

SISKINDS

THE
LAW
FIRM

ARTICLING PROGRAM



BECOME A LEADER IN YOUR FIELD.

LEADERS IN THEIR FIELD®

OUR ARTICLING PROGRAM

Our pursuit of excellence begins with our Student Articling Program. We view every new student hired as a future associate and partner. Our goal is to have students grow with us and become part of our future success.

At Siskinds, we realize that we are only as good as the people who work with us. We encourage individualism and creativity while providing a work environment that is enjoyable as well as rewarding.

Articling Students 2011-2012

Even in an era of specialization, it is important for new lawyers to have a broad foundation of exposure to many different areas of the law. Our articling program gives students an opportunity to explore a broad range of areas of the law during the articling year. We also attempt to take students' specific interests into consideration to provide an opportunity to develop areas of personal legal interest.

Program Structure

Siskinds is proud of its wide range of practice areas encompassing both business law and litigation. During articles, our students are exposed to:

- ▶ Personal Estate Planning
- ▶ Franchise Law
- ▶ Immigration
- ▶ Business Law
- ▶ Real Estate
- ▶ Personal Injury
- ▶ Estate Litigation
- ▶ Commercial Litigation
- ▶ Labour & Employment
- ▶ Class Actions
- ▶ Family Law
- ▶ Medical Malpractice
- ▶ Municipal Law

That said, students generally find that their work is heavily weighted on the litigation side of the list. They typically spend the majority of their time working on files involving Small Claims Court, Superior Court and Family Court matters. They are expected to handle trials at the Small Claims Court level, as well as civil and family court motions, applications and adjournments. They also regularly attend administrative tribunals, such as the Ontario Municipal Board and the Ontario Labour Relations Board, in a supportive role.

Student Responsibilities

Students are encouraged to function as independently as possible, taking into consideration their own comfort level and that of their supervising lawyer. They are often assigned Small Claims Court files to handle from start to finish. They are encouraged to meet with clients, develop a plan for the management of the file and see it through to completion.



Students also have the opportunity to work with senior counsel on a variety of more complex projects which may include civil trials, administrative hearings and labour arbitrations, as well as mediation and arbitration hearings. Our lawyers welcome the opportunity to involve students in interesting and unique cases to further their practical experience.

Summer Students

Siskinds does not typically hire summer students. If you are interested in articling with Siskinds, then please refer to our hiring guidelines.

THE RESOURCES YOU NEED

Feedback and Mentors

Each student is matched with a mentoring team composed of a partner and an associate. The teams meet regularly with the student to discuss workload, provide feedback and monitor the student's exposure to the areas of law within the various departments. Students are assessed at the end of each rotation and meet with their mentor shortly thereafter to review their progress. This structure promotes two-way communication where students are encouraged to provide their mentors with feedback relating to their experiences in the articling program.

Student Lecture Series

At the beginning of each articling year, a series of skill- and knowledge-building sessions are arranged on a variety of subjects. The topics include motions, initial interviews, will preparation, docketing, factums, franchise law, libel and slander/media law, motor vehicle accident insurance and accident benefits, ethical issues, labour relations, human rights and wrongful dismissal. There are approximately 35 skill and knowledge building sessions throughout the year. Beyond providing valuable information, these sessions give our students a great opportunity to meet with many of Siskinds' top lawyers in a small group setting.

Library and Research Support

Students receive direction on their research from a variety of sources. We have a full-time, in-house research librarian and maintain a substantial virtual library of in-house materials online. We also subscribe to various computer research databases, including many of the Lexis/Nexis products as well as Quicklaw – all of which are available from the desktop. Students are also encouraged to make full use of the Middlesex Law Association library and The University of Western Ontario's law library, both of which provide extensive borrowing and support services.



Our Technology

Siskinds is committed to continually updating its technology to enhance all aspects of our legal practice – from communications to sophisticated litigation support and extensive information resources. Our advanced technological culture and top-of-the-line computer systems are fully supported by our Information Systems Department. We utilize a wide range of software, including imaging systems and databases, public and private research databases, calendar systems and remote access systems. Our high-speed, firm-wide internet access, custom databases, intranet and internal knowledge base have all contributed to our ability to easily and cost-effectively manage our data.

