

CANADA'S BEST LAW FIRMS PRESENTS...

A *Newbie's Guide*

to

CORPORATE LAW

In honour of our 4th annual list of Canada's Best Law Firms, we present a survival guide of sorts for young lawyers—what to wear, why you should drag yourself into the office, how to CYA (cover your ass), who earns what, who pays for dinner, why you shouldn't fear AI, advice from some of Canada's top legal minds and more.

Of course, it's important to know your major law firms and what they're best at. You're in luck: We've profiled the 20 highest-ranking firms in 31 legal categories, too.



Illustrations by
JASON FORD

Need to Know

A compendium of advice from a former corporate lawyer and organizational behaviour specialist on how to survive the early years of corporate law

By Hadiya Roderique

ALWAYS ASK FOR A DEADLINE

Never, ever, assume you know when something's due. And diarize *everything*, big or small—every deadline goes in your calendar immediately (not on a sticky note stuck to your monitor). For longer-term deliverables, set multiple reminders—a week before, two days before and so on. And build in a buffer of a couple of extra days, just in case.

CYA (COVER YOUR ASS)

When you get verbal instructions, send a follow-up email confirming your understanding of the task and timeline. So when the partner inevitably tries to blame you for missing a deadline or messing up, you have backup.

LEARN THE PARTNERS' QUIRKS

Does Partner X prefer everything in Arial with one-inch margins? Does Partner Y tend to log off early but start work at 6 a.m.? Does Partner Z hate the word “therefore”? Write it down. Figuring out their idiosyncracies will help you better predict the flow of your work and tailor it more closely to their expectations. Plus, you'll seem like a magical mind reader.

KEEP A SPARE OUTFIT AT THE OFFICE

Because there will come a time when it's 3 a.m. and you decide it's better to get an extra 45 minutes of sleep under your desk than to Uber home for a measly couple of hours.

JUST ASK

If you have a question, try to figure out the answer within 30 minutes. If you can't, ask. Trust us: The partner would rather spend two minutes clarifying than have you spin your wheels for hours and have to find a way to bill your time back to the client.

COMMUNICATE

If something's taking longer than expected, or if a more senior partner has given you a more pressing task, tell your boss. Respond to every email, even if it's just with a “will do” or “got it.” People appreciate a junior who is proactive and communicative.



EMBRACE THE OFFICE

Whatever your firm's official policy on coming into work (and most have mandated three days a week), junior associates should be in every day, or just about. There are all sorts of reasons your career will benefit from eschewing WFH. First off, juniors learn by osmosis—listening in on conversations between more senior lawyers, being pulled in on last-minute meetings, hitting up fellow associates for help on tricky assignments—and you can't do that on a Teams chat. Running into more senior colleagues gives you the opportunity to ask questions on the fly, without having to muscle your way through an assistant to set up a meeting or phone call. And when work is being handed out, who do you think they're going to give it to—the associate they see every day in the hallway or one they've barely met?

That's not to say you need to be there every day from morning till midnight. On days when you need to just put your head down to draft a motion or factum, you can do it from bed. And the pandemic means that at many firms, it's possible to go home at a decent hour, have dinner, then log back in from your kitchen table (unless you're working on a hot file or prepping for trial, in which case, you can kiss your evenings, weekends—heck, even your bed—goodbye).

SAVE YOUR BUTT

You're going to spend a large part of your life sitting in your chair. Treat it like an extension of your body. Become one with the chair.



\$\$
HON Ignition 2.0



\$\$\$
Branch Ergonomic Chair



\$\$\$\$
Steelcase Gesture

Stuff's gonna go wrong DON'T FREAK OUT

Wise counsel from lawyers who've been down that rocky road

WWW
(what went wrong)

NFOR
(no-freakout resolution)

Ted Flett

Partner, Zubas Flett Liberatore Law, Toronto

WWW: You file a statement of claim without getting client approval, and they complain it's not robust enough. You're worried getting consent to amend would cause delay and irritate the client even more.

NFOR: First, check to see if it's been served. If it hasn't, you can then just reissue, refile and swallow the filing fee for the second pleading. No delay. Client trust regained. Problem averted.

Ava Chisling

Lawyer and editor, Montreal

WWW: You find out you're going to be inspected or audited by the law society.

NFOR: Do not panic. They're not out to hurt you—and audits can often help. In most cases, audit targets are randomly selected or are new firms. There are many resources, including Facebook groups, where you can find other lawyers who will give you real-life advice on what they ask for and how to handle it. The process is painless, but you need to do the required preparation.

