



EMPLOYER INFO

Employer Name: Heenan Blaikie LLP
 Address: 333 Bay Street, Suite 2900
 Bay Adelaide Centre
 City: Toronto
 Province, Postal Code: Ontario, M5H 2T4
 Country:
 Phone: 416-360-6336
 Fax: 416-360-8425
 Web: www.heenanblaikie.com

Recruiting Contact: Mr. André B. Bacchus
 Title: Director, Professional Development
 Employer Name: Heenan Blaikie LLP
 Address: 333 Bay Street, Suite 2900
 Bay Adelaide Centre
 City: Toronto
 Province, Postal Code: Ontario, M5H 2T4
 Country: Canada
 Phone: 416-643-6923
 Fax: 416-360-8425
 Email: abacchus@heenan.ca

Recruiting Contact:
 Title:
 Employer Name:
 Address:
 City:
 Province, Postal Code:
 Country: Canada
 Phone:
 Fax:
 Email:



OFFICE/ORGANIZATION SIZE


Multi Office Form? N
 Multi Office Form Reporting For:
 Specify offices included:
 # Offices On Form: 1
 Total # of Offices: 11
 Employer Size Range: 101+
 Office Size Range: 101+
 Total Lawyers In This Office: 180




PRACTICE AREAS

	NO. LAWYERS
Corporate	82
Litigation	53
Labour	29
Employment	29


Securities	23
Intellectual Property	38
Mergers & Acquisitions	29
Entertainment	12
Real Estate	10
Construction	6
Administrative	16
Competition	11
Constitutional	4
Marketing & Advertising	6
Privacy	24
International	22
Education	3
Bankruptcy & Insolvency	5
Energy	8
Environmental	8
Workers' Compensation	17
Mining	6
Tax	7

 **LANGUAGES SPOKEN IN YOUR OFFICE**


Predominately English Both French and English
 Predominately French Other:

 **DEMOGRAPHIC INFORMATION**

As of December, 2009	Men	Women	Total
All Lawyers	114	66	180
Equity Partners	46	15	61
Non-equity Partners	15	7	22
Associates	44	37	81
Articling Students	9	7	16

 **Please describe your diversity programs and initiatives:**

Heenan Blaikie takes pride in advising Canada's most dynamic businesses and organizations on employment equity, diversity and human rights. For more than 30 years, these principles have been an integral part of our own employment policies. Heenan Blaikie has always been a fully integrated multicultural firm, recruiting men and women of all ages, cultures and beliefs. We select applicants based on their abilities, goals and experience. Today we are proud to say that we are home to a diverse, multilingual and multicultural group of lawyers. Across Canada our lawyers speak more than 26 languages. Our commitment to diversity and social justice is profoundly rooted in our firm's spirit which is part of what continues to fuel our passion for the law and our firm's growth across the country.

 **Narrative**

Heenan Blaikie is known on Bay Street as a "people place". We are a leading national firm of over 500 professionals with a small firm, friendly atmosphere. This is a non-hierarchical place where people genuinely like each other and doors are always open. Since our Toronto office opened 20 years ago, we have grown from 4 to 180+ lawyers. This rapid growth has resulted in an entrepreneurial mindset, an energetic and creative approach to the law, and a plethora of opportunities for our lawyers and students. In 2007, Heenan Blaikie was recognized by Canadian Business magazine as one of the 50 "Best Workplaces in Canada". This award was based on an examination of employee input and an in-depth review of the firm's culture and business practices. Heenan Blaikie was the only law firm to be honoured with this award. If you are a dynamic student with strong initiative, excellent interpersonal skills and a track record of taking ownership, we want to hear from you.



STUDENT HIRING INFORMATION

	1st Yr. Summer	2nd Yr. Summer	Articling Student
Do you hire:	No	Yes	Occasionally
How many did you/will you hire for:			
2010		15	15
2011		15	15
2012		15	15
2013		15	15
Rotation		No	Yes
Split/Secondment		No	Case By Case



Comments:

Heenan Blaikie does not offer split summers/articles. However, we do offer our articling students the ability to participate in various secondment opportunities. Past secondments have included positions with the Ontario Labour Relations Board and the Ontario Securities Commission.



FIRST YEAR SUMMER STUDENTS

When do you intend to hire first year summer students:

Not applicable.

First year summer student salary (/week): \$

First year summer students benefits:

Not applicable.

Description of first year summer program:

Not applicable.



