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Secondment Reports 2017

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

- **Chris Casher** Kraft Heinz Canada
- **Laura Epplett** Workplace Safety & Insurance Appeals Tribunal
- **Carolyn Flanagan** Pro Bono Ontario
- **Gurinder Gujral** Ontario Securities Commission
- **Jordana Keslassy** Mount Sinai Hospital
- **Ryan Kleinman** Rogers Media
- **Devon LaBuik** TD Bank Group
- **Olivia McKenzie** Distributel
- **Justin P'ng** Ontario Labour Relations Board
- **Caitlin Sabetti** Holt Renfrew
- **Geoff Tadema** Hudson's Bay Company
- **Demetre Vasilounis** G Adventures
- **John Webster** Hospital for Sick Children
- **Jake Woloshyn** Toronto International Film Festival

Chris Casher - Kraft Heinz Canada

A highlight of my summer at Fasken was the opportunity to spend six weeks with **Kraft Heinz Canada** ("Kraft Heinz"), Canada's largest food and beverage producer. Working with the legal department at Kraft Heinz gave me valuable insight into the scope of responsibility, and array of challenges, faced by the in-house team, and resulted in an experience that far exceeded my expectations.

During my time at Kraft Heinz, I was able to assist on a number of projects in a wide variety of areas, ranging from employment law, to intellectual property, to commercial litigation. Immediately upon arrival, I was able to take on a great deal of responsibility by assisting with crafting the legal strategy for key contract negotiations; a unique experience to see how legal principles are used to forward business interests. The legal team also made a point to allow me to pursue my interest in litigation and provided me with the opportunity to draft and comment on pleadings.

One of the highlights of my experience was the chance to draft the contest rules for a Kraft Heinz promotion. In addition to gaining a deeper understanding of advertising and marketing law, the "mini rules" that I wrote will appear on packaging that will be sold across the country!



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I would like to thank Sarah Bertrand, Av Maharaj and Shane Fitzgerald from Kraft Heinz for their mentorship throughout the summer; these are all relationships which I hope to continue to keep throughout my career. I would also like to thank Eowynne Noble, Katherine Butterfield and everyone from Fasken who helped to set up my secondment opportunity. This experience exposed me to many new areas of practice, and has given me a much better understanding of needs of clients that I will carry with me going forward in my career.

Laura Epplett - Workplace Safety & Insurance Appeals Tribunal

During my summer I had the wonderful opportunity to be the first student to complete a secondment at the [Workplace Safety and Insurance Appeals Tribunal \(WSIAT\)](#). WSIAT hears appeals from the Workplace Safety and Insurance Board, and other applications involving workers' compensation issues in Ontario. Considering my interest in labour and employment law and passion for litigation, my time at WSIAT was the perfect way to end my summer experience.

To my fortune I was placed in the Tribunal Counsel Office, where I had the opportunity to learn about the most complex issues and cases that arrive at the WSIAT. The dynamic team of tribunal counsel lawyers and medical liaison office staff introduced me to the array of complicated legal and medical issues that may arise on appeal, such as estates issues or constitutional challenges. In these appeals the tribunal lawyers and medical liaison staff are asked to play a role in facilitating the appeal, and I had the opportunity to help them with these tasks.

During my time at WSIAT I worked on interesting research assignments and reviewed a complex right to sue application. Although the learning curve was steep, the tribunal lawyers were always willing to help me navigate the system and clarify practices and procedures. It was also apparent that the tribunal lawyers often collaborated amongst their practice group, holding regular meetings to discuss their current projects for possible insight, and sharing previous experiences. Overall I felt very welcome and supported during my secondment, and I am very thankful for the unique opportunity.

I would like to thank David Corbett and Michelle Alton of the WSIAT for hosting me and the Fasken Martineau Professional Development team for facilitating an outstanding opportunity.

Carolyn Flanagan - Pro Bono Ontario

This summer I had the privilege of being seconded to [Pro Bono Ontario's Law Help Centre](#). Individuals involved in civil lawsuits who cannot afford legal representation can drop in to the Law Help centres at the Small Claims Court and the Superior Court of Justice to receive free summary legal advice from a volunteer lawyer, as well as guidance through the courts' administrative processes. The centre and its staff are an invaluable resource for self-represented litigants navigating the complexities of the judicial system.

I gained hands on experience by interviewing clients, briefing lawyers on clients' legal issues, helping clients complete legal forms and draft court documents, and shadowing duty counsel in client meetings and in trial at Small Claims Court. Assisting the high volume of clients each day and understanding the variety of issues they faced was a practical way to learn the rules of civil procedure and how to identify legal issues. The experience also highlighted the many barriers self-represented must overcome and the lack of access to justice in our judicial system. I look forward to volunteering with PBO in the future and participating in the important work they do.

