

Not just near the action

IN THE ACTION

A Guide to the Student Experience at Stikeman Elliott LLP | TORONTO

OUR DEFINING PRINCIPLES

Here are some inspiring words about Stikeman Elliott's defining principles from Dick Pound's address to the firm at the Stikeman Elliott 50th Anniversary Retreat in Whistler, B.C. in 2002:



Dick Pound is a partner and member of the firm's Tax Group in Montreal. Dick is repeatedly recognized as a leading practitioner in corporate tax, personal tax planning, and tax litigation. Many also recognize Dick from his work with the International Olympic Committee and the World Anti-Doping Agency.

1. Never lose sight of the need for diversity among us. We will need the broadest range of talents and backgrounds as we face a national and international future. Embrace and seek out differences; do not reject them.
2. Anticipate and be ready for change, not as a passive condition that will inevitably occur, but as an agent that will enable us to remain in the forefront as leaders, not unwilling followers.
3. Be ambitious, both in the perfection of your talents, and in the application of those talents as part of your team. You can be sole practitioners in the desire to become the best you can be, but you practice law as members of a team.
4. You are in a service profession. Render the best, the most useful, and the most timely service for the benefit of your clients. If they succeed, you succeed.
5. Work hard and play hard. You cannot work effectively and to the best of your potential without the release valve of play. What you play at is up to you, but be sure you leave enough space in your lives for it.
6. You practice within the context of a community and a society that is bigger than the profession. The law in the public practice in which we engage is not abstract. Our job is to understand both the law and its social context. One without the other cannot succeed.
7. Think outside the box. Anyone can stay inside the box, but the way you add value to our clients is to be creative. Lots of lawyers know the law, but only the best know it well enough to use it, not just parrot it. Know the law better than all the others in the profession, and then you will be able to use it.
8. Remember how we got here. It is fashionable in this age of instant sound bites and no sense of history to forget that there are roots. This firm has the greatest of roots, and it will be a mark of your own sense of who you are and where you are going that you give daily honour to those roots.
9. Stay young. You cannot fight the calendar, but you can stay young in outlook and attitude. There is no better example than Heward Stikeman, who was never old. He died young. He renewed his driver's licence just weeks before he died, fully intending to renew it five years later. He embraced computers at the age of eighty, and not long after that, he participated as part of the firm's crew in a dangerous and demanding boat race around the Isle of Wight. In his eighties, he also raced in the firm's ski races, wearing out ski guides in the Alps, and in Montreal, we would see him at seven in the morning returning from his tennis sessions. He never got old. Don't you get old.
10. Never, ever, forget that above all else, you are professionals within a profession that is unique and that has a particular responsibility within society. You must have the courage to recognize the responsibilities implicit in being a professional and to act in accordance with the highest standards that the profession exacts from its members.

THE STUDENT EXPERIENCE

Not just near the action – IN THE ACTION

No other Canadian law firm offers its students so many opportunities to be fully participating members of highly-specialized legal teams entrusted with some of the nation's most important litigation and corporate transactions. We give our students a high degree of autonomy and responsibility, and provide you with challenging work and opportunities to shape your experiences. Our students tell us that they really enjoy working for our firm because of our high profile and quality work, and because of our exceptional firm culture. Stikeman Elliott is an extremely friendly, exciting, informal and unstructured place to work. We embrace diversity and a broad range of talents and backgrounds.

We know how important your choice of a law firm is to you in launching your legal career. Although you can't really get know us – or how our unique culture supports and helps to drive our students forward – without meeting us, we hope that these pages will give you an idea of whether we are what you are looking for.

For more details about our student programme and Stikeman Elliott, please visit our website at www.stikeman.com.

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KUDOS

International Recognition:

We are consistently ranked by international authorities such as *Chambers Global*, *Lexpert*, *American Lawyer*, *Bloomberg*, *Thomson Financial*, and the *International Financial Law Review*, as a leading Canadian law firm in litigation, corporate finance, banking, communications, competition/antitrust, M&A, energy, insolvency, real estate, and tax.

Top Calibre Team:

81 of Stikeman Elliott's lawyers are ranked among Canada's leading lawyers in the *2005 Canadian Legal Lexpert Directory*, and 12 of our lawyers were named by *Lexpert-Thomson Findlaw* as leaders in cross-border business law for M&A, tax, competition, mining and private equity work, outnumbering all other Canadian firms.