David Fraser

Partner, McInnes Cooper, Halifax

WWW: You've been given an assignment by a senior lawyer and you're in over your head, struggling to get it done and losing sleep.

NFOR: Don't suffer alone. Ask someone to weigh in, because the longer you wait, the more overwhelming the problem becomes. Generally, other lawyers want to help. So ask the experts in your firm or even at another, as long as you keep confidentiality and conflicts in mind. This also staves off imposter syndrome.



“When I started as a student in 2001, I had a mentor who took a real interest in my career. My advice is to find a mentor to show you the ropes, champion your work and help you navigate the business of law. Seize opportunities, don't be afraid to speak up, volunteer for assignments and try new things. Value the people you work with, learn from them, and create your path by staying true to yourself. As you grow, you will become a trusted adviser for your clients and your team.”

Jennifer Teskey

Managing Partner
Canada, Norton Rose
Fulbright

CANADA'S Best LAW FIRMS

Thousands of legal practitioners across the country ranked the top firms in 31 categories, yielding a list of 20 winners, many of which took the No. 1 spot in multiple categories. Here they are, in alphabetical order.

By Gail Cohen

Addario

Criminal Law | White-Collar Crime
TORONTO | 10 LAWYERS

Defence counsel Frank Addario's eponymous firm practices criminal, regulatory and constitutional law, representing clients during investigations, at trial and on appeal. The team has acted in dozens of high-profile cases. Most recently, partners Samara Seter and associate Rebecca Amoah argued a successful case at Ontario's Court of Appeal on how the tort of abuse of process interacts with criminal law in a case arising from turf wars in the cash-for-gold business between “Harold the Jewellery Buyer” and their client Jack Berkovits' Omni Jewelcrafters.

Bennett Jones

Energy & Natural Resources
(Mining, Oil & Gas)

VANCOUVER, CALGARY, EDMONTON,
TORONTO, OTTAWA, MONTREAL, NEW YORK
| 500+ LAWYERS

Bennett Jones—founded in 1922 by future prime minister R.B. Bennett—has been involved in almost every major energy development project in Canada in the past 20 years, from oil and gas to renewables, advising in areas including litigation, financing, real estate, labour, regulatory and Indigenous law issues. In September, Bennett Jones acted as legal adviser to First Majestic Silver Corp. on its \$1.3-billion acquisition of Gatos Silver mines in Mexico.

Blakes

Banking & Finance | Competition,
Antitrust & Foreign Investments |
Corporate & Commercial

VANCOUVER, CALGARY, TORONTO, OTTAWA,
MONTREAL, NEW YORK, LONDON | 721 LAWYERS

Blakes is one of Canada's oldest firms—founded in 1856—and consistently ranks No. 1 in the broad area of corporate and commercial law. On the bank-

“Corporate law is like a pie-eating contest where the reward for winning is more pie”

—former corporate lawyer



5

great shows to stream now for a taste of law life outside Canada



Janet King

(Australia, 3 seasons, Acorn)
Full of dark twists, the show follows the crown prosecutor and a cast of characters in suburban Sydney's public prosecution office.



The Split

(U.K., 3 seasons, BritBox)
Family drama, family law, lots of tension, top-notch cast.



Extraordinary Attorney Woo

(South Korea, 1 season, Netflix)

Quirky show about a newbie lawyer on the spectrum facing her first challenges in the courtroom and law-firm life.



Fisk

(Australia, 2 seasons, Netflix)
A comedy revolving around lawyer Helen Tudor-Fisk, who leaves Sydney for Melbourne after her career and marriage fall apart.



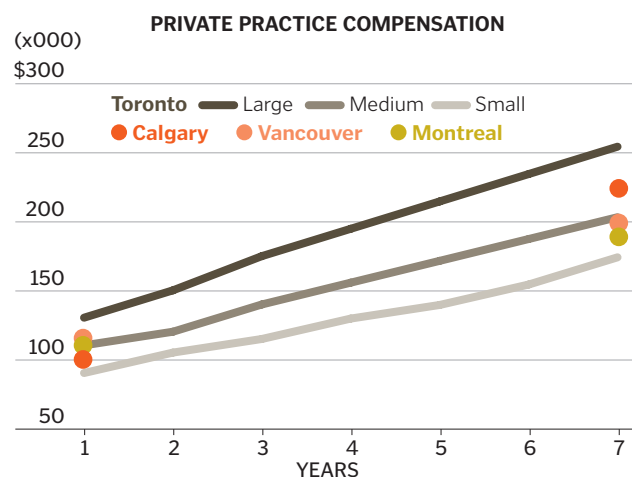
Silk

(U.K., 3 seasons, BritBox)
Martha Costello is a gifted barrister who works in a small chambers and is ready to apply for her QC silks.