THE BENEFITS OF CHOOSING SISKINDS

Compensation

Compensation packages are competitive with the top firms in Southwestern Ontario and include a comprehensive benefits package with two weeks' paid vacation during the articling term.

Involvement

We encourage students to become an integral part of our firm. Students are invited to share in such activities as our firm dinners, Stair Climb, summer B.B.Q., Memorial Boys' and Girls' Swim-A-Thon as well as our Holiday Celebration. Every Wednesday, the firm hosts a catered lawyers' lunch in our boardroom and students are encouraged to attend.

LSUC Justicia Project

Siskinds is one of the few London firms that is an active participant in the LSUC Justicia Project. For more information on the project, please refer to www.siskinds.com and click on the link.

Fitness

At Siskinds, we support and encourage the physical well-being of all members of the firm. As such, we offer a fitness credit to all articling students which may be applied towards an annual fitness membership or class. We also recognize that not everyone has the time to attend a gym or fitness class, so the fitness credit may also be applied towards the purchase of fitness equipment for home use.

Hire-back Procedures

At the end of the year, articling students are asked to advise us of the areas in which they would prefer to work. In early spring, the Articling Committee presents its recommendations to firm management and students may be offered positions at that time. Our hire-back ratio is competitive with the other top firms in Southwestern Ontario.

TAKE THE FIRST STEP

We have hired three articling students for the 2011-2012 and three students for the 2012-2013 terms. We accept articling applications year round but review them each spring. Our interviews and hiring are completed in accordance with Law Society and Middlesex Law Association guidelines. We interview on the Monday and Tuesday of articling week with the first interview generally starting at 9 a.m. Students will start in mid-July.

We look for people with excellent academic qualifications but we also seek people with sound judgment, integrity, a sense of humour and enthusiasm for both life and the practice of law. We also look for people with a commitment to practicing in London for the long term.

Applications should be sent to:**SISKINDS**

680 Waterloo Street,
P.O. Box 2520
London, ON N6A 3V8

Attention:

Deborah Pepers
Records & Compliance Manager/
Articling Support Co-ordinator
(519) 660-2093
deborah.pepers@siskinds.com

Articling Student deadline dates:**For the 2013-2014 term**

Applications are due: Friday, May 4, 2012
 Interviews will take place: May 28th and May 29, 2012
 Call Date will be: Monday, June 4, 2012

We will not be hiring students in our Toronto office for the above term

Summer Students

At this time, Siskinds does not plan to hire summer students for 2012.

For more information, contact any of the members of our Articling Committee:

graeme.sperryn@siskinds.com	glenn.matthews@siskinds.com
beth.traynor@siskinds.com	michael.robb@siskinds.com
jill.mccartney@siskinds.com	taimi.williamson@siskinds.com

Articling Students

2011-2012	2012-2013
Amy Best (University of New Brunswick)	Sandeep Deol (University of Windsor)
Daniel Strickland (University of Western Ontario)	Maria Mavrikkou (University of Windsor)
David vanStallduinen (University of Ottawa)	Shane O'Brien (University of Toronto)

OUR FIRM

Throughout our distinguished history, Siskinds has been dedicated to ensuring our clients receive exceptional service and practical, results-oriented solutions.

Siskinds has earned a reputation, both locally and nationally, for unequalled expertise and dependable counsel in virtually every area of modern law, including Business Law, Personal Injury Law and Litigation. This reputation is a reflection of our team of highly skilled lawyers, each of whom is dedicated to meeting and surpassing the expectations of our clients.

Our broad experience results from serving a wide variety of individuals as well as business clients, from entrepreneurial start-ups to established national and multinational corporations. In each case, we pride ourselves on developing strong, long-lasting relationships while delivering results that are born of experience, expertise and a true commitment to our clients.

This unwavering commitment has resulted in Siskinds receiving a wide range of professional accolades, including having five of our lawyers on the inaugural list of The Best Lawyers in Canada; being named the London Chamber of Commerce's Large Business of the Year; and being recognized as one of Canadian Lawyer Magazine's Top-10 Firms in Central Canada.