THE ARTICLING PROGRAMME AND THE SUMMER STUDENT PROGRAMME

THE ARTICLING PROGRAMME

The focus of Stikeman Elliott's articling programme is flexibility. We provide you with the option of obtaining a broad exposure to several practice areas over your articling term or focusing your interests on a few particular practice areas.

Some of the highlights of our articling programme include:

Flexibility of the Rotation System: You get to choose how much time you spend, in any combination of three to seven-month periods, between the corporate/real estate and litigation/tax/labour rotations.

Mentorship Programme: You will be matched with three mentors (a partner and two associates) from your practice area(s) of interest. Your mentors will work with you on files, provide you with ongoing guidance, and help you manage a diverse workload to gain a well-rounded articling experience.

Work Allocation: You will work with a broad range of lawyers, including your mentors and lawyers you approach. You will get the opportunity to take on a high level of challenging work and responsibility, and will be responsible in part for monitoring your own workload.

Continuing Legal Education Programme: We have a very comprehensive CLE programme for articling and summer students that includes intensive in-house seminars, seminars conducted by external organizations we invite to the firm, and practice area discussions that are followed by group dinners for students and lawyers.

Evaluation Process: Articling students receive formal feedback three times during the articling term. The Students Committee reviews and discusses review feedback from the lawyers you have worked with and then provides each student with an individualized message from the Committee. At the end of the articling year, our students are asked to evaluate their articling experience, which helps the firm to continually improve our articling programme.

Hireback Process: Our hireback record has always been excellent, between 80% and 100% in recent years, and we expect our hireback ratios will continue to be very high going forward.

THE SUMMER STUDENT PROGRAMME

For summer positions, we hire students who have completed their second year of law school or their third year of a four-year program. We view the summer as a great opportunity for you to get a broad exposure to the practice areas in which you're interested, as we recognize that it's still early in your career.

Some of the highlights of our summer programme include:

Flexibility during the Summer: We don't have formal rotations during the summer, so you can have a varied work experience or focus on one practice area, depending on your interests.

Mentorship Programme: You will be matched with three mentors (a partner and two associates) from your practice area(s) of interest. Your mentors will be instrumental in the work that you're involved in at the beginning of the summer, and will provide you with career development advice and support throughout the summer.

Evaluation Process: Summer students receive formal feedback in July from lawyers they have worked with. This feedback informs our decision as to whether to offer each student an articling position. We have had great success with our summer students, with virtually all of our summer students returning as articling students over the last several years.

FAST FACTS ABOUT OUR STUDENT PROGRAMMES

STUDENT COMPENSATION AND BENEFITS

Salary: Our articling and summer student compensation philosophy is to pay our students at or near the top of the market for students at full-service Toronto firms.

Bonuses: Students who commit to completing their articles with us receive a “pre-articling bonus” up to a maximum of \$4,000. In past years, we have also given a discretionary, merit based bonus to articling students at the end of the articling term.

Technology: We offer articling students and associates a one-time technology grant of \$1,000 towards the purchase of technology that will assist them in their practice. We also pay for and provide a BlackBerry to all summer and articling students for their use during their time working with us.

Vacation: Articling students receive two weeks paid vacation within the ten-month articling period, and summer students receive one week paid vacation during the summer.

Bar Admission Process: We pay tuition and salary for our students during the Skills and Professional Responsibility Program of the Bar admission process and the licensing examinations.

Fitness Membership: The firm pays the initiation fee and 50% of the monthly fitness membership fee for articling students, and pays the full cost of a four-month fitness membership for summer students.

FAST FACTS ABOUT APPLYING

Number of Summer Students Typically Hired: 10 to 15

Number of Articling Students Typically Hired: 20 to 25 (we are one of the few remaining firms that looks outside of its summer student group to hire additional articling students)

Material to include in Student Position Applications: covering letter; resume; photocopies of OFFICIAL transcripts from all post-secondary education programs attended; list of upper year courses being taken; reference letters (optional)

SOCIAL EVENTS

Away from the office, lawyers, students and staff enjoy frequent social and sporting activities that are diverse and can be enjoyed by all:

Sports: Dodgeball, squash, and ball hockey tournaments where students, associates and partners square off against each other; a firm outing to a Toronto Blue Jays game; a co-ed softball team and a lunchtime pick-up hockey team; and a student trip to a hatha yoga class.

Arts: Evenings at the theatre and at Jamaoke, a live band karaoke studio.

Team Building: An afternoon enjoying several outdoor activities at The Docks; a firm euchre tournament; and a cocktail hour at the end of the day every Friday for lawyers and students to mingle and unwind from the week.