SHOW ME THE MONEY

Chances are you've graduated from law school with a soul-crushing (and bank-account-draining) amount of student debt—the average for newly minted Canadian lawyers is somewhere around \$80,000. The upside: Corporate law pays well. And the good news for young lawyers is that compensation is generally no longer lock-step—that is, based solely on seniority. Most firms jettisoned that model when their rainmakers started defecting. These days, pay is based more on performance, taking into account billable hours, bringing in new clients and big cases, and generally being a profit-generating member of the team.

That said, here's what you can expect to make as an associate between years one and seven, according to the 2024 ZSA Private Practice Lawyer Salary Guide.



Why's it so hard to find out who makes what?

Canadians have always been weird about discussing money, and that's especially true in law, where the machinations of a firm's compensation committee can even be a mystery to the partners themselves. Now it's even more opaque, thanks to new wage-fixing provisions in the federal Competition Act. Afraid they'd be accused of colluding on associate pay, the National Association for Law Placement has even removed standard first-year pay levels from its law firm directory.



"The easiest way to impress partners is with impeccable, practical work product, delivered on time. Show that you understood the assignment. Will your work be part of an email to a client or a memorandum for the Court? Go that extra mile to prepare a few point-first, clear, concise paragraphs for the partner to use. Always run your work through a spelling check, a grammar check, and if you have it, a clarity check. Avoidable errors make decent work look bad. Proofing makes decent work look great. Clarity makes great work excellent. Practicality makes excellent work magnificent."

Dominique Hussey
CEO, Bennett Jones

750-1,900

That's how many billable hours the average associate is expected to bill each year at many of Bay Street's top firms

68%

Portion of lawyers billing 1,800 hours or more a year who have experienced "psychological distress," including fatigue, anxiety and insomnia, according to a 2022 report from the University of Sherbrooke

Need to Know

FIND A MENTOR

You'll never make partner on Bay Street without someone to look out for you and be your champion. Develop those relationships early—don't hope they'll find you. Find someone in your group with clout, and invite them out for coffee or lunch (which often ends up being free lunch, because a senior partner would never make a first-year pay). I chose and endeared myself to the oldest, whitest guy in my group, a hilarious character who loved Friday afternoon extended wine lunches, bought me my first soft-shell crab, and was ready to fight my next law firm when they tried to illegally withhold my vacation pay when I quit to go to grad school. /H.R.

How to...

DRINK ON THE JOB

Use this guide to figure out when to nurse that Aperol spritz and when to give 'er (spoiler: rarely)

1 DRINK	2 DRINKS	3 DRINKS	4 DRINKS
<ul style="list-style-type: none"> Lunch with boss at a fancy restaurant Cocktail reception Landed a major client 	<ul style="list-style-type: none"> Lunch with fellow associates Office barbecue 	<ul style="list-style-type: none"> Annual holiday party Lost a major client 	<ul style="list-style-type: none"> Missed a filing deadline and have to break it to the boss

WHAT IF I DON'T DRINK?

More and more people these days, especially young ones, are forgoing booze for all sorts of reasons—and law firms are far more mindful of that choice than they once were. Most restaurants and event organizers offer non-alcoholic cocktails and beers, so you can feel like you're joining in, with zero chance of mouthing off to a partner after a few too many.



MIND YOUR MANNERS

- Check out the menu beforehand so you don't hold everyone up
- Let the senior person at the table be your guide: If they order an appetizer, go for it. If they order a salad, maybe don't go for the filet mignon
- Avoid ordering food that's likely to slop, stain, get stuck in your teeth or leave your napkin covered in goop
- Put your napkin on your lap as soon as you sit down; if you go to the bathroom, leave it on your chair, not the table
- Leave your phone in your bag
- Remember BMW: bread plate on the left, meal in the middle, water and other glasses on the right
- When you're done eating, place your knife and fork at the 4 o'clock position on your plate
- The most senior person at the table, or the one who issued the invite, pays
- If you happen to be the one paying (and as a junior associate, you rarely should be), hand over your credit card before you even sit down or on a trip to the bathroom to remove any post-meal awkwardness

Canada's Best Law Firms

by partner Cherly Satin advised RBC on its \$13.5-billion purchase of HSBC Bank Canada, the largest bank acquisition in the country's history, which closed in the spring. Its competition, antitrust and foreign investment team also has a track record in high-value, multijurisdictional merger-clearance filings, and advises on foreign direct investment filings, anti-trust inquiries related to price-fixing cartels, and abuse-of-dominance cases.

