

Secondment Reports 2015

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

- **Niusha Arbabi** TIFF
- **Matthew Downer** Hubday Minerals
- **Dana Gregoire** Ontario Securities Commission
- **Kai Kramer** Sony Music Entertainment Canada Inc.
- **Alyssa LeBlanc** Hudson's Bay Company
- **Russell Lindzon** Sony Music Entertainment Canada Inc.
- **Jennifer Parker** Pro Bono Law Ontario
- **Gillian Round** The Hospital for Sick Children
- **Ryan Schnier** Rogers Media Inc.
- **Pavel Sergeyev** Ontario Securities Commission
- **Mitch Stephenson** Sunnybrook Health Sciences Centre
- **Jenna Ward** Holt Renfrew

Niusha Arbabi - TIFF

During the last month of my summer experience, I had the pleasure of being seconded to the [Toronto International Film Festival Inc.](#) ("TIFF"), the non-profit charitable organization that runs one of the world's most successful film festivals.

During my secondment, I was exposed to a broad range of legal issues both related to charity law as well as entertainment law. I was also introduced to general corporate law problems together with a variety of issues relating to intellectual property, copyright and Canada's Anti-Spam Legislation. I reviewed and revised artist and performance contracts, art exhibition agreements, and film licensing agreements. I also conducted research on very specific and highly practical licensing issues related to the rights over films, photographs and artwork.

This was an excellent way to supplement my summer experience at Faskens. It was great to get a firsthand look at legal issues from the client's perspective. The experience I have gained while working at TIFF will definitely prove invaluable as my career progresses. The chance to work in a dynamic and highly artistic environment was a very new and rewarding experience.

I would like to thank Jennie Chan, Douglas Allison and Andree Zverina for making this such a memorable experience. I would also like to thank Fasken lawyers Mark Brennan, Sarah Goodwin, Elena Hoffstein and Lynne Golding and the Professional Development Team for your support, and for making my secondment possible.



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Matthew Downer - Hudbay Minerals Inc.

As part of my summer experience at Fasken, I had the privilege to be seconded **HudBay Minerals Inc.** ("HudBay"), a public Canadian mining company. Working with the in-house legal department at HudBay, I was able to gain exposure to both the legal and business side of mining. My overall experience at HudBay and the calibre of the work given far exceeded my expectations.

During my time with HudBay I was exposed to a variety of assignments and projects - including the review and drafting of employee policies, the review of joint-venture and stream agreements and the review of the second quarter MD&A and Financial Statements.

My initial days with HudBay were particularly memorable as it coincided with the release of their second quarter financial results. As part of the release, I was able to attend the market call and the town hall, which allowed me to gain insight into mining-specific risks that the company and industry are facing. I was able to learn about the company from an operational and financial viewpoint, and have gained a better understanding of the role of the legal department in these areas.

The wonderful people I worked with at HudBay only enhanced my experience. Specifically, I would like to thank the in-house legal team, Patrick Donnelly, Mark Haber and Carla Nawrocki, who were warm and welcoming to me from start to finish. I would also like to thank the Fasken Martineau Student Committee for arranging this meaningful opportunity.

Dana Gregoire - Ontario Securities Commission

I had the privilege of being seconded to the Corporate Finance branch of the **Ontario Securities Commission**. During my secondment, I was afforded an opportunity to see how the OSC puts into operation provincial securities laws to promote efficient capital markets and protect investors, while also working with other provincial regulators in search of a harmonized approach across Canada.

Part of the reason I enjoyed my secondment was because of my policy background. While at the OSC, I worked with thought leaders in Canada on cutting-edge securities policy development. I summarized comments received regarding a proposed prospectus exemption, and assisted with follow-up on new disclosure requirements for reporting issuers.

I also had the chance to conduct in-depth reviews of particular issuers. In particular, when an request was made for an exemption, I was tasked with an initial review to check content and form against the requirements of the relevant securities laws.

Overall, my time at the OSC was an excellent complement to my summer at Fasken. My thanks go out to my OSC mentor as well as all the staff at the OSC with whom I worked for their contribution to my secondment.

Kai Kramer - Sony Music Entertainment Canada Inc.

As part of the summer program at Faskens, each student has the opportunity participating in a 4-week external secondment. The secondment allows us to gain an understanding of our clients and provides insight into the challenges faced by in-house counsel. My choice in secondment sent me to the Legal and Business Affairs department of **Sony Music Entertainment Canada Inc.** where I worked closely with the Vice President of Legal and Business Affairs, Judy Naiberg.

Under Judy's supervision, I collaborated with various members of the team on a variety of issues which ranged from entertainment law to general industry matters. A large part of my time at Sony was dedicated to assisting the team in drafting



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licensing agreements, producing synchronization agreements, amending artist agreements and a variety of other contractual documents.

In addition, my experience encompassed an insight into the business matters within the music industry. These matters included industry wide meetings, negotiations, compliance programs and development seminars. These tasks were carried out with a number of stakeholders, giving me a broad understanding of the business landscape faced by record labels. Most importantly, I was able to grasp the importance of balancing the needs of varying stakeholders in a dynamic and ever changing industry.

My experience at Sony was certainly one of the highlights of my summer and I am extremely grateful to the Sony team - in particular Judy, Thiago, Karen, Michelle, Tina and the organization at large for making me feel at home and having the patience to teach me throughout the process. Moving forward this experience will certainly impact the way I conduct myself and will encourage me to be forward thinking for all our clients.

Alyssa LeBlanc - Hudson's Bay Company

This summer I had the privilege of being seconded to **Hudson's Bay Company**, Canada's oldest and most diversified general retailer. Having past retail experience, I was eager to become involved in the behind-the-scenes legal action.

During my time at HBC, I assisted with projects in the fields of labour and employment law and corporate/commercial law. I was given hands-on assignments that assisted the legal team with the day-to-day operations of the Company. This included reviewing supplier contracts, drafting a cease and desist letter, drafting responses for labour and employment issues, and providing research to assist with mediations and hearings. I was also fortunate enough to attend multiple employment-related matters. One memorable day was spent on the golf greens with lawyers from HBC offices in both Toronto and New York after generously being invited to the HBC Charity Golf Tournament.

I gained valuable knowledge about the inner workings of a multi-national corporation which I am confident will be an asset for me going forward in my career. I was fortunate to work with a diverse and talented legal team who offered me guidance and support for the four weeks I was with them. I would like to thank Sara Parchello, Nicholas Saint-Martin, and Paul Karvanis for taking me under their wings and getting me involved in exciting projects, as well as David Pickwood, Stephen Lawson, Rochelle Graub, Mark Fedorwycz and the amazing legal support staff at HBC for including me in the HBC team. Finally, I would like to thank the Professional Development team at Fasken Martineau for arranging this secondment.

Russell Lindzon - Sony Music Entertainment Canada Inc.

This summer I had the opportunity of working in the Legal and Business Affairs department of **Sony Music Entertainment Canada Inc.** While working with Sony's legal team, I was able to gain exposure to the legal and business side of the music industry. My experiences demonstrated to me the dynamic approach record labels like Sony are required to take to evolve in order to keep up with modern technology and the ever-changing mediums used to enjoy music.

While at Sony, I had the opportunity to draft various contest and synchronization agreements, company policies, and participate in exciting meetings with other organizations in the music industry. The legal team at Sony included me in all ongoing matters and ensured that I was exposed to various matters in order to make my secondment experience meaningful.

During my secondment I was able to gain perspective and experience the daily legal needs and concerns a company faces. I was exposed to the integral role the legal team at Sony has in all aspects of the company and how the roles of an in-house lawyer differ to that of a lawyer in private practise.



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I am grateful to Judy, Thiago, Karen, Michelle and the Student Committee at Fasken for making my time at Sony Music Entertainment a memorable and enjoyable experience.

Jennifer Parker - Pro Bono Law Ontario

I was afforded the opportunity to volunteer at Law Help Ontario, a service provided through Pro Bono Law Ontario. [Law Help Ontario](#) is a project of Pro Bono Law Ontario that helps unrepresented litigants with court processes. In particular, clients can receive thirty minutes of free legal advice from a pro bono lawyer and they can also receive help with completing court forms and gaining a better understanding of the civil litigation process.

My secondment was an educational experience that improved my client interaction skills and ability to hone in on key issues related to a client's case. At Law Help, I reviewed clients' cases, briefed lawyers on cases, and helped clients complete legal forms. My interactions with both lawyers and clients allowed me to continue developing my communication skills, my civil procedure knowledge, and I also learned an immense amount about the civil litigation process. Whether it was starting from the steps involved before a statement of claim is commenced or helping clients with appeals to the various court systems in Ontario and Canada, my experience at Law Help was greatly valued.

I would like to thank the wonderful team at Law Help Ontario, including Matt, Brian, Val, Matthew, Laurine, April and Monica, who made my experience not only educational, but very enjoyable. Finally, thank you to the Fasken Professional Development team for arranging this secondment.

Gillian Round - The Hospital For Sick Children

For the last four weeks of my summer program, I had the privilege of being seconded to [The Hospital for Sick Children](#). This setting provided me the perfect opportunity to gain greater insight into the field of corporate health law at one of the world's premier institutions for child health.

Going into my secondment with a limited understanding of health law, I asked for broad exposure to the various types of work that legal counsel in a research intensive hospital do. The hospital's amazing staff involved me in numerous projects, including assisting with the design of international joint project agreements, negotiating clinical trial agreements, as well as enforcing maintenance and services contracts to support continuous and efficient hospital operations.

I attended numerous meetings with multiple hospital departments, which greatly expanded my understanding of the corporate structure of the hospital as well as the challenges faced by large public hospitals.

The Legal Services team at SickKids was incredibly inclusive and a wonderful team to work with. I would like to thank Chris Viney for acting as my Supervisor throughout the secondment, as well as the rest of the Legal Services staff. Further, I would like to express my gratitude to Daniel Fabiano and the Professional Development Team at Fasken Martineau for establishing such a fantastic secondment opportunity.

Ryan Schnier - Rogers Media Inc.

I had the privilege of spending the last month of my Fasken summer program working at [Rogers Sportsnet](#). The office was buzzing with excitement given the resurgence of the Blue Jays, making it a fantastic place to work.



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Working directly with the Business Affairs team, I gained exposure to a variety of subject areas. Most notably, I researched the enforceability of non-competition clauses and proposed amendments to Sportsnet's standard contracts for on-air talent. I also wrote memoranda on the validity of composite (dual) trademarks and the applicability of the fair dealing exception (of the Copyright Act) to the use of YouTube clips. All the while, I received guidance and mentorship that I am confident will benefit my legal career going forward.

While the in-house work experience was invaluable, working at Sportsnet also came with a few perks. Over the course of the month I met Canadian tennis star Genie Bouchard, top NHL prospect Max Domi, Toronto Mayor John Tory and most of Sportsnet's on-air talent. I also received access to both the Rogers Cup tennis tournament and a few Blue Jays games.

I am especially grateful to the team at Sportsnet, including Bart Yabsley, Jason Badal, and Rahim Suleiman, all of whom I looked up to and appreciated learning from. I am also grateful to Brian Smeenk, Sally Woods, and the rest of the Fasken's PD team for making this experience possible.

Pavel Sergejev - Ontario Securities Commission

I spent the last month of my summer on secondment at the Enforcement Branch of the [Ontario Securities Commission](#) (OSC). The OSC is responsible for regulating the securities industry in Ontario and is tasked with the protection of investors and the promotion of fair and efficient markets. My interest in securities litigation made my time at the OSC an especially memorable experience.

At the OSC, I had the pleasure of working closely with some of Ontario's most experienced securities prosecutors while learning more about how securities are regulated in the province. I had the opportunity to attend hearings, assist with factum drafting, and write memos on various securities-related issues. The time I spent here allowed me to immerse myself in the dynamic culture of the OSC and to familiarize myself with what it means to work at a regulatory body. Overall, the OSC was truly a great place to learn more about the governance of capital markets in a fast-paced and collaborative environment.

I would like to thank Christie Johnson, Donna Sinclair, Sharon D'mello, all the staff and students at the enforcement branch, and Fasken Martineau for allowing me to take part in this remarkable opportunity.

I am confident that the skills I have acquired during my time at the OSC will help me further develop my understanding of securities law and will allow me to better serve my clients in the future.

Mitch Stephenson - Sunnybrook Health Sciences Centre

This summer I had the pleasure of spending a month with the Legal Services team at [Sunnybrook Health Science Centre](#), the largest single-site hospital in Canada. Known for its trauma centre, veteran's hospital, and cancer centre, Sunnybrook is also a leading research and academic institution partnered with the University of Toronto's Faculty of Medicine. The hospital's operations are vast and highly diversified which requires the legal team to respond to a wide array of issues.

During my time with Legal Services, I was lucky enough to get involved with a number of contract reviews, including: two clinical trial agreements, one financing arrangement with the Ministry of Health, and several physician lease agreements. I also had the privilege of assisting with the development of Sunnybrook's new protocol for staff interactions with police and mandatory personal health information disclosures. In addition to these projects, I also completed two discrete research assignments on topics related to physician privileges and the particulars of being a health information custodian. Also, on a



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particularly memorable last day, I was permitted to attend a meeting with care providers and several other departments to discuss an issue with a substitute decision maker who was no longer acting in the patient's best interest.

I would like to thank the Legal Services team at Sunnybrook, who were undoubtedly among the friendliest people I have ever worked with. Catherine Rosebrugh and Tamara Birkenheier did a wonderful job of accommodating me and getting me involved with the heads of related departments, like Research, Finance, and Risk Management. I would also like to thank Laura Cannon, Carly Minuk, Neil Willoughby, and Rebecca Morison for all their patience, assistance, and company - it made my experience at Sunnybrook all the more enjoyable.

Jenna Ward - Holt Renfrew

When Sally Woods told me about the opportunity to spend a month working with the lawyers at **Holt Renfrew**, I could hardly contain my excitement. I imagined working alongside impressive lawyers, being exposed to designers and learning all about the fashion industry. I hoped I would be able to spend some time in the stores learning about the business and maybe even do some shopping myself! Somehow, my secondment at Holt Renfrew exceeded all of my expectations.

While at Holt Renfrew, I worked on a variety of projects that touched on various aspects of the luxury retail industry. I completed interesting research tasks, drafted correspondence and attended meetings with the lawyers. Under the direction of Mimi Palmer, a former Fasken lawyer, I gained an understanding of what it means to be an in-house lawyer. Mimi also provided me with an insight into a client's needs and expectations for legal services. This is an insight I hope to employ in my future practice at Fasken.

I was lucky enough to also work alongside the strategy group - a fashionable group of young professionals who went out of their way to talk to me about corporate strategy and the fashion industry generally.

Working in-house for one of Canada's most iconic companies was truly a once in a lifetime opportunity. I am so grateful to the legal team - Lorraine Kuska, Mimi Palmer and Catherine Forbes - for going above and beyond to mentor and support me, provide me with interesting and meaningful work and for taking me to a fabulous sample sale