Celebration Events: Welcome and farewell parties for our incoming summer and articling students; a welcome reception for new associates; a winter carnival for families; and a year-end dinner/dance for firm members.

Charitable Events: Students and lawyers participate in a number of social events and activities to benefit various charities, including AidsBeat, the United Way, clothing and food drives, and sports tournaments.

CORPORATE

Stikeman Elliott's corporate practice group is recognized in Canada and globally for our leading expertise in developing and executing complex, innovative and timely business transactions, with a focus on the practical needs of our clients.

We understand the importance of real-world advice that can be implemented quickly and we foster the imagination needed to develop unique solutions to complex concerns.

When working with our corporate practice groups, students are regularly exposed to the following areas: M&A; corporate finance and securities; banking and structured lending; technology and outsourcing transactions; corporate reorganizations; and general corporate and commercial advice. You will work with our corporate team on behalf of many of our clients, including Canadian and multinational corporations, investment dealers, banks and other financial institutions, investment funds, regulatory bodies, professional services firms, and governments and their agencies.

OUR RECORD SETTING WORK

Airborne Entertainment Inc. – “Venture Capital Deal of the Year”

We represented **Airborne Entertainment Inc.** in its sale of 85% of its issued and outstanding shares, valued at US\$90 million, to CYB Investment Inc., a transaction named “Venture Capital Deal of the Year” by the Canadian Venture Capital Association.

Livingston International Income Fund

We acted for **Livingston International Income Fund** in its \$240 million bid for PBB Global Logistics Income Fund – the first unsolicited income fund take-over bid of its kind in Canada.

Petro-Canada

We acted for the **Government of Canada** in the \$3 billion sale of its remaining Petro-Canada shares – the single largest sale of shares in Canadian history.

Verizon

We represented **Verizon** in the second largest secondary offering in Canadian history, with Verizon selling its approximate 21% stake in Telus for gross proceeds of over \$2.2 billion.

Aeroplan

We represented **Air Canada** in the conversion of its Aeroplan program into an income trust and IPO, valued at \$2 billion.

John Hancock / Manulife Merger

We acted as Canadian advisors to John Hancock Financial Services of Boston in its \$18 billion acquisition by Manulife Financial, the largest M&A transaction and the largest cross-border takeover in Canadian history. Combined, the new company manages more than \$355 billion in funds and has become the second largest company in Canada and the second largest insurer in North America.

Nortel

We assisted Canada's technology giant, Nortel, with a US\$2.5 billion divestiture involving manufacturing operations and related activities in Canada and Brazil.

Cutting Edge Securities Work:

Stikeman Elliott is the capital markets advisor of choice in Canada, according to *Bloomberg's* 2005 equity league tables. In 2005, we advised on more securities offerings in Canada than any other law firm, ranking first in market share as counsel to issuers and as counsel to underwriters. In addition, Stikeman Elliott acted on more income trust and REIT transactions in 2004 and 2005 than any other firm in Canada.

KUDOS

TOP DEALS

According to *Lexpert*, Stikeman Elliott has acted in some of Canada's top-ranked corporate deals:

2005: We were part of the largest real estate auction in Canadian history, acting for a consortium led by **Brookfield Properties Corporation** in a combined acquisition, valued at over \$2.1 billion, of O&Y Properties Corporation and O&Y Real Estate Investment Trust. We also acted as special counsel to Terasen Inc. in connection with Kinder Morgan Inc.'s US\$3.1 billion bid, considered one of the largest U.S. acquisitions ever in Canada.

2004 deal of the year: We acted for **Microcell**, the Fido brand wireless telephone service, in its \$1.4 billion acquisition by Rogers, creating Canada's largest wireless carrier.

2003 deal of the year: We acted for **Air Canada** in the largest insolvency, business and debt restructuring in Canadian history.

LEADERS IN M&A

Stikeman Elliott was recognized by *Bloomberg*, *Thomson* and *Mergermarket* as a Canadian leader in M&A transactions for 2005, including first-place rankings for cross-border global, North American, U.S., and European deals.

According to *Lexpert's 2005 Guide to the Leading 500 Lawyers in Canada*, more of Canada's top ranked M&A lawyers practice with Stikeman Elliott than at any other firm.

#1 FOR STRUCTURED FINANCE AND DERIVATIVES

We are the only Canadian law firm to receive *Lexpert's* highest ranking as "Most Frequently Recommended" for both Asset Securitization and Derivative Structures in 2005. Further, four of our lawyers have been named in the *2005 Guide to the World's Leading Securitization and Structured Finance Lawyers*.