Borden Ladner Gervais

Construction | Cyber Security & Data Protection | Transportation
VANCOUVER, CALGARY, TORONTO, OTTAWA, MONTREAL | 792 LAWYERS

BLG—created in 2000 through the merger of five storied firms—is one of the country's largest full-service business firms. Its 73-lawyer construction law group handles all aspects of the industry, including infrastructure, P3s and large commercial projects, as well as related disputes. BLG's 45-strong cyber, privacy and data protection group has extensive experience in cyber-risk and crisis management. With a multidisciplinary team of 63 lawyers, BLG says it's the only firm in Canada with a fully integrated national transportation practice, recognized for its work in disputes, regulatory, environmental and transactional aspects of all modes of transportation.

Cassels

Cannabis
VANCOUVER, CALGARY, TORONTO | 345 LAWYERS
Cassels's 33-strong cannabis team offers a broad range of commercial advice, from IP to securities law, regulatory issues, financing, restructuring and insolvency, branding and celebrity endorsements. Jonathan Sherman chairs the group, whose clients include Canopy Growth, TerrAscend and Avant Brands.

Clyde & Co.

Insurance
VANCOUVER, CALGARY, TORONTO, MONTREAL | 122 LAWYERS

Clyde & Co.'s Canadian wing is part of a global firm with 60 offices on six continents, and is a key part of its international insurance and construction practices. Clyde & Co. launched in Canada in 2011 through a merger with Nicholl Paskell-Mede. Since then, it has become a leader in coverage, litigation, corporate and regulatory matters for domestic and international insurers, as well as earning a reputation for professional defence. Montreal litigator Carolena Gordon serves as the firm's senior partner.



“Law can be a long career, and you will spend most of it learning. At McMillan, we pride ourselves on arming our new associates with the training and tools they need to be successful lawyers, including helping them to build relationships and finding great mentors and champions. However, to be successful, I believe you need to be passionate about the field you choose to practise in and the non-billable matters you decide to focus on. This, more than anything, can ensure long-term success and even—dare I say—happiness.”

Paul Davis
Chair of the Board of Partners, McMillan

SUIT UP FOR SUCCESS

Hey, it’s 2024. You probably don’t need to wear a suit every day. But you’re going to need at least a couple. We asked two experts what to look for

By *Kasia Mychajlowycz*

Sydney Mamane has been tailoring suits at his Toronto menswear shop, Sydney’s, for nearly 20 years, and he’s helped plenty of new lawyers select that landmark first suit post-graduation. “It’s a big thing for them, and they’re asking us what to do because they don’t want to make any mistakes.”

Atrisha Lewis is a civil litigator, benchler and partner at McCarthy Tétrault. And she says that while you can’t go wrong with a classic suit, there’s been an evolution toward comfort and individuality. “I think—or at least I hope—we’ve moved away from prescribed rules and more room for people to be who they are.”

So take these do’s and don’ts more as sage advice than rules, to help you dress for success on Bay Street.



CHEAP OUT

“Inexpensive suits tend to use synthetic fabrics,” says Mamane. “Unfortunately, that tends to overheat the body and trap scent—and once you trap that scent, it’s nearly impossible to get it out, even with dry cleaning.”

OVERLOOK ARITZIA

“I spent too much money on suits from brands like Theory,” says Lewis, who now favours a wrap dress with a blazer. “Aritzia has really stepped into the women’s wear space and provided a lot of options.”

WORRY TOO MUCH ABOUT CHANGING TRENDS

Suiting does evolve, says Mamane, “but the arc is very, very long.”

OVERDO IT ON THE DRY-CLEANING

Mamane’s rule: “If it doesn’t smell, do not dry clean.” And no steamer: It causes shrinking and puckering at the seams, leading to a sloppy look.



STICK WITH A CLASSIC, CONSERVATIVE LOOK.