SECOND YEAR SUMMER STUDENTS

When do you intend to hire second year summer students:

In accordance with the Law Society of Upper Canada guidelines.

Second year summer student salary (/week): \$ 1,450

Second year summer students benefits:

Second year summer students who return as articling students are eligible for a \$4,000 tuition bonus.

Description of Second year summer program:

We take our student program seriously. Students are the future of the firm, so we hire with a view towards partnership. Our summer program is designed to familiarize you with the practice of law at Heenan Blaikie, and to give you an opportunity to sample as many areas of law as possible at this early stage in your legal career. Students are not assigned to specific departments or groups. Rather, with guidance from your mentor and the student director, you will be encouraged to seek out work in your particular areas of interest. The summer program provides hands-on learning opportunities that go beyond drafting and conducting research. You can expect to accompany lawyers to client meetings, court appearances and closings, and participate in the ongoing activities of the firm. To help you transition from the classroom to firm life, we arrange an intensive week-long orientation program during the first week of the summer program. The orientation program is designed to integrate you into the firm by teaching you the skills that you will need to succeed over the summer and as a future practitioner. Modules include memo-writing and brainstorming seminars with leading practitioners as well as practical research exercises with our highly skilled and knowledgeable librarians. In addition to the orientation week, you will be assigned a student committee mentor, attend weekly workload meetings and receive training throughout the summer as part of a weekly series of continuing legal education seminars on relevant substantive and practical topics. You will receive regular feedback on assignments, and summary feedback through a formal review. We also arrange a series of summer social events to encourage students to get to know firm members outside of the general work environment. In addition to our regular recruitment efforts Heenan Blaikie actively recruits bilingual students each year to assist the 10% of our lawyers in the Toronto office who practice in French, notably in the areas of language rights, education, labour law, constitutional and administrative law, and business law.



Will you be participating in OCIs this year? Yes

Dalhousie University, Dalhousie Law School

McGill University, Faculty of Law
 Osgoode Hall Law School, York University
 Queen's University, Faculty of Law
 University of New Brunswick, Faculty of Law
 University of Ottawa, Faculty of Law
 University of Toronto, Faculty of Law
 University of Western Ontario, Faculty of Law
 University of Windsor, Faculty of Law



Is 2nd-year hiring your primary method of recruiting articling students? Yes

	2008	2009
No. 2nd-yr summer students offered articling positions	17	15
No. 2nd-yr summer students	17	15
No. additional articling students hired	0	0



FOR QUEBEC EMPLOYERS

Do you allow your articling student hire to work for you during their second year summer?



ARTICLING STUDENTS

When do you hire articling students?

In accordance with the Law Society of Upper Canada guidelines.

Do you still have any articling positions open for this year? No

Do you still have any articling positions open for next year? No

Articling student salary (/week): \$ 1,450

Articling students benefits:

Articling students are provided with health and medical benefits and 10 days of paid vacation. The firm also covers tuition for the licensing program and pays for one sitting for each of the licensing exams.

Do you pay a third year student bonus? Yes

If Yes, amount: \$ 4,000

Any Conditions:

Summer students must accept offers to return as articling students.

Do you pay tuition for the licensing process? Yes

Do you pay salary during the licensing process? Yes

Do you allow students to work during the licensing process in your jurisdiction?

Description of articling program:

Our articling program builds off our summer program by giving students more in-depth experience with the firm's practice groups. Articling students do a rotation in each of the firm's main departments: Corporate, Litigation and Labour. We arrange an intensive orientation program for our articling students during their first week at the firm. This program reintegrates you into the firm and builds upon the skills gained during our summer program. In addition to the orientation week, you will be assigned a student committee mentor, attend weekly workload meetings and receive further training through continuing legal education seminars held during the articling term on relevant substantive and practical topics. You will receive regular feedback on assignments and summary feedback through two formal reviews. We also arrange a series of social events to provide articling students with an opportunity to get to know firm members outside of the general work environment.