"Nortel is a great example of how we give a tremendous amount of responsibility to students and junior associates on high-profile matters. We ensure that they are given the right support and tools to work both independently and directly with our clients. This is an approach that nurtures professionalism and confidence in the early stages of an individual's legal career."

Justin Parappally,
Associate

LITIGATION

Our Litigation Group acts for many of Canada's leading corporations and institutions, as well as international clients, in resolving a wide range of disputes. As advocates, we represent our clients' interests at trials, administrative hearings, and on appeals in the provincial and federal courts, and before the Supreme Court of Canada.

Our litigation expertise cuts across a wide range of practice areas, including:

- securities
- class actions
- insolvency
- competition
- energy
- tax
- professional negligence
- international commercial arbitrations
- corporate governance and fiduciary duties issues
- defamation
- shareholder disputes
- IT
- IP and biotech/life sciences matters
- general commercial matters

OUR WORK

Some of our recent litigation work includes:

- Acting for the **Government of Belize** in a \$200 million commercial arbitration
- Acted for **Aviva** in a \$40 million reinsurance dispute
- Acting for **Frank Stronach** in defence of the MI Developments oppression case
- Acting for **Livent Inc.** to prosecute an action against Livent's former auditors for negligence
- Representing **Calian Technology** in court and before administrative tribunals in defending the grant of a \$2 billion federal government contract

OUR CLASS ACTIONS WORK

Some of our recent class actions work includes:

- Successfully obtaining a dismissal of the \$20 billion "mad cow" class action for our client, a feed manufacturer
- Defending a director in the Hollinger class action
- Defending **Wyeth** in a hormone replacement therapy class action
- Defending **Medtronic Inc.** in a \$100 million defibrillator class action
- Defending **Sears Canada** in a tire advertising class action
- Defending **AIM/Trimark** in a class action arising out of market timing allegations

Leaders in Litigation:

Stikeman Elliott's National Litigation Group was recently rated by *Lexpert* as one of Canada's top three business litigation practices. Ten of our litigators were recognized in the new *Guide to the Leading 100 Canada-U.S. Cross-Border Litigators in Canada*.

Leaders in Litigation:

Internationally our group has been ranked as a "Leading Firm" in general commercial litigation by *Chambers Global 2006*.

Seven of our litigators are cited in the prestigious *2006 Guide to the 500 Leading Lawyers in Canada*, a joint publication of *The American Lawyer* and *Lexpert*.

The *2005 Canadian Legal Lexpert Directory* cites Stikeman Elliott litigators as "repeatedly recommended" in the class actions, corporate commercial and securities areas.

INTERNATIONAL ARBITRATION WORK

Our litigation lawyers have been involved in numerous domestic and international arbitrations. Internationally, we have participated in several arbitrations both as counsel and as arbitrators under the rules of the International Chamber of Commerce, the American Arbitration Association, the London Court of International Arbitration, ICSID, the Permanent Court of Arbitration at the Hague and under the NAFTA rules, as well as several other ad hoc arbitrations under the UNCITRAL and other rules. This practice area continues to grow as parties seek alternative dispute resolution mechanisms that provide greater speed, control and confidentiality than traditional Court processes – and we are actively part of it.

APPELLATE ADVOCACY

Our litigators regularly appear before appellate courts, including the Court of Appeal for Ontario and the Supreme Court of Canada, on a wide range of issues, including:

- Arguing the "social host" liability case for the Insurance Bureau of Canada before the Supreme Court of Canada;
- Convincing the Court of Appeal for Ontario to overturn its own prior decision with respect to deductibles in the context of an insurance class action; and,
- Establishing new precedent on solicitor-client privilege before the Divisional Court.

PUBLIC POLICY AND PRO BONO WORK

While most of our clients are corporations and business institutions, many of our litigators also devote part of their practice to public policy issues, pro bono work and constitutional matters. Our students are also invited to participate in these important initiatives. We recently acted on behalf of ARCH in a matter involving the *Charter* rights of autistic children at the Court of Appeal for Ontario.



"Our students are encouraged to collaborate directly with associates, partners and clients so they immediately benefit from a hands-on learning process, which teaches them to adapt to new information, client objectives and changes in the law. It's an exciting and stimulating environment and a terrific way to learn."