No checks, no stripes. Mamane suggests a two-button notch lapel in navy or grey. “This is not the time to express your individuality.” Budget about \$1,000 for a well-made suit. “It’s an investment.”

FOCUS ON FABRIC AND FIT

Choose natural fibres in a cut that flatters you. “It’s actually advisable to cut trimmer on a larger frame,” says Mamane, who worked on films in the wardrobe department before becoming a tailor. “That way you don’t have all this excess flowing fabric, right?”

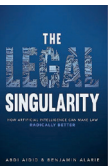
REUSE, RECYCLE

Consider what Lewis calls the “Barack Obama ethos” for building your wardrobe. “Have a few pieces and wear them. And then you’re not making decisions about what you’re wearing all the time.” (Speaking of presidential candidates, Lewis says she’s enjoying the Kamala Harris pantsuit aesthetic—she owns one in brown.)

EMBRACE AI

(resistance is futile)

According to a 2023 report by the market research group Forrester, no industry will be affected by AI as significantly as law—it predicts that 78% of jobs in the legal sector could be reshaped by the technology. And Goldman Sachs posits that AI could automate 44% of legal tasks—including much of the work currently done by juniors: researching and drafting legal briefs, reviewing contracts, parsing documents and so on. But don’t worry, you’ll still have a job.



Read this book

The Legal Singularity:
How Artificial Intelligence Can Make Law Radically Better

By University of Toronto law profs **Abdi Aidid** and **Benjamin Alarie**, co-founder of Blue J Legal, whose AI-powered tax tech answers tax-related questions with 95% accuracy. They posit that AI will make law radically more efficient, accessible and equitable.

“This job is incredibly stressful—every time I get blood taken, my cortisol is through the roof. But we are paid to be anxious and stressed for someone else. We worry about things so our clients don’t have to”

—corporate litigator

Canada's Best Law Firms

Dentons

Media, Entertainment & Sport
VANCOUVER, EDMONTON, CALGARY, TORONTO, OTTAWA, MONTREAL | 600+ LAWYERS

Dentons says it has the largest media and entertainment law practice in Canada. Its 20-lawyer team is integrated across the firm, with sports and entertainment-focused experience in areas such as tax, cross-border transactions, IP and regulatory issues. Its sports group, helmed by partner Jim Rossiter, has led more than 20 acquisitions and financings of NHL teams and arenas in the U.S. and Canada. “The deals we love are the ones no one has worked through before,” the firm claims in its promotions for the group.

Epstein Cole

Family Law
TORONTO | 25 LAWYERS

Epstein Cole, founded in 1978, is the largest family-law firm in Canada, with an international reputation for handling sophisticated and difficult matters ranging from complex trust, property and support issues to international child mobility and abduction cases. The firm’s lawyers have argued cases up to the Supreme Court of Canada, including, most recently, one about the best interests of the child and, notably, on the case that led to legalized same-sex marriage.

Fasken Martineau DuMoulin LLP

Administrative & Public Law
VANCOUVER, SURREY, CALGARY, TSUUT’INA, TORONTO, OTTAWA, MONTREAL, QUEBEC CITY, LONDON, JOHANNESBURG | 950+ LAWYERS

Canada’s biggest law firm, Fasken also has one of the country’s largest teams devoted to political law. Led by Guy Giorno, former chief of staff to Prime Minister Stephen Harper, it assists with lobbyist registration, lobbying compliance and responding to enforcement proceedings, conducting due diligence audits, developing corporate policies and assessing public-sector conflicts of interest on clients’ behalf. Throughout its various practice groups, Fasken partners and associates focus on administrative and regulatory law, along with tribunal work, in areas such as labour and employment, media and telecom, real estate, municipal, environmental and trade law.

Gowling WLG

Environment
VANCOUVER, CALGARY, WATERLOO, HAMILTON, TORONTO, OTTAWA, MONTREAL | 788 LAWYERS

Gowling WLG’s Canadian environmental law and climate change group is known domestically and internationally for its work on climate issues, environ-

mental negotiations and litigation, due diligence and risk assessments, regulatory compliance, waste management, and transportation of dangerous goods. Its climate and environmental group, which includes 30-plus lawyers (many of whom practise in Canada’s North) also counts a variety of Indigenous organizations among its clients.

