, I increased my understanding of corporate finance and securities law. Outside of the office, I seized the opportunity to run around Stanley Park, watch the annual Celebration of Light fireworks festival, and enjoy the beautiful views of the Pacific Ocean. Overall, my secondment was a fantastic chance to understand the operations of a growing mining company.

I would like to thank Trent Mell, Kevin Ma, Frank Santaguida, Peter Campbell, and Heather Smiles for an incredible experience. In addition, I am grateful to Michael Bourassa and the Fasken Professional Development team for arranging such a meaningful secondment

George Soules - OSC

This summer I had the pleasure of working on secondment at the Ontario Securities Commission (OSC). The OSC is a regulatory agency that works independently from government to administer and enforce securities legislation in the province of Ontario.

As a secondee to the Enforcement Branch of the OSC, I was immersed in several securities litigation files dealing mainly with contraventions of the Ontario Securities Act. I was able to gain valuable experience researching complex securities issues, drafting court documents, and strategizing with seasoned litigators of the OSC.



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This opportunity has been particularly valuable to my professional development as it has helped me to recognize litigation issues in the context of securities regulation, and to better understand the role of securities regulators, such as the OSC, and their impact on capital markets. Furthermore, I have gained an appreciation for the complicated substantive and procedural aspects of securities legislation administration and enforcement.

I would strongly recommend a secondment at the OSC to any student with an interest in Canadian capital markets and securities regulation. Every day at the OSC was a new opportunity to learn from experts in the securities industry, while working in an environment that was supportive and encouraging. Overall, my secondment has been extremely rewarding and I am grateful to the OSC for making this experience so valuable. I would like to thank Sharon D'Mello, Donna Sinclair, Michelle Vaillancourt, Christina Galbraith, the OSC summer students, and the Professional Development team at Fasken for making this opportunity possible.

Robin Spillette - Kraft Heinz

I had the opportunity to spend 4 weeks in the Legal Department at Kraft Heinz Canada. During my time at Kraft Heinz, I was exposed to the huge variety of work that in-house lawyers deal with every day. This included labour and employment matters, contractual negotiations and interpretation, statutory interpretation, litigation matters and consulting with other departments about managing their relationships with partners, customers and suppliers.

As I am interested in corporate and commercial law, I was given the opportunity to help draft and amend contracts and directors' resolutions, and to sit in on meetings regarding contract negotiations. I also spent a large amount of my time reading and interpreting contracts for a variety of different departments at Kraft Heinz. I researched amendments to laws which would affect Kraft Heinz employees such as cannabis legalization and changes to labour and employment laws. I was also given the opportunity to write a first draft of an employment policy which will be implemented at one of Kraft Heinz's manufacturing plants. What I enjoyed the most was seeing the practical application of the law, and realizing how the law affects a business's every move, day-to-day.

I am grateful for having had the opportunity to work with and learn from everyone at Kraft Heinz, including the wonderful team in the Legal Department, Sarah Jacklin, Shane Fitzgerald and Av Maharaj. I also would like to thank the Fasken Student Development team and Kathleen Butterfield for organizing such a great placement at Kraft Heinz.



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Matthew Stanton - TIFF

I spent the last four weeks of Fasken's summer program on secondment at Toronto International Film Festival Inc. (TIFF), a non-profit corporation that has organized and operated the world's most publicly attended film festival for over 40 years.

Working at TIFF was an incredible experience, as I had the opportunity to go behind-the-scenes and explore the various legal issues that impact the festival. In particular, I conducted research on trade-mark infringement in the context of ambush marketing, surveyed the possible legal responses to fraudulent advertising companies, and researched the requirements under privacy law for the use of data-sharing cookies. I also drafted a cease and desist letter that was sent to a company that used TIFF's logo without permission, and reviewed contracts from vendors that hope to operate during the festival.

In addition to the above tasks, I was encouraged to take advantage of the other services that TIFF offers. I did so by perusing the impressive collection of film memorabilia that TIFF stores in its Film Reference Library. Having the opportunity to engage in this extra-curricular activity allowed me to learn about the charitable work TIFF does beyond planning the festival, which includes sharing film culture with the broader public.

Overall, my secondment at TIFF provided me with a better understanding of the work conducted by an in-house legal team. I want to thank Robert Gold and Samin Rajaian for facilitating a memorable experience, and Mark Brennan for maintaining Fasken's unique relationship with TIFF. I also thank Fasken's Professional Development Team for arranging the secondment, and for being a constant source of support throughout the summer.