Katherine Kay,
Partner

EMPLOYMENT, LABOUR & PENSIONS

Our Employment, Labour and Pensions Group advises clients on all aspects of the employment relationship. The Group also collaborates with our Corporate Group to provide advice on mergers and acquisitions, outsourcings, insolvencies and other corporate reorganizations.

Lawyers in this Group also appear regularly in the courts and before various labour and employment related administrative tribunals.

Our advice is wide ranging and includes providing guidance in sensitive matters such as employee drug testing, managing chronically ill and excessively absent employees, and issues related to occupational health and safety, human rights, pay equity and privacy. In labour relations, we focus exclusively on representing management, and our pensions expertise includes the full range of legal matters in this area.

Students working with our Group will gain experience working on mandates that include: instituting proactive and positive employee-relations practices and programs; drafting employment agreements; researching successor employer issues; assisting on employment litigation matters; and, acting on behalf of employers in respect of grievances filed pursuant to a collective agreement.

OUR WORK

Some of our recent work in the employment, labour and pensions area includes:

- Seeking an injunction on behalf of our client against an employee who was alleged to have improperly competed against their former employer;
- Advising our client on an employee fraud matter;
- Advising our client on an allegation of sexual harassment against a member of senior management;
- Providing guidance to a client charged under occupational health and safety legislation in respect of an employee fatality;
- Providing training to employers and managers on occupational health and safety and human rights matters;
- Appearing before an arbitrator relating to the termination of employment of a unionized employee;
- Advising **Air Canada** on pension issues surrounding its restructuring, including issues relating to the pension funding relief granted by the federal government in connection with the aggregate \$1.2 billion solvency deficit in its registered pension plans; and
- Advising on employment issues relating to the **Brookfield Properties Corporation** acquisition of O&Y Properties Corporation and O&Y Real Estate Investment Trust.

TAX

We wrote the book on Tax. Tax law has formed the cornerstone of Stikeman Elliott's practice since the firm's founding in 1952. Most of our work involves advice, strategic planning and advocacy on behalf of Canadian and international business enterprises in stand-alone mandates or in coordination with our corporate practice.

Top at Tax:

The 2005 *Canadian Legal Lexpert Directory* recognizes Stikeman Elliott's tax group as among the best in both the Montreal and Toronto markets. Many of our tax partners are currently ranked by *Chambers, Lexpert*, and UK-based *Global Counsel 3000* as leading practitioners in this area of the law.

OUR WORK

Corporate taxation, particularly as it affects cross-border investments and transactions, is an increasingly complex area in which the group's expertise is widely sought and universally respected.

In addition to structuring corporate deals, the Tax Group regularly works on income fund and REIT offerings and transactions, and on a variety of financial products. The Tax Group has also worked extensively with not-for-profit corporations, governments, Crown corporations and other agencies.

TAX LITIGATION

The Tax Group's advocacy and litigation practice covers all elements of the assessment process, including audits, fairness applications, voluntary disclosures, negotiation at administrative levels and appeals to court. Members of the Tax Group have litigated a wide range of tax appeals and tax-related judicial review cases at all court levels, including a number of recent precedent-setting cases.

DISTINGUISHED TAX PUBLICATIONS

Our lawyers are the authors of many of Canada's best known and most distinguished publications, including the *Stikeman Income Tax Act*, *Canada Tax Service*, *Canada Tax Cases*, and *Pound's Tax Case Notes*. For years, the Tax Group has followed up each federal budget with a comprehensive bound commentary designed to assist the firm's clients.



"Stikeman Elliott's excellent reputation in tax is rivalled only by the group's collegial atmosphere. Students and associates benefit from a strong mentoring programme and are given the opportunity to expand their knowledge base by attending conferences and seminars in the field. I've received exposure to a wide variety of mandates, including several large transactions that have made the headlines."

*Rosemarie Lipman,
Associate*

REAL ESTATE

We have one of the leading commercial real estate practice groups in Canada. Our lawyers advise on every type of major real estate transaction and property project, including syndications and joint ventures, financings, REITs, and municipal and environmental land issues. Our Energy Practice Group has extensive experience in acting for independent power production initiatives and providing advice on electricity and natural gas regulatory matters.



"Students and lawyers who excel in our environment are team players who find a high degree of responsibility appealing. From day one, students in our Real Estate Group are given hands-on experience, assisting with files for major developments, financings, and transactions involving large property portfolios. "

Mario Paura,
Partner

OUR WORK

Canada's Leading Firm for Income Trusts, Energy Trusts and REITs

Income trusts, energy trusts and real estate investment trusts (REITs) have become one of the fastest growing investment vehicles in Canada and, over the past few years, we have acted on more Income Trust and REIT transactions than any other law firm in Canada.