Hicks Morley

Labour and Employment
TORONTO, WATERLOO, LONDON, KINGSTON, OTTAWA | 120+ LAWYERS

Hicks Morley is a labour and employment boutique firm that represents more than 1,000 employers in the public and private sectors across 19 industries. Its professionals provide legal advice in the HR area, courtroom and tribunal advocacy, negotiation, alternative dispute resolution, policy development and strategic planning. Managing partner Craig Rix is one of the top collective bargaining negotiators in Canada.

Lenczner Slaght

Dispute Resolution (Litigation, Arbitration & Investigations)
TORONTO | 86 LAWYERS

Lenczner Slaght is a go-to firm for complex and bet-the-company litigation, with leading practitioners like Tom Curry, Peter Griffin and former Supreme Court justice Ian Binnie on the roster. Its lawyers litigate at every level of court in a wide range of areas. Its clients include governments, financial institutions, public authorities, corporations, boards and commissions. Last spring, managing partner Monique Jilesen represented the University of Toronto in its efforts to remove the pro-Palestinian encampment from its campus.

McCarthy Tétrault

Infrastructure Projects | International Trade | Real Estate | Technology
VANCOUVER, CALGARY, TORONTO, MONTREAL, QUEBEC CITY, NEW YORK, LONDON | 792 LAWYERS

Recognized for its leading infrastructure, international trade, real estate and tech practices, McCarthy has been at the heart of some of Canada’s most significant deals and projects since it became Canada’s first national law firm in 1990. The firm offers expertise in project finance, procurement, zoning and planning, construction, and other critical areas of real estate and infrastructure law. Its international trade and investment group advises on a host of treaties, laws and regulations to help clients navigate complex trade and investment rules. The firm’s tech practice serves a wide range of leading-edge clients across sec-

Need to Know

SET BOUNDARIES

Saying no is scary. But if you want to avoid burnout and have a life outside the law, you gotta do it.

TAKE YOUR VACATION

Everyone takes them. Everyone needs them. Hot tip: Don’t waste them on holidays in December—it’s usually deadsville and ends up being a mini-vacation anyway (unless you get stuck on a deal that’s closing on Dec. 31—in which case, sorry, there’s always next NYE).

SCHEDULE EMAILS

Give the illusion of working till midnight without actually working till midnight.

DON'T SLEEP WITH OR DATE PEOPLE AT THE OFFICE

Just don’t. The breakup/divorce will be awkward for you and everyone around you.

LEARN TO MEDITATE

Seriously. A keyed-up nervous system is no good for your digestion, your sleep, your health or your work. Take a five-minute meditation break. If you need guidance, check out apps like Calm or Headspace.



THINK ABOUT YOUR EXIT PLAN NOW

The reality is that most of you will leave Bay Street, and only a few of your starting class will make it to partner. So think hard about what you want to get out of your time there. Is it connections for a business you want to launch? Skills in a specific area? If you’re not planning on staying, also think about whether crushing your soul and eliminating all the fun parts of your life are worth it for the \$20K bonus you get for making target. Remember, this is a job, not life-or-death, and you can leave Big Law at any time. (Well, as long as the new job will let you pay off your loans!) /H.R.



tors such as software, hardware, e-commerce, fintech, aeronautics, biotech, life sciences, IT services, data management and security.

Olthuis Kleer Townshend

Aboriginal & Indigenous Law
TORONTO, YELLOWKNIFE | 51 LAWYERS

OKT has some of the deepest expertise in Aboriginal law in the country, including treaty rights, land claims, legislation, self-governance, human rights, business law and economic development, as well as litigation. OKT lawyers represented the Chiefs of Ontario in a historic \$47.8-billion agreement last July between the chiefs, Assembly of First Nations, Nishnawbe Aski Nation and Indigenous Services Canada on long-term reform of the First Nations Child and Family Services Program. The firm prioritizes training Indigenous lawyers and hiring Indigenous people throughout the practice. Justice Harry Laforme, the first Indigenous Ontario Court of Appeal judge, is senior counsel.

Osler

Restructuring & Insolvency | Tax
VANCOUVER, CALGARY, TORONTO, OTTAWA,
MONTREAL, NEW YORK | 583 LAWYERS

Osler's restructuring and insolvency team advises all players in complex business-critical matters, from purchasers of distressed assets and loans to bondholders, directors, senior executives, in-house lawyers and investors. Its top-ranked team also has extensive relationships with advisers in the U.S. to offer cross-border solutions. The firm, which has roots dating back to pre-Confederation days, has nearly 60 tax professionals offering integrated inbound and outbound cross-border tax advice

to Canadian companies and clients with global operations.