**When you choose to
article with Siskinds,
you're choosing to article
with Leaders in their Field.**

THE SISKINDS TIMELINE

1932

A.B. Siskind began to practice law in London with Don Cromarty joining him in 1959.

1883

C.H. Ivey began his law practice in London and in 1952, R.W. Ivey combined forces with F.W. Dowler to create Ivey & Dowler.

1989

Siskind & Cromarty joined forces with Ivey & Dowler to form Siskind, Cromarty, Ivey & Dowler LLP – which became known as Siskinds LLP.

2002

Siskinds LLP merged with the London firm Berg, Kennedy, Cleaver & Broad LLP to create the largest Business Law Group in Southwestern Ontario.

OUR COMMUNITY

Our City

London is the major commercial centre in Southwestern Ontario and is a world leader in education as well as medical research. The city is also a major cultural centre, hosting its own professional theatre company, orchestra and art gallery. The state-of-the art John Labatt Centre (inset) is home to the Ontario hockey League's London Knights and draws top-tier entertainers from around the world. London is also home to the Canadian head office of 3M and it the birthplace of some of Canada's most noted corporations, including Labatt Breweries, London Life and Canada Trust.

London offers an affordable lifestyle with all the benefits of a major urban centre without the traffic and congestion of larger metropolitan cities. Many of our staff enjoy a travel time of less than ten minutes to our head office – which is complemented by branch offices in Toronto and Windsor as well as an affiliate office in Quebec City.



Our Office

Our firm is centrally located at the corner of Waterloo and Pall Mall Streets in London. Dating back to 1856, our heritage property at 680 Waterloo Street was at various times a brewery, a Ford Motor Company assembly plant, a factory and an army storehouse. In 1989, we acquired this historic building and completely restored it, turning it into a modern, 45,000 sq. ft. office environment. This preservation of our community's heritage is evidence of our commitment to London.

OUR PRACTICE GROUPS

With 25 practice groups serving individuals, businesses and corporations, Siskinds has the knowledge and the resources to help our clients in nearly every aspect of modern law. In turn, our clients have the value-added opportunity to get all their legal needs met at one firm. Each practice group meets regularly to participate in legal training, set goals and discuss legal developments. Although we provide services outside of the practice groups listed below, the majority of our activity involves assisting clients in the following areas:

Agri-Business

Siskinds' strong ties to the agricultural community translate into a long history of meeting the legal needs of a range of agri-business clients, from multinational suppliers to regional processors and agricultural lenders to local and regional farm families.

To ensure clients get the best legal advice available, the Agri-Business group works closely with tax practitioners, financial planners, sales representatives, valuers and agri-business lenders. The group is an associate member of the Ontario Federation of Agriculture.

Business Law

Our Business Law group continues to experience rapid growth. Backed by over 250 years of collective experience, our group is this area's leading force in business law. We provide a full range of services to entrepreneurs and corporations of all sizes throughout Southwestern Ontario. Our areas of expertise include mergers and acquisitions, incorporations, complex financings, licence agreements, leveraged buy-outs, shareholder agreements, partnership agreements and franchising.

Class Actions

One of our fastest growing practice groups, the Class Actions group is recognized as a world leader in the practice of mass tort law. The group was the first to have certified and the first to have settled a Class Action in Ontario under the 1992 Class Proceedings Act. Members of the group continue to set the pace with innovative litigation and other contributions to the practice area, such as authoring Class Action Law and Practice, a Butterworths publication, the leading Canadian text on the subject.

Members of this group have developed and taught a course on class actions at the University of Western Ontario. With more than twenty successful class action resolutions, this group has established a track record that clearly makes it the leader in Canadian class action law.

Creditors' Rights

Our Creditors' Rights group is one of the leading providers of legal services to the financial services industry in Canada. Our clients include many chartered banks as well as other financial institutions that require efficient, professional management of their collection and insolvency activities. This group's groundbreaking use of technology enables us to deliver cost-saving efficiencies to clients located well beyond the geographic area in which we are located.