Largest Real Estate Auction in Canadian History

We were part of the largest real estate auction in Canadian history, acting for a consortium led by **Brookfield Properties Corporation** in a combined acquisition, valued at over \$2.1 billion, of O&Y Properties Corporation and O&Y Real Estate Investment Trust.

Entertainment Properties Trust/Metropolis

We acted for **Entertainment Properties Trust** in connection with its financing of the Metropolis retail entertainment development to be constructed at Yonge and Dundas, Toronto and its \$225 million acquisition and financing of four mega-plex theatre and retail entertainment shopping centres in Oakville, Mississauga, Whitby, and Kanata, Ontario.

Mortgage Loan Financing and Securitization

We have the largest mortgage loan financing and securitization practice in Canada, acting for **Merrill Lynch** and other major Canadian and US institutional lenders and issuers of mortgage backed securities. In 2005, we securitized over \$1 billion of Canadian commercial mortgages in the public and private markets.

Canadian Apartment Properties Real Estate Investment Trust ("CAPREIT")

We represented **CAPREIT** in its acquisition of over 1,400 residential suites and 18 commercial units in 34 buildings located in the Greater Montreal Area. The firm also advised CAPREIT in a \$1.9 billion merger with Residential Equities REIT, making CAPREIT one of Canada's largest residential landlords.

Energy Work

We represented **Sithe Global** on the development, construction and financing of two 850 MW natural gas powered stations in Brampton and Mississauga. We have also recently completed a \$1 billion project finance and power purchase contract with the Ontario Power Authority.

Municipal Work

The Group is involved in several municipal law matters, an example of which includes our recent representation of the **Toronto Transit Commission (TTC)** concerning the development of a significant commercial project adjacent to a TTC subway station, and ongoing representation of the TTC defending its St. Clair streetcar proposal in the Divisional Court and the Court of Appeal.

COMPETITION/ANTITRUST

As one of Canada's largest Competition/Antitrust practice groups, we are involved in mandates related to major national and international transactions, criminal investigations, civil actions, tribunal proceedings regarding mergers and other reviewable matters, and day-to-day compliance.

Our clients include various Canadian, American and European corporations in a wide range of industries. We work closely with M&A lawyers in our other offices and the Pacific Rim, and often collaborate with lawyers in leading U.S. and European law firms in the context of global transactions.

Leading the Way in Competition/Antitrust:

Stikeman Elliott's Competition/Antitrust Group is widely recognized as a market leader. Our Group was once again included in the *Global Competition Review's 100 (2006)*, a publication setting out the 100 leading global competition law practices, and was identified as being "more popular with corporate counsel than most [of their] rivals this year" and noted as "being popular for referrals from other GCR 100 firms".

OUR TRANSACTIONAL WORK

Pernod Ricard

We represented **Pernod Ricard** in all Canadian competition and foreign investment matters pertaining to its proposed US\$14.2 billion acquisition of all shares of Allied Domecq as well as its subsequent disposition of certain leading brands to Fortune Brands. This transaction propelled Pernod Ricard into a leading global spirits and wine producer.

Livingston International Income Fund

The Group provided competition advice to **Livingston International Income Fund**, Canada's leading customs broker, in their US\$154 million bid for PBB Global Logistics Income Fund - the first unsolicited fund takeover bid of its kind in Canada. The transaction required the approval of both Canadian and U.S. antitrust authorities, submissions in respect of which were prepared and coordinated by the Group. The unique structure of the transaction also raised novel issues under the *Competition Act*.

INEOS Group Limited

We provided competition advice to **INEOS Group Limited** in its proposed US\$9 billion acquisition of the Innovene Group of Companies, making the expanded INEOS group the world's 4th largest independent petrochemicals company.

OUR LITIGATION WORK

Competition/antitrust litigation has become a growing risk and an increasingly complex reality of doing business in Canada. Our competition litigators regularly appear before the Competition Tribunal and in various courts for our clients. We:

- Represented **Air Canada** on numerous competition cases brought since Air Canada's acquisition of Canadian Airlines, including:
 - defending Air Canada in the first competition class action brought into the Federal Court under new rules in which the defendants (major North American airlines) were alleged to have conspired to reduce travel agent commissions; and,
 - defending Air Canada in various proceedings before the Competition Tribunal relating to its competitive activity.
- Are defending numerous class actions brought in respect of alleged anti-competitive activity, including price-fixing, in various industries including consumer products, retail and pharmaceuticals.