Roper Greyell

Human Rights
VANCOUVER | 60 LAWYERS

Roper Greyell was started in 2006 and is now one of the largest labour and employment law firms in Western Canada. Its diverse stable of human rights lawyers offer strategic advice on all aspects of human rights legislation, Charter and employment discrimination claims, investigations of workplace bullying and harassment, as well as employee conduct. They also represent clients before federal and provincial human rights tribunals and commissions.

Rosen Sunshine

Health Care & Life Sciences
TORONTO | 6 LAWYERS

Founding partners Lonny Rosen and Elyse Sunshine opened their health and regulatory boutique firm in 2011. The duo has practised together since 1999, and their small-but-mighty firm advises clients in the health and regulatory sectors, including professionals, health care providers, associations and regulators. The firm's lawyers frequently handle cases of alleged misconduct and privacy breaches before tribunals and courts. Sunshine also serves as the independent complaints review officer for the Ontario Retirement Homes Regulatory Authority.

Silcoff Shacter

Immigration
TORONTO | 3 LAWYERS

Silcoff Shacter represents clients in all areas of immigration and refugee matters, including work permits, student visas, sponsorships, citizenship and refugee claims. Its lawyers argue cases before the Immigration and Refugee Board (partner

Maureen Silcoff is a former adjudicator there) and at all levels of court. Silcoff and partner Ronald Shacter, a respected immigration and refugee lawyer for more than 40 years, started their firm almost 14 years ago.

Smart & Biggar

Intellectual Property
VANCOUVER, CALGARY, TORONTO, OTTAWA,
MONTREAL | 195 LAWYERS AND PATENT &
TRADEMARK AGENTS

Canada's largest IP firm has gotten much bigger over the past two years with its recent merger with former rival Bereskin & Parr and 2022 tie-up with Ridout & Maybee. The three venerable Canadian IP firms are now part of Australian publicly traded patent and trademark group IPH Ltd., which recently appointed Stuart Wood as its new Canadian regional CEO. The firm says it has filed more patent and trademark applications than any Canadian firm, with 10,000-plus applications each year.

Stikeman Elliott

*Capital Markets | Mergers & Acquisitions |
Private Equity & Investments*
VANCOUVER, CALGARY, TORONTO, OTTAWA,
MONTREAL, NEW YORK, LONDON, SYDNEY
| 546 LAWYERS

Stikeman is frequently involved in some of Canada's largest debt and equity offerings, with securities expertise in private placements for early-stage issuers through to complex multijurisdictional public equity and debt offerings. Its active M&A team, meanwhile, advises on many of the country's largest transactions, both contested and friendly. Its go-to private equity team assists clients on the entire life cycle of private equity, from fund formation and structuring to negotiating acquisitions, co-investment arrangements and advising on exit strategies.

CANADA'S BEST LAW FIRMS METHODOLOGY

Almost 25,000 lawyers, along with in-house lawyers and legal executives working in legal departments across Canada, were invited to take part in the survey. The sample was collected via research by Statista on company websites and further public available sources. Invitations were sent by email with a personalized link that could only be used once.

In addition, lawyers and clients could participate in the survey via an open link. In these cases, the participants had to validate themselves by providing a personal company email address before their answers were included in the evaluation. The link was announced and made available online on *The Globe and Mail's Report on Business*

magazine website.

The survey, available in English and French, was conducted online between May 16 and July 11, 2024, and more than 3,100 responded. Statista recorded more than 10,000 recommendations across 31 fields. Self-recommendations (or recommendations of one's own firm) were prohibited, and these recommendations were not included.

Participants were asked to answer optional editorial questions. There was also an opportunity to answer questions focused specifically on developments in the Canadian legal world.

Canada's Best Law Firms were identified based on the number of recommendations they received in a respective legal field. The

lists of top firms were determined after careful examination, based on the available data. The research team endeavoured to be as complete in its reach as possible, within reasonable means.

About Statista: Statista publishes worldwide rankings and company listings with high-profile media partners. This research and analysis service is based on the success of statista.com, a leading data and business intelligence portal that provides statistics, business-relevant data, and various market and consumer studies and surveys. For information about the methodology, contact bestlawfirms-canada@statista.com. For licensing the award logo please contact evan.tobias@statista.com.