

Secondment Reports 2014

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

- **Clair Affleck-Jacques** Ontario Securities Commission
- **Daniel Conrad** Manulife Financial
- **Valerie Eisen** The Hospital for Sick Children
- **Claire Feltrin** FM Vancouver Office
- **Avneet Jaswal** Hudson's Bay Company
- **Scott Ma** Morguard Corporation
- **Tom Peters** Canadian Civil Liberties Association
- **Chad Pilkington** Sony Music Entertainment Canada Inc.
- **Mariko Rivers** Bell Media Inc.
- **Ron Tarter** Ontario Securities Commission

Clair Affleck-Jacques - Ontario Securities Commission

I was seconded to the Enforcement branch of the [Ontario Securities Commission](#) where I worked on a number of files covering a wide range of subjects. Working in Enforcement is one of the best ways to fully appreciate the scope of the Commission's mandate and to get exposed to the issues faced by transactional lawyers and commercial litigators.

The work was fast paced and there was a lot of collaboration and support. I was immediately given notices of motion and memos to draft and the assigning lawyers and my fellow students were always enthusiastically helpful.

I was able to participate in the training program for the incoming articling students, which gave me a comprehensive overview of the regulatory system for capital markets. Thanks to the efforts of my mentor, Donna Campbell, I was able to meet people from other branches and I got to learn about the Corporate Finance branch and the new Derivatives branch. I learned about everything from policy development, to case assessment, to IPO review and much more.

My secondment was the perfect complement to my time spent at the firm. I cannot imagine a better way to have finished my summer and I would like to thank Faskens as well as the OSC lawyers, students, accountants and administrative staff who I got the chance to work with for this amazing experience. This was an invaluable opportunity and I would highly recommend this secondment to any future students.

Daniel Conrad - Manulife Financial

This past June, I was seconded to [Manulife Financial](#) where I had the pleasure of assisting the Retail Legal Markets Team on



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a number of projects pertaining to investment funds. Having recently taken a course in securities, I was eager to supplement my classroom education with practical, hands-on experience in that practice area. My secondment with Manulife certainly accomplished this goal.

Throughout the first half of my secondment, I assisted the in-house team with several drafting assignments, including amending agreements between Manulife's sub-advisers and management company and drafting a dividend reinvestment plan. I was also given various documents, including prospectuses, a declaration of trust, and management reports of fund performance, to review and help update. By drafting agreements and reviewing those documents, I developed an understanding of the products and services offered by Manulife, and its legal team's role in overseeing the company's compliance with Ontario securities legislation. During the latter half of my secondment, I was given the opportunity to further apply my understanding of mutual funds by preparing an exemption application and management information circular for the company's upcoming merger of funds.

The in-house teams at Oakville and Toronto made sure I felt part of the Manulife group from day one. I was invited to participate in various team building activities, which included practicing yoga with the Oakville team and benefitting from a one-on-one life coaching session with Jennifer Mercanti.

I would like to thank Jennifer Mercanti, Azra Smith, Tracey Arneaud, Cameron MacDonald and the entire Manulife legal group for their approachability and support. I would also like to thank Anil Aggarwal, Sally Woods and the Fasken's Student Committee for organizing my memorable secondment with Manulife.

Valerie Eisen - The Hospital for Sick Children

This summer I had the privilege of working with the Information Management and Technology division of legal services at the **Hospital for Sick Children**. SickKids is a world-renowned institution dedicated to improving the health of sick children.

While at SickKids, I worked on projects that touched many of the organization's business functions. I helped develop a request for proposals for procurement of a major clinical system, assisted in the negotiation of research-related agreements, and was included in business meetings focused on strategic management of one of the hospital's subsidiaries.

During my secondment, I attended meetings with people at all levels and in many areas of the organization. These experiences shaped my understanding of the legal requirements on and challenges faced by the hospital.

I would like to thank Chris Viney, Samantha Sonshine, Megan Evans, Daniel Fabiano, Sally Woods and the rest of the Student Committee at Faskens for providing me with this incredible learning opportunity. Finally, a special thanks to my supervisor at SickKids, Aaron Leahy, for involving me extensively in his day-to-day practice and insights.

Claire Feltrin - FM Vancouver Office

During my final month of summer, I had the opportunity to work with an entirely new group of Fasken lawyers at the firm's **Vancouver office**. My time in Vancouver not only exposed me to the various differences between legislation and legal practice in Ontario and British Columbia, but it also opened my eyes to the ways in which the firm as a whole interacts internally across the country.

