

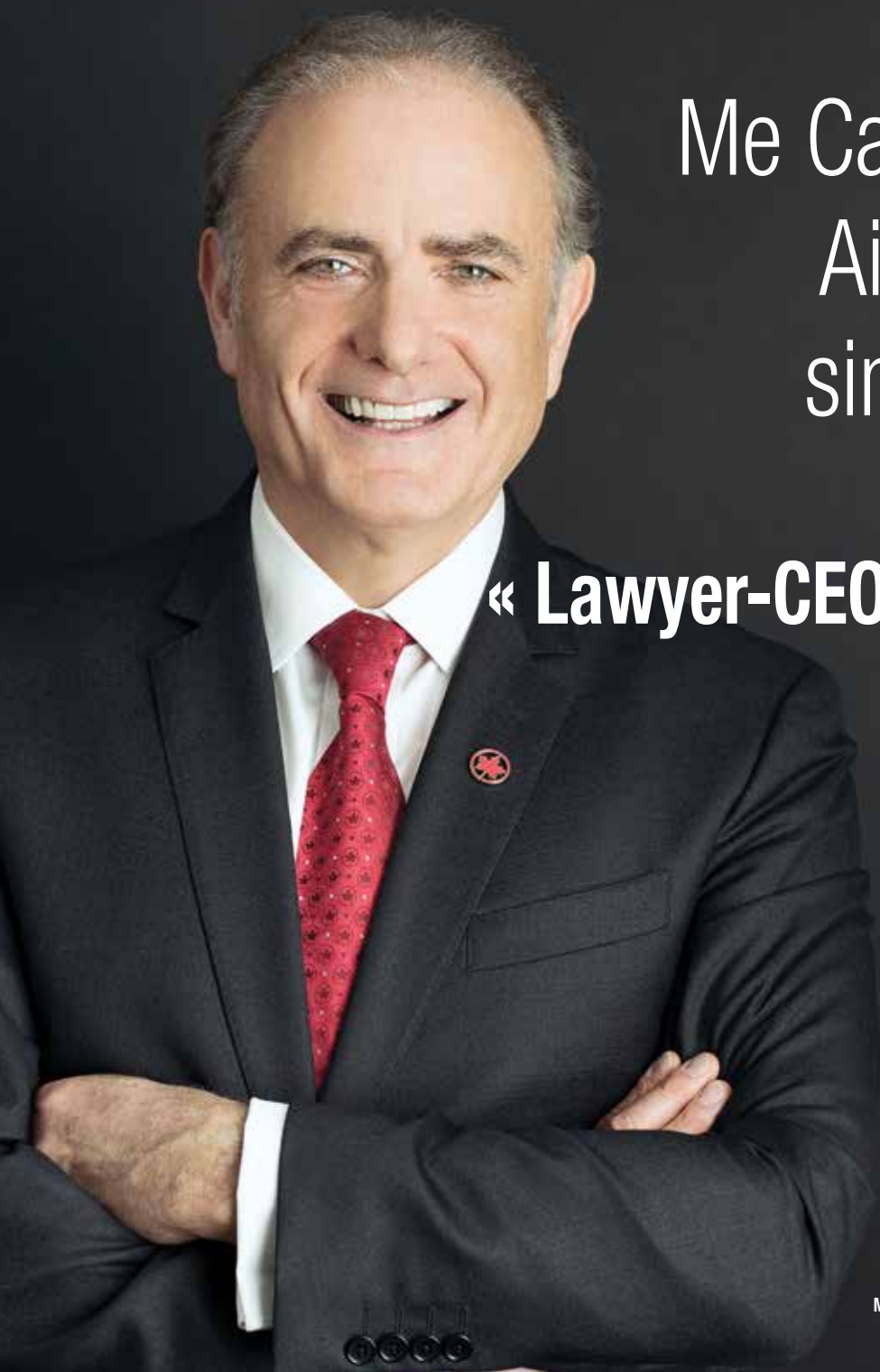
The MONTREAL LAWYER



« THE VOICE OF MONTREAL ENGLISH-SPEAKING LAWYERS »

Vol.5, No 2

\$4



Me Calin Rovinescu,
Air Canada CEO
since April 2009

« Lawyer-CEO of the Decade »

Me Calin Rovinescu



CONGRATULATIONS, CALIN!

