

Form Last Updated: 12/15/2023

Basic Information

101 Frederick Street, Suite 1004
 Kitchener, Ontario N2H 6R2
 Office Size: 6
 Organization Size: 61
Languages spoken in this office:
 Predominately English

Primary Contact:
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Lawyer Demographics

| | Man | Woman | Non-binary | Total |
|---------------------|-----|-------|------------|-------|
| All Lawyers | 4 | 2 | | 6 |
| Equity Partners | 2 | 0 | | 2 |
| Non-equity Partners | 1 | 1 | | 2 |
| Associates | 1 | 1 | | 2 |
| Articling Students | 0 | 0 | | 0 |

Note that the reported percentages are based on respondent participation in voluntary surveys conducted by the specified employer organization and that the results are reported as a percentage of the respondents who answered the question (which may be different than the total number of lawyers at the organization). Only percentages above a certain minimum threshold are reported in accordance with the policies of employer organizations to protect employee privacy. As such, the total of the percentages to some questions may not equal 100%. In addition, some employers may not be able to answer in the manner requested, due to the nature of their data collection, the nature of the consents sought when the information was collected or due to reporting limitations on sample size.

Date data was collected

A. Gender Identity - complete all that apply

| Answer | Percent |
|--|---------|
| Man | |
| Woman | |
| Cisgender | |
| Transgender | |
| Non-binary/Gender non-conforming/Genderqueer | |
| Two-Spirit | |
| Chose not to answer | |

B. Sexual Orientation

| Answer | Percent |
|--|---------|
| Identifies as two-spirit, lesbian, gay, bisexual, queer or another 2SLGBTQ+ identity | |
| Does not identify as 2SLGBTQ+ | |
| Chose not to answer | |

C. Indigeneity

| Answer | Percent |
|--|---------|
| Indigenous identity (i.e., First Nations, Inuk/Inuit, Métis) | |
| Does not identify as Indigenous | |
| Chose not to answer | |

D. Racial Identity

| Answer | Percent |
|--|---------|
| Racialized (total) | |
| Black (incl. African, Afro-Caribbean and African Canadian) | |
| Central Asian (incl. Kazakh, Kyrgyz, Tajik, Uzbek) | |

| |
|--|
| East Asian (incl. Chinese, Korean, Japanese, Taiwanese) |
| Latinx (incl. Brazilian, Colombian, Guatemalan, Mexican) |
| South Asian (incl. East Indian, Pakistani, Bangladeshi, Sri Lankan) |
| Southeast Asian (incl. Filipino, Vietnamese, Cambodian, Thai, Indonesian) |
| West Asian/Middle Eastern/North African/Arab (incl. Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish) |
| White |
| More than one of the above |
| Other racialized categories not included above |
| Chose not to answer |

E. Persons with Disabilities (Persons with disabilities include those who have any physical, mental, intellectual, cognitive, learning, communication or sensory impairment, or a functional limitation, whether permanent, temporary or episodic in nature, or evident or not.)

| Answer | Percent |
|---|---------|
| Identifies as a Person with a Disability | |
| Does not identify as a Person with a Disability | |
| Chose not to answer | |

Demographic Data Explanation

Please use this box to provide any additional breakouts, comments, limitations, or definitions regarding your lawyers or categories as needed, such as the scope of the respondent population surveyed (e.g., all lawyers, all lawyers and law students, all employees, etc.) or the differences between your organization's categories and those listed above. If you report in a different manner, you may also share that here (e.g., link to organization website).

Recruiting & Hiring

| | 1st Yr. Summer | 2nd Yr. Summer | Articling Students |
|-------------------------------------|----------------|----------------|--------------------|
| Do you hire: | | | |
| How many did you/will you hire for: | | | |
| 2022 | | | |
| 2023 | | | |
| 2024 | | | |
| 2025 | | | |
| Rotation | | | |
| Split/Secondment | | | |

First Year Summer Students

Do you recruit first year summer students?: Case-by-Case

When is the application deadline for first year summer students?: In accordance with LSO guidelines.

Do you participate in on-campus interview (OCI) programs to fill such positions?: No

Second Year Summer Students

Do you recruit second year summer students?: Yes

When is the application deadline for second year summer students?: In accordance with LSO guidelines.

When is the interviewing period?: In accordance with LSO guidelines.

Do you participate in on-campus interview (OCI) programs to fill such positions?: Yes

Campus Recruiting

Will you be participating in OCIs this year?: Yes

If yes, which schools?

Dalhousie University, Dalhousie Law, McGill University, Faculty of Law, Osgoode Hall Law School, York University, Queen's University, Faculty of Law, University of Alberta, Faculty of Law, University of British Columbia, Faculty of Law, University of Calgary, Faculty of Law, University of New Brunswick, Faculty of Law, University of Ottawa, Faculty of Law, Common Law Section, University of Saskatchewan, College of Law, University of Toronto, Faculty of Law, University of Victoria, Faculty of Law, University of Western Ontario, Faculty of Law, University of Windsor, Faculty of Law, Ryerson University, Lincoln Alexander School of Law

Required Application Materials:

Resume, cover letter, post secondary transcripts, law school transcripts, list of upper year courses

Preferred Method of Application:

viDesktop Portal

Practice Areas

| PRACTICE AREAS | PRACTICE GROUP NAME | # OF LAWYERS |
|--|-----------------------|--------------|
| Intellectual Property Patent Trademark | Intellectual Property | 6 |

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