In Vancouver, I sought out work in practice areas that I had taken a particular interest in, such as technology and litigation. The office also provided several lunch-and-learn events, where the summer students were able to hear about what it is really like to practice in various industries and practice groups, and how individual lawyers' careers developed over time. Exploring the city



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of Vancouver and other areas of beautiful British Columbia only added to my experience out west, which included everything from hiking the Grouse Grind to relaxing on the beach at English Bay.

I would like to extend great thanks to Bibiane Bijsterveld, Karam Bayrakal, and all of the Vancouver summer students for making my experience in Vancouver as fantastic as it was!

Avneet Jaswal - Hudson's Bay Company

For my summer, I had the honour of being seconded to the **Hudson's Bay Company (HBC)**, North America's oldest continuously operating commercial corporation.

During my time at HBC, I had the pleasure of working with the internal legal team that was composed of members with diverse professional backgrounds. Under their leadership, I was able to receive guidance and knowledge that I am confident will benefit my legal career going forward.

Having had prior experience in retail, it was a privilege to see an alternative side of the industry. I worked with the team as they tackled a variety of legal, operational and strategic issues. I was given an invaluable learning experience ranging from amending supplier and vendor agreements to attending mediation and tribunal hearings. One of my most memorable assignments was a comparative analysis of the employment standards across the various provinces in Canada. I was constantly learning and broadening my understanding of the several moving parts of a retail business.

I would like to thank Sara Parchello, Nick Saint-Martin, Stephen Lawson, Paul Karvanis, David Pickwood, Rochelle Graub, Mark Fedorowycz and the legal support team for such a memorable experience and for always going the extra mile to support and direct me. I would also like to thank Sally Woods and the rest of the Student Committee for arranging such a terrific secondment.

Scott Ma - Morguard Corporation

For the last month of my summer at Fasken Martineau, I had the privilege of being seconded to **Morguard Corporation**. This was an especially exciting placement for me given my real estate sales background and my interests in real property and business law. I was able to work directly with in-house legal counsel and gained incredible hands-on experience and mentorship from the entire legal group at Morguard.

Morguard Corporation is one of Canada's premier real estate investment and management companies. Morguard has a diversified real estate portfolio – valued today at over \$15 billion – and serves institutional clients and private investors with a full range of real estate advisory and management services. The company also manages Morguard REIT and Morguard North American Residential REIT.

During my time at Morguard, I was able to work on many challenging assignments. The highlight of my secondment was evaluating the purchase and sale of a large commercial property. This involved reviewing the terms and language of the purchase and sale agreement, assessing the transaction as a whole from the perspectives of the contracting parties, and providing comments to in-house counsel. The transaction was particularly interesting as it involved not only real estate law but also environmental, tenancy, tax and public law. The experience allowed me to gain an appreciation for the different approaches to contracting and negotiating, and helped me to better understand the needs of our client.

I was also given the opportunity to research legislative amendments that impacted Morguard's business, including recent changes to FINTRAC regulations, and the Accessibility Standards under the Accessibility for Ontarians with Disabilities Act. I



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learned how to summarize and comment on legislative amendments and draft policy revisions. I was able to participate in discussions with certain Morguard business groups that were impacted by the policy changes, receive feedback, and see how the departments planned to implement the updated policies. Finally, I was given the opportunity to assist in-house counsel with various litigation matters. These experiences allowed me to see firsthand how the legal department of a public company operates on a daily basis, and will be very valuable as I continue my legal career.

My secondment at Morguard was very rewarding and a valuable addition to what had already been a memorable summer at Fasken Martineau. This experience was only possible with the mentorship and support of the legal team I worked with. I would like to send special thanks to Andrew Warman, Beverley Flynn, and the entire Morguard legal team for making me feel welcome and providing such a fantastic learning experience. I would also like to thank Marty Emmons, real estate partner at Fasken Martineau, Sally Woods, and the Student Committee for making my secondment possible.

Tom Peters - Canadian Civil Liberties Association

During the last four weeks of the summer I was fortunate enough to be seconded to the [Canadian Civil Liberties Association](#). The CCLA is a non-profit organization that promotes and defends fundamental human rights and civil liberties across the country.

The experience was invaluable for my professional development. My tasks included aiding the public enquiries team that manages requests for support from members of the public, researching ongoing public interest issues in which the CCLA is involved, and assisting the advocacy staff with other research or administrative support as the need arose. I had the opportunity to work on researching issues affecting individuals in vulnerable circumstances including the issue of prisoners and segregation in the criminal justice system.