Commercial Litigation

The Commercial Litigation group at Siskinds is an experienced and successful advocate for its business and commercial clients. Appearing frequently before all levels of the Superior Court of Justice - from Small Claims Court to the Court of Appeal for Ontario - as well as appearing before Federal Court, Administrative Appeals and the Supreme of Canada, the Commercial Litigation group works with our clients to find the most time and cost effective solutions possible.

Construction Law

The Construction Law group focuses on the needs of the land development and construction industries. Our professionals work in all areas, including construction liens, contracts and arbitration as well as other regular business law transactions.

Environmental Law

Environmental Law continues to be a growth area for the firm as issues related to the environment move to the forefront of public concern. This practice group focuses on waste-related approvals as well as assisting industrial and municipal clients in maintaining compliance and handling waste disposal issues.

Family Law

Our Family Law group is respected for dealing with family issues in a professional manner. Our Family Law group protects the interests of our clients and strives to resolve issues rather than complicate them.

Our experience includes: divorce, complex property disputes, marriage/co-habitation contracts and agreements, separation agreements, resolution of spousal and child support, custody and access, family litigation and alternative dispute resolution.

Franchise Law

Our Franchise Law group specializes in advising start-up franchisors in the conversion and early stages of franchising. Our experience includes serving Canadian and American franchise systems operating internationally. Authors of the Annotated Franchise Act of Ontario, the leading text on Canadian franchise legislation, as well as the Annotated Franchise Act of Alberta, this group offers leading legal commentary in the area of Franchise Law. Selected by the Federal Government to represent Canada at the UNIDROIT negotiations in Rome, Peter Dillon, the practice group leader, and his team clearly understand the issues facing franchisors in today's vibrant market.

Immigration

The Immigration Law group is uniquely positioned to provide a full range of immigration services to corporate and individual clientele. Our team of lawyers and consultants practice exclusively in the areas of United States and Canadian immigration, specializing in business immigration services.

Labour and Employment Law

Our full-service Labour and Employment group is made up of specialized practitioners providing employers with advice and representation on the entire range of issues in both unionized and non-unionized workplaces. Our goal is to help clients develop strategies to prevent problems; manage and resolve them if they do arise; and obtain the best result through experienced advocacy before third-party decision-makers (such as courts, tribunals, boards and arbitrators), where no other reasonable solution can be achieved.

Medical Malpractice

The Medical Malpractice group represents patients who have been seriously injured as a result of failures to meet the standard of care on the part of physicians and hospitals throughout Southwestern Ontario. This area of practice involves detailed analysis of medical records and consultations with respected experts within the medical community. Medical malpractice litigation involves lengthy, complex trials and appeals respecting the requisite standard of care, causation and the quantification of damages.

Municipal Law

The Municipal Law group acts as internal counsel to many diverse municipalities. Our experience enables us to bring flexible and innovative solutions to our clients' land use, planning and development issues.

Personal Injury and Insurance Defence

Whether we are acting on behalf of individuals or defending insurance companies, the Personal Injury and Insurance Defence group has developed a reputation for winning cases. While many of our lawyers are skilled litigators, superior advocacy is the hallmark of this department.

Personal Planning and Estate Litigation

The lawyers of Siskinds' Personal Planning and Estate Litigation group are dedicated to working closely with clients to design estate plans that meet their unique needs and circumstances. This group helps our clients achieve the orderly transfer of property or assets from one individual to another or from one generation to the next. They also work with Estate Trustees (Executors) to execute all aspects of estate administration and represent individuals in litigation and dispute resolution relating to estates and Powers of Attorney.

Real Estate

More than transactional residential real estate law, the Real Estate group provides a wide range of legal solutions to builders, developers and individuals. This group provides services relating to complex condominium corporations, limited partnerships, joint ventures, commercial leasing, mortgage transactions and registration of subdivisions.

Sports Management

Siskinds Sports Management (SSM) is an innovative new business model focused on client service. SSM is committed to combining the experience, power, resources and relationships of a national law firm with the highest level of personal dedication and attention.

The SSM team is led Brian Macdonald. Under his leadership, SSM has developed unique partnerships in all levels of sport that greatly benefit the athletes they represent. SSM clients have access to services from the entire Siskinds team, providing an unparalleled level of support while they achieve their career goals.

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Quebec City
Toronto
Windsor

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