REQUIRED APPLICATION MATERIALS



resume



post_secondary transcripts



cover letter



law school transcripts

<input type="checkbox"/>	reference letters	<input checked="" type="checkbox"/>	list of upper year courses
<input type="checkbox"/>	reference list	<input type="checkbox"/>	other (describe):
Comments:			

FIRST YEAR LAWYER HIRING INFORMATION

	2008	2009
How many articling students did you offer a first year lawyer position?	8	8
How many articling students in your articling program were seeking a position?	11	13
How many additional first year associates did you hire outside of your articling student program?	0	0

COMPENSATION

First year associate salary (annual): \$ 100,000

BENEFITS

AD&D ; Bar Association Fees ; Blackberry ; Business Casual Dress Code ; CLE ; Dental Insurance ; Domestic Partner Benefits ; Employee Assistance Program ; Health Club Membership ; Licensing Fees ; Licensing Tuition ; Life Insurance ; Long-term Disability Insurance ; Maternity Leave ; Meals Allowance ; Medical Insurance ; Medical Spending Account ; Optional Life Insurance ; Parental Leave ; Technology (Laptop, PDA, etc.)

Benefits Comments:

BILLABLE HOURS

Billable hours target:

Non-billable hours target:

Hours Policy details:

Heenan Blaikie does not have formal billable or non-billable targets for lawyers.

Partnership/Advancement Data

Two or more tiers: Yes

Partnership track (years): 8

Additional partnership/advancement info:

PRO BONO INFORMATION

Does your organization have a pro bono policy? Yes

Does your organization track pro bono time? Yes

Is billable hour credit given for pro bono work? Yes

Is there a maximum that will be credited? No

If Yes, number: 0

Does your organization have a Pro Bono Committee? Yes

Comments:

At Heenan Blaikie, we know that a balanced social, environmental, and economic community generates more benefits and rewards to individuals and businesses alike. Our commitment to our employees, clients, and the community at large has guided our development as a firm. Over the years, we have looked for ways to contribute to our employees' personal and professional growth, help our clients in their mission to be more socially responsible, and, as a profitable business, give back to society so we can continue to thrive and grow. We encourage our employees to donate their time and skills to community and charitable organizations, which often includes the provision of pro bono legal services. Through their volunteerism, our employees grow personally and our ties with our community grow stronger. Heenan Blaikie has been involved, as donor and sponsor, in several community and charity programmes, and with several institutions, primarily universities. One of the most successful campaigns has been the United Way,

where we encourage and seek employee involvement at every level of the campaign planning. The United Way helps our neighbours, our friends, and reinforces our connection to the community. We also support Toronto's Youth Employment Partnership Initiative, which helps young people from "at-risk" communities - neighbourhoods at risk of being left behind and where young people are at risk of being involved in crime - develop marketable skills and get work experience. Ever since Heenan Blaikie joined this initiative, some fifteen young people have been invited to spend a 12-week internship in our Toronto office. This internship program was initiated by one of our summer students in 2004. Heenan Blaikie is also a member of Canadian Business for Social Responsibility (CBSR). Founded in 1995, CBSR is a business-led, non-profit corporate social responsibility consultancy and peer-to-peer learning organization that provides its members with candid counsel and customized advisory services as they formulate powerful business decisions that improve performance and contribute to a better world. CBSR is one of the most respected organizations for corporate social responsibility membership and advisory services.



FLEX PROGRAM

Is part-time allowed? Yes
 Is part-time available for first-year associates? Case By Case
 Part-time - All Lawyers: Men (0) Women (5)
 Part-time - Partners: Men (0) Women (5)
 Comments:

Please describe your organization's maternity and parental leave policies:

At the start of a maternity leave, during the two-week qualification period required by Employment Insurance, the firm will pay 100% of the associate's regular gross salary. For the following period (up to 15 weeks) when the associate receives E.I. benefit, Heenan Blaikie pays the associate the difference between her regular gross salary and the amount payable as E.I. benefits.



TRAINING AND PROFESSIONAL DEVELOPMENT

Coaching/mentoring program? Yes
 Evaluations: Annual
 Upward reviews? No
 Professional development staff? Yes
 Do you offer internal CLE? Yes
 Do you provide funds to attend external CLE? Yes
 Comments:

Heenan Blaikie provides an intensive multi-day training program for first year associates, as well as a regular schedule of continuing legal education seminars for associates and students at each stage of their career development. The continuing legal education programs range from general practice and business development topics to intensive programs focused on department-specific and practice-specific matters.



OTHER OFFICES

Office	Province	No. Lawyers
Montréal	Québec	153
Vancouver	British Columbia	42
Calgary	Alberta	31
Ottawa	Ontario	28
Québec City	Québec	35
Sherbrooke	Québec	25
Trois-Rivières	Québec	9
Victoria	British Columbia	4
Paris		1
Singapore		1

PRINT