I must thank the wonderful team at Pro Bono Ontario, Brian, Val, Laurine, Monica, and Matthew for their warm welcome and for teaching me so much. I would also like to thank the Fasken Professional Development team for providing me with this exceptional learning opportunity.



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Jordana Keslassy - Mount Sinai Hospital

I had the pleasure of spending the last four weeks of my summer on secondment at [Mount Sinai Hospital](#). This unique opportunity provided me with greater insight into the field of corporate health law and the role of internal legal counsel more generally. During my time at the Hospital, I was exposed to privacy issues, consent and capacity issues, policy development, and procurement in a major clinical system.

One of the main projects I had the opportunity to work on was the revision of the non-competitive application form that is used by the Hospital's departments to request a non-competitive procurement process. I was included in meetings with the procurement team and contributed to discussion of its major revisions. This, in addition to my work related to hospital policy, statutory compliance and research on clinical issues, shaped my understanding of the challenges faced by a large public hospital.

The Legal Department at Mount Sinai Hospital was an absolute pleasure to work with. I would like to thank Ross DeBoni, Melanie de Wit, Shannon Douma, and the rest of the legal and privacy team at Mount Sinai Hospital for their guidance throughout this valuable experience. I would also like to express my gratitude to Daniel Fabiano and the Professional Development Team at Fasken Martineau for the wonderful secondment opportunity.

Gurinder Gujral - Ontario Securities Commission

The [Ontario Securities Commission \(OSC\)](#) is a dynamic and stimulating workplace, which provides summer students the opportunity to immerse themselves in securities law enforcement, market regulation and policy development.

Being seconded to the Enforcement Branch of the OSC, I was able to gain valuable experience drafting factums, researching novel securities law issues, and participating in tribunal proceedings. Since the OSC has the authority to lay quasi-criminal charges, I was also given the unique opportunity to shadow lawyers during various court hearings, who sought to send a strong message of deterrence to those trying to exploit investors.

These experiences helped me better understand the diverse perspectives of various stakeholders involved in securities transactions. Such insight was particularly valuable to my professional development as it helped me bridge the gap between the abstract world of financial securities and the importance of securities regulations. Interactions with non-legal professionals across the organization further enriched my summer experience as it exposed me to a unique culture and enabled me to appreciate the breadth of the OSC.

Overall, I would strongly recommend a secondment with the OSC to any student interested in developing legal skills that will enable them to better understand the regulations that impact market participants. I found that every day at the OSC was an opportunity to learn from industry experts, who were extremely supportive and appreciative. In particular, I would like to thank my mentor, Karen Kiang from the OSC, for her time, guidance and support. I would also like to thank Donna Sinclair, Sharon D'mello, Michelle Vaillancourt, Lia Di Giulio, Christina Galbraith, Derek Ferris, Johanna Superina, the OSC summer students, and the Professional Development team at Fasken for allowing me the opportunity to gain practical and invaluable experience.

Ryan Kleinman - Rogers Media

Growing up as a massive sports fan, I got incredibly excited when I heard that I would be on secondment to the Business Affairs group at [Rogers Media Inc.](#), with a primary focus at Sportsnet. Despite these high expectations, my experience working



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at Sportsnet did not disappoint and indeed exceeded my expectations. Reading a contract suddenly became more interesting when you realize that your childhood team is a party to that contract. I was fortunate enough to be afforded the opportunity to review several talent and media rights related contracts. Reviewing these contracts allowed me to develop an understanding of how the industry works and understand considerations that I would never have otherwise thought of that go into these types of contracts. I was also provided with the opportunity to learn more about how the network operates by touring the many areas of the office including the Sportsnet, Tim & Sid and Fan 590 studios.

Surprisingly, it was not my experience working on sports related legal matters that ended up providing the best part of my experience; rather, it was the collegial and friendly environment that allowed me to feel like a member of the team, despite only being there for a short period of time. Everyone was so passionate about sports and their role in ensuring that Sportsnet puts out the highest quality content possible. It was exciting to be able to spend my days working while realizing that I would be watching the friendly person sitting next to me later that night on Sportsnet Central.

Overall, I had a truly incredible experience at Sportsnet and was able to learn significantly about an industry which is of great interest to me.

Devon LaBuik - TD Bank Group

During my term as a summer student at Fasken Martineau, I had the pleasure of seconding to the **TD Bank Group**. As a student at TD, I gained incredible experience in the bank's litigation group and had the opportunity to work with exceptional lawyers.

While at the bank I contributed to files touching on a variety of different areas, including contract law, insurance claims, and civil procedure. While working on these files, I had the opportunity to: draft memorandums; review agreements; and draft correspondence. My participation in these files gave me a completely different perspective on the law, providing me the opportunity to learn about the needs of in-house counsel and their approach to different legal issues.