STIKEMAN ELLIOTT'S COMMITMENT TO...

PRO BONO AND COMMUNITY WORK

Stikeman Elliott enjoys a long tradition of pro bono and community service work. With the firm's support and encouragement, many of our lawyers make a significant contribution to the community. A prime example is our Montreal partner Dick Pound, who has a busy tax practice, acts as Chairman of the World Anti Doping Agency, and serves as Chair of McGill University. Dick was also recently selected by *TIME Magazine* as one of five Canadians who are among the world's most influential people in 2005.

In addition to Dick's work, currently in Toronto some of our lawyers:

- Provide pro bono services to several organizations, including the Sierra Club of Canada – Ontario Chapter; Junior Achievement of Canada, the Venture Management Program at Queen's Business School, Wen-Do Canada, and an organization that provides employment opportunities and leadership development to youths.
- Act as directors on several boards, including the Kidney Foundation, the Canadian Breast Cancer Foundation (Ontario Chapter), William Osler Health Centre Foundation, and the YWCA Toronto, to name a few.
- Teach business law courses at Ontario universities.

Over the years, Stikeman Elliott has chosen specific pro bono initiatives to which we can collectively devote significant firm resources. We are proud of our work with the Osgoode Business Clinic, where many of our lawyers partner with law students to provide ongoing legal advice to clients who are implementing new business ideas, or are growing their emerging businesses, but cannot afford necessary legal services.

On the litigation front, we have acted in a pro bono capacity for various parties at all court levels. Recently, we acted on behalf of ARCH in a matter involving the *Charter* rights of autistic children at the Court of Appeal for Ontario. We are also working with Pro Bono Law Ontario to identify other initiatives in which we can be involved and have several projects in the development stage.

AN INTERNATIONAL OUTLOOK

Stikeman Elliott's expertise in providing first-rate legal advice on Canadian law to clients in Canada and abroad is recognized worldwide, as evidenced by the firm's consistently high ranking by *Chambers' The World's Leading Lawyers* and other international publications.

Stikeman Elliott serves its clients from offices located in the following cities:

- Toronto
- Montreal
- Ottawa
- Calgary
- Vancouver
- New York
- London
- Sydney

Each of the firm's foreign offices is staffed principally by Canadian lawyers, who have been trained in our Canadian offices. Stikeman Elliott is one of the few law firms offering the opportunity for lawyers and students to work in our foreign offices, an experience we believe helps to shape our high-calibre practitioners.

STIKEMAN ELLIOTT'S COMMITMENT TO...

KNOWLEDGE MANAGEMENT AND TECHNOLOGY

Stikeman Elliott's longstanding commitment to knowledge management and technology distinguishes us from other Canadian business law firms. We want our lawyers, students, and clients to benefit from our collective legal experience, and work to ensure our lawyers and students have immediate and easy access to the firm's significant intellectual capital.

We provide:

- a team of full-time lawyers who develop leading edge precedents, keep our lawyers up to date on recent legal developments, provide legal opinions on complex issues, and work with our students and lawyers to develop their analytical and drafting skills.
- a collection of cutting-edge precedents reflecting the latest legal and business developments, as well as a legal research collection that has over 10,000 documents.
- an innovative portal-based intranet that gives our firm members 24/7 online access to all our in-house resources. Hildebrandt, the law firm consulting group, identified our intranet as among the best law firm intranets in North America, and we were awarded the Customer Innovation Award for Legal Intranet Solution by Hummingbird Ltd., the global solutions provider.

DIVERSITY INITIATIVES

Stikeman Elliott is committed to diversity amongst its lawyers, students, and staff and we want to ensure that all firm members are supported, valued and respected. In his address about the firm's defining principles at our 50th Anniversary Retreat, Dick Pound encouraged us to: "Never lose sight of the need for diversity among us. We will need the broadest range of talents and backgrounds as we face a national and international future. Embrace and seek out differences; do not reject them."

As part of our commitment, our Diversity Committee, which consists of partners, associates, and firm management members, meets monthly to discuss our ongoing initiatives. Within the firm, we support our students and lawyers from diverse communities through initiatives that include: our mentorship programme; informal lunches; and, regular reviews of our internal processes and policies to ensure that they are in line with diversity principles.