I also benefitted from working in a legal organization with an operational environment that differs so greatly from that of a large firm. One manner in which the CCLA promotes fundamental human rights and civil liberties is by maintaining a strong connection with its members and the public at large. This is achieved through both CCLA's public enquiries team, and its education and outreach initiatives. It also works with national media outlets to raise awareness of civil rights issues through joint effort on investigations and by promoting research and other findings. Finally, the CCLA does not generally represent individual clients but instead advocates for policy positions by intervening at all levels of court on issues pertaining to fundamental human rights and civil liberties. Having the opportunity to work in an environment like that at the CCLA gave me a completely new perspective into the legal profession that I didn't have before.

I would like to thank Sukanya Pillay, Cara Zwibel, and Noa Mendelsohn Aviv for making me a part of the vitally-important work that CCLA does, as well as all of the other CCLA members for an enriching and memorable experience.

Chad Pilkington - Sony Music Entertainment Canada Inc.

I had the privilege of spending the last month of my summer working in the Legal and Business Affairs department of [Sony Music Entertainment Canada Inc.](#) Under the supervision of the Vice President of Legal and Business Affairs, Judy Naiberg, I was given a great deal of responsibility and the opportunity to learn a great deal about not only entertainment law, but also about the music business in general.

During my time there, I was able to draft licensing agreements, and amend artist agreements and a variety of other contractual documents. I not only learned about the inner workings of the industry through these assignments but also gained valuable experience in understanding and working with contracts more broadly.



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On one occasion, the Sony team allowed me to sit in on business negotiations involving major players in the music industry and I gained an insight into the industry beyond anything I could ever have imagined! The experience also allowed me to catch a glimpse of the negotiation process of a major corporation and to learn about the business considerations that exist in the music industry and with intellectual property law.

My secondment was a terrific way for me to wrap up my summer law experience and I am really grateful to the Sony team - in particular Judy, Thiago, Karen, and Michelle - for making me feel welcome, for giving me a variety of interesting work, and the opportunity to learn more about the music industry than I ever expected.

Mariko Rivers - Bell Media Inc.

During the last month of my summer experience I had the opportunity to be seconded to **Bell Media Inc.** (BMI) and work alongside the in-house legal team at BMI's Queen Street West office location. My overall experience at BMI far exceeded my expectations. Not only was I able to work in an exciting work environment, in the same building where Bell Media in-house productions are filmed and celebrity sightings are frequent, I was integrated with the legal team and worked on a variety of legal matters. My time at BMI exposed me to entertainment and corporate law, as well as what it is like to work in an in-house legal environment. This experience served as a great compliment to my work at Faskens. I learned a great deal about legal work from the perspective of a client, which has provided me with a better understanding of how to enhance my service to clients at the firm.

During my secondment I conducted research on copyright issues, reviewed contracts relating to in-house and CTV productions, and summarized information pertaining to productions that were being proposed for local television. Throughout my month at BMI, my responsibilities increased significantly. In the second half of my secondment I was given the opportunity to interact directly with BMI clients at various BMI radio and television stations across the country. Following these interactions, I was given the task of drafting various agreements including a letter of agreement, rules for upcoming contests, and terms and conditions for a fundraiser being hosted by a BMI radio station. This level of responsibility and ownership of a project from start to finish was welcomed. Moreover, the legal group ensured that I felt part of the BMI team by inviting me to continuing legal education sessions and team lunches.

It was a pleasure to work with the BMI team, and in particular Erin Eizenman who served as my supervisor throughout the month. Erin reviewed all of my work, provided me with practical feedback and ensured that I was given challenging and interesting work. In addition, thank you to Sally Woods, Sean Stevens and the rest of the Fasken Martineau Student Committee for arranging my secondment, and making this experience possible.

Ron Tarter - Ontario Securities Commission

For my secondment, I spent four weeks in the enforcement branch of the **Ontario Securities Commission**. Having an interest in securities, I wanted to better understand the governance of the capital markets from the regulators' perspective.

During my first afternoon at the OSC my mentor said "I was going to draft this settlement, but you may as well take a crack at it." Wow – I had the opportunity to write the first draft of a settlement, a job that my mentor would ordinarily do himself.

The month went by quickly and there was never a dull moment. I was included in strategy sessions for a motion, attended hearings, implemented enforcement remedies, and drafted a factum.

I know my experience with the OSC will benefit my career and has given me invaluable insight that will ultimately benefit my clients in how I advise them to conduct their business affairs.



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I would like to thank Derek Ferris, Donna Sinclair, my fellow OSC students in the enforcement branch, and Faskens for providing me with this memorable opportunity.