In addition, I also learned about the "business" of law and the key factors driving change within the profession. This included learning about the legal team's approach to costs and the efficient provision of services to other groups within the bank. The lawyers also stressed the public relations component of any litigation file and how this might affect the business of the bank. It required me to consider areas outside of the law and alter my analysis accordingly.

I would like to thank my principals, Elsie Plytas and David Braunstein, for their excellent mentorship and guidance throughout my term. I would also like to thank the PD team at Fasken Martineau for finding me such an excellent secondment opportunity. My secondment certainly had a lasting impact on me and will continue to shape my legal career for years to come.

Olivia McKenzie - Distributel

This summer I had the pleasure of being seconded to **Distributel**, a Canadian telecommunications company providing a wide range of high speed Internet and Cable Internet services. As someone interested in the telecommunications and television broadcasting industry I was extremely excited for my four weeks at Distributel.

While seconded at Distributel I worked closely with Geoff Batstone, Vice President and General Counsel. I reviewed and revised a variety of service contracts and lease agreements. I also drafted termination of service agreements, in addition to completing some due diligence and research assignments. During my time at Distributel I also had the opportunity to work in a new and unfamiliar regulatory environment. I conducted reviews of various Canadian Radio-television and Telecommunications Commission (CRTC) regulations as well as the Competition Act and even the Criminal Code.



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Geoff and the team at Distributel had great faith in my abilities which they demonstrated by allowing me to take on high responsibility tasks. I am very appreciative of these opportunities as they provided for a wide range of work experiences, learning opportunities and gave me great confidence in my own abilities.

I would like to thank Geoff and Daniel Puckett for the tremendous work opportunities and unwavering support. And last but not least, a special thanks to the entire Professional Development Team for organizing such a wonderful secondment opportunity.

Justin P'ng - Ontario Labour Relations Board

During my summer with Fasken, I had the pleasure of being seconded to the **Ontario Labour Relations Board**. The Board is a quasi-judicial and independent tribunal responsible for mediating and adjudicating certain types of labour relations and employment issues. These include applications concerning certification, decertification, unfair labour practices, unlawful work stoppages, occupational health and safety reprisals, and reviews of employment standards decisions.

I sought out a secondment with the Board as a unique opportunity to pursue my interest in labour and employment law, and was fortunate to work in such a dynamic environment. From day one, the Vice-Chairs of the Board were more than happy to introduce me to the world of labour and employment adjudication, including by personally inviting me to observe and learn from their hearings. On my very last day in fact, I observed an expedited hearing that was adjudicated by the Chair of the Board and concerned the disputed occupation of a production plant.

When not attending hearings, I performed legal research to assist with decision-making and policy discussions for both the Vice-Chairs and solicitors for the Board. On several occasions, I was asked to review draft decisions and provide my feedback. To be given this responsibility and to be involved in the adjudicative process was a truly eye-opening experience.

I would like to thank my supervisors Voy Stelmaszynski and Len Marvy, as well as everyone else at the Board, for going out of their way to provide an incredible experience during my brief time there. I would also like to thank my mentor Ian Campbell and the Professional Development team at Fasken for putting in the time and effort to grant my request to be seconded to the Board.

Caitlin Sabetti - Holt Renfrew

This summer I had the pleasure of being seconded to **Holt Renfrew**. My experience at Holt Renfrew exceeded my expectations and allowed me to learn first hand about the most important legal issues facing the luxury retail industry in Canada.

From my first day at Holt Renfrew I felt like part of the team and was involved in interesting and meaningful work on matters relating to privacy, information technology, trademarks, employment and marketing. I completed interesting research assignments, helped draft policies and contracts, attended meetings with various departments and even got to visit the distribution centre.

I am very grateful to the Holt Renfrew Legal team, Lorraine Kuska, Mark Burton, Mimi Palmer and Michelle Szymanski for going above and beyond to make this secondment so valuable and enjoyable. I am also thankful to Sally Woods, Sean Stevens, Ashleigh Rogers and the entire Professional Development team at Fasken for making this experience possible.



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Geoff Tadema - HBC

For the last month of my summer, I had the privilege of being seconded to **Hudson's Bay Company** (HBC). This unique experience provided me with the opportunity to understand various legal matters handled by an international and diversified retailer.

During my secondment at HBC, I had the opportunity to work in the areas of employment and corporate law. I worked on matters such as drafting pleadings for employment and human rights proceedings, reviewing changes to corporate policies, and researching legislative changes recently proposed in various provinces.