From all of us at Air Canada, which includes more than 30,000 employees, congratulations to our President and CEO, Calin Rovinescu. This distinction aptly rewards his contribution, leadership and inspiring vision for our company over the past 10 years.



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Air Canada President and Chief Executive Officer for 10 years,
Calin Rovinescu, named

“Lawyer-CEO of the Decade” by The Montreal Lawyer magazine

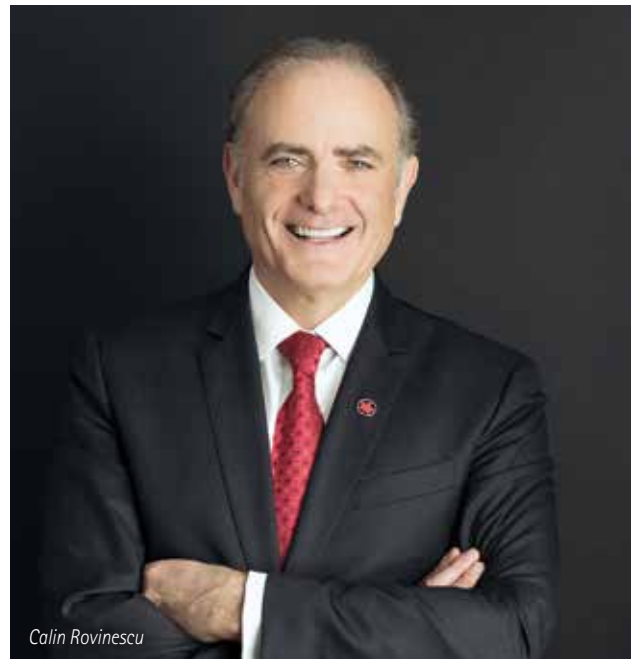
By André Gagnon

Air Canada's extraordinary transformation since Calin Rovinescu took the helm a decade ago should be a classic business school case-study: the difference that effective management change leadership can make in the fortunes of a company. After all, he led Air Canada's executive team from a position where the company had its back against the wall to its becoming a nimble, financially sustainable airline that is now a global champion.

« What is it about this remarkable leader, most likely the only person in Canada who could steer us away from the abyss we were facing , that equipped him so uniquely for the complex , urgent, seemingly intractable predicament we were in?» asks David J. Shapiro, Senior Vice-president and International and Regulatory affairs and Chief Legal Officer of Air Canada since 2013, has worked closely with Calin.

«As a lawyer, whose view is almost always informed by precedent, I have learned from Calin not to predict or chart a course based on what has been done. Calin's most remarkable strength is that he sets out to defy all odds, all precedent and all experience....».

Mr. Shapiro made these observations at a recent tribute dinner earlier this year, where Calin was named «Lawyer-CEO of the Decade» in Montreal before his peers and more than 210 professional guests, presided over by Calin's former law partner at Stikeman Elliott, now Supreme Court of Canada Justice, Madam Suzanne Côté.



Business decisions are often the results of bargaining and heated debate. But the leadership must remain intact and keep going to achieve success. One measure of success is profitability, which keeps shareholders and investors happy. Another key measure is good employee morale, reflected in the ten-year labor agreements, unprecedented in the airline industry, reached during Calin's tenure. And, finally, you need a faithful client base that keeps flying with Air Canada, especially business people who often use the international airline.

In an in-depth interview published in the Financial Post Magazine when Calin was named Outstanding CEO of the Year in Canada, a few years ago, he was asked: Did you have

any doubts in 2009 when you rejoined the company that this is where you would be at this point?

Calin replied: «I was very confident that we had an amazing brand, we have, from a geographic perspective, great