

Heenan Blaikie LLP
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Form last updated: 1/22/2010 10:17:48 PM
 Is this a multi-office form? **No**
 No. offices on this form: **1**
 (For multi-office forms, see office list online.)

Employer Type: **Law Firm**

Primary Recruiting Contact:
 Mr. André B. Bacchus
 Director, Professional Development
 Heenan Blaikie LLP
 333 Bay Street, Suite 2900
 Bay Adelaide Centre
 Toronto, ON, M5H 2T4, Canada
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Secondary Recruiting Contact:

STUDENT HIRING INFORMATION

	1st Yr. Summer Students	2nd Yr. Summer Students	Articling Students
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

Office size range: **101+** Organization size range: **101+**
 Total No. offices: **11** Total lawyers*: **180**
 (*This office or all offices if this is a multi-office form.)
 Languages spoken in your office:
 Predominately English Predominately French
 Both French and English Other:

*Comment: **Heenan Blaikie does not offer split summers/articles. However, we do offer our articling students 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.**

PRIMARY 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

First year summer student salary (/wk): \$
 First year summer student benefits: **Not applicable.**

Description of summer program: **Not applicable.**

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.

Second Year Summer Students:
 When do you intend to hire second year summer students: **In accordance with the Law Society of Upper Canada guidelines.**

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.

Will you be participating in OCIs this year? **Yes**
 If yes, which schools:

Dalhousie Univ.	McGill Univ.
Osgoode	Queen's Univ.
Univ. New Brunswick	Univ. Ottawa
Univ. Toronto	Univ. Western Ontario
Univ. Windsor	

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.

Second year summer student salary (/wk): \$ **1,450**
 Second year summer student benefits: **Second year summer students who return as articling students are eligible for a \$4,000 tuition bonus.**

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.

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

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination which is based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

	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

Description of summer program: **Summer students are not assigned to specific departments; rather, you are encouraged to seek out work in your particular areas of interest. We arrange a week-long orientation program followed by regular continuing education seminars. You are also assigned individual mentors.**

For Quebec Employers: do you allow your articling student hires 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 (/wk): \$ **1,450**

Articling student benefits: **see online directory**

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: **Articling students rotate through the firm's main practice areas to gain in-depth experience in each.**

Students participate in continuing education seminars, which build upon the areas taught during the summer program. You are also assigned mentors and are involved in weekly workload meetings.

REQUIRED APPLICATION MATERIALS:

- resume
- cover letter
- reference letters
- reference list
- other (describe):
- post-secondary transcripts
- law school transcripts
- list of upper year courses (anticipated)

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: \$ **100,000**

BENEFITS: see online directory

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:

ADDITIONAL ORGANIZATION INFORMATION

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:

Does your organization have a Pro Bono Committee? **Yes**

Comments: **At Heenan Blaikie, 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.

FLEX PROGRAMS:

Is part-time allowed? **Yes**

Is part-time available for first-year associates? **Case By Case**

Comments:

	Men	Women
Part-time --- all lawyers	0	5
Part-time --- partners	0	5

Please describe your organization's maternity and parental leave policies: **see online directory**

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.

DEMOGRAPHIC & DIVERSITY INFORMATION

	All lawyers	Partners Equity	Partners Non-Equity	Assoc.	Articling Students
TOTAL	180	61	22	81	16
Men	114	46	15	44	9
Women	66	15	7	37	7

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.