The firm is involved in several outreach initiatives as part of our ongoing commitment to diversity in the legal profession. Our lawyers regularly visit law and high schools to speak about law and diversity issues, we invite members of such groups to visit our firm to meet with our lawyers, and we also provide funding to student and community groups that support diversity in the profession.



FREQUENTLY ASKED QUESTIONS

How can I find out more about Stikeman Elliott's Student Programmes?

For more details about our student programmes, and more answers to FAQs, please visit our website at www.stikeman.com.

How many articling students do you hire? Summer students?

For the 2006/2007 year, we will have 25 articling students. For 2007/2008 articling student positions, we will participate in the recruitment process in August 2006 and will likely hire 8 to 12 additional articling students outside of our 2006 summer student group. For summer student positions, the Toronto office generally hires 10 to 15 summer students. For 2006, 13 students will join us for the summer.

What is your hireback record for articling students?

Our hireback record has always been excellent, between 80% and 100% in recent years, and we expect our hireback ratios will continue to be very high going forward.

What sort of continuing legal education programs do you have for students?

We have a very comprehensive CLE program for articling and summer students. We offer intensive in-house continuing legal education seminars that are put on by our lawyers, as well as selected educational seminars offered by external organizations that we invite to the firm. We also have an evening seminar series throughout the summer and articling year. Each seminar is followed by a group dinner at a nearby restaurant hosted by lawyers who practice in the area of the evening's topic.

Can I contact students or lawyers at the firm?

We encourage you to be in touch with our current students listed on our website (www.stikeman.com) to hear from them about what it's like to be a student at Stikeman Elliott. Please also feel free to contact the members of the Students Committee or other lawyers at the firm.

HOW TO APPLY

What do I need to include as part of my application? Should I send my application by email, fax or mail?

Your application package should include your cover letter, resume, a list of the courses that you are currently taking or will be taking in upcoming terms, and photocopies of OFFICIAL academic transcripts from all post secondary institutions attended. Please also feel free to include reference letters. We do not require writing samples. Please send your application by mail, email, or fax.

When will I hear from you once I've submitted an application?

Once we receive your application, we will send you an acknowledgment of your application either by email or letter. For articling student candidates, we will be in touch with you prior to Call Day by email or letter to let you know whether we will be contacting you on Call Day. For summer student candidates, your law school will inform you directly about whether you will be meeting with us during OCIs (unless your law school requests that we contact you directly). After meeting with candidates at OCIs, we will contact you by email in advance of Call Day to let you know whether we will be calling you on Call Day.

How much time should I allow for articling or summer student interviews during interview week?

We suggest that you schedule your interviews in two-hour timeslots so that you leave ample time to meet with our lawyers during your interview. We would like to give you lots of time to meet with our people so that you get a strong sense of what it's like to be a student and lawyer at Stikeman Elliott. We hold first interviews on both Monday and Tuesday, and like to schedule follow-up interviews on Tuesday and Wednesday, so that you can come back and learn more about us.

When are offers communicated by Stikeman Elliott for articling or summer student positions?

Stikeman Elliott strictly follows the recruitment guidelines set by the Law Society of Upper Canada and, as such, we will not communicate that we will be making an offer to you prior to Wednesday at 5 p.m. of interview week.



To apply, or if you have any questions, please contact:

Ritu Bhasin
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Student and Associate Programmes

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AREAS OF EXPERTISE

With more than 400 lawyers, Stikeman Elliott LLP is recognized as one of Canada's leading business law firms. We provide clients with seamless legal service in all areas of litigation and business law, most notably M&A, corporate finance and securities, banking, and tax. In Canada, we have offices in Toronto, Calgary, Montreal, Vancouver, and Ottawa. Globally, we are positioned with offices in New York, London, and Sydney.

PRACTICE GROUPS

- Banking & Finance
- Bankruptcy, Insolvency & Restructuring
- Competition/Antitrust
- Corporate/Commercial
- Corporate Finance
- Corporate Governance
- Employment, Labour & Pensions
- Financial Products/Structured Finance
- Intellectual Property
- Litigation & Advocacy
- Mergers & Acquisitions
- Municipal
- Outsourcing
- Private Equity & Venture Capital
- Real Property & Environmental
- Securities
- Tax
- Technology

INDUSTRIES AND BUSINESS SECTORS

- Biotech & Life Sciences
- Communications
- Energy
- Financial Services
- Government
- Hospitality
- Infrastructure & Construction
- Insurance
- Manufacturing
- Media, Entertainment & Sports
- Mining
- Transportation