I would like to thank the legal and associate relations teams at HBC for a great experience. Working at HBC provided me with valuable exposure to legal work at a major corporation from an in-house perspective. Finally, thank you to the Professional Development Team for arranging the secondment.

Demetre Vasilounis - G Adventures

This summer, I had the absolute pleasure of being seconded to **G Adventures**, an adventure travel company based in Toronto but with offices all over the world, including in the United Kingdom, Argentina, Australia and India. Through its unique array of tours operating in all seven continents, G Adventures promotes eco-tourism, sustainable travel and giving back to local communities. As I learned during my time at its office, G Adventures is truly an innovator and vanguard in the travel industry, and its fun and creative tours are loved by travellers from all over the world.

"Happiness" and "freedom" are key ideas at G Adventures; these very words (and many others) decorate the walls at its "Base Camp" office. Although G Adventures has been operating for nearly 30 years, its head office feels like a modern, open concept environment that one would find at a tech startup. Base Camp has an assortment of awesome amenities, including a popcorn maker, foosball table, Street Fighter II arcade machine, ball pit and rooftop patio (deemed the Partio). Its meeting rooms all have unique themes; our first Legal team meeting took place in the Star Wars room, and I attended a Finance meeting conducted in the Steve Jobs room. I myself preferred the Dr. Seuss room.

Aside from all of the fun (and delicious) perks of G Adventures' Toronto office, I valued my experience there for the diverse range of legal work that I did. During my time with G Adventures, I navigated through its various corporate entities around the world, learned about how it operates in the Canadian trademark system, researched privacy and antispam legislation across multiple jurisdictions and reviewed various agreements (including nondisclosure, publicity and software agreements) to understand how it operates and structures its business through its numerous partners. One thing that I particularly enjoyed was the opportunity to draft an agreement on my own, as it was fun and challenging to figure out how to construct a thorough and effective agreement in the context of G Adventures' business model.

However, the highlight of my time at G Adventures was by far the amazing team of people with whom I worked. I would like to thank Melissa Reiter, Danielle Monsegue and Eric Tweel for making it an unforgettable summer for me. I learned so much from them, and they really made me feel like a member of the team. They are just a few of the numerous people at Base Camp who made G Adventures feel truly special for me. I would also like to thank Aaron Stefan, Louise Kennedy, Sally Woods and the entire Professional Development team for giving me the opportunity to do my secondment with this wonderful company.



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John Webster - The Hospital for Sick Children

This summer, I had the privilege of being seconded to The **Hospital for Sick Children** ("SickKids"). Working alongside the legal team at SickKids, I gained a much deeper understanding of health law as well as the other areas of law practiced at hospitals.

While at SickKids, I had the opportunity to undertake a number of interesting research assignments. These assignments had me looking at various pieces of legislation that affect hospitals including the Food and Drugs Act, the Medical Devices Regulations and the Personal Health Information Protection Act. I also drafted a memorandum on scientific research funding and ethical research guidelines. Along with these research assignments, I reviewed contracts and identified potential issues. Altogether, my work at SickKids gave me an appreciation for the unique position that hospitals occupy in Canada's regulatory framework and the interesting challenges that hospital lawyers face on a daily basis.

I would like to extend my thanks to Chris Viney for supervising my work while at SickKids and allowing me to get off the ground running with a number of interesting research assignments. I would also like to thank each and every member of the SickKids legal team for welcoming me into the office – it was a pleasure getting to work with such a wonderful group every day. Finally, I would like to thank Daniel Fabiano and the Professional Development Team at Fasken Martineau for arranging my secondment and providing such a fantastic work opportunity.

Jake Woloshyn - TIFF

In the course of my first summer at Fasken Martineau, I enjoyed the true privilege of a four-week secondment at the head office for the **Toronto International Film Festival**. Rapidly developing into one of the top festivals of its kind worldwide, TIFF is a non-profit charitable organization that operates year-round, and the level of complexity that drives its behind-the-scenes is simply astounding.

The experience that I garnered as a law student in the TIFF environment was invaluable as I was faced with questions that touched upon all areas of the law, daily. The opportunity to assist TIFF's Director of Business and Legal Affairs, Robert Gold, in a wide variety of research and drafting projects has provided me with a newfound set of skills that I am excited to carry with me into the next stages of my legal career.

Equally invaluable is the appreciation that I have acquired for the values and interests that drive a client's approach to its relationship not only with outside counsel, but with the law itself. That perspective will certainly inform the sense of client service that I will be taking back to Faskens.

I cannot thank Mr. Gold and Douglas Allison enough for welcoming me so warmly into the TIFF community. I must also extend my sincere thanks to Mark Brennan, as well as to Sally Woods and the rest of the Faskens Professional Development team, for facilitating this fantastic opportunity. My time with TIFF was without question among the most memorable highlights of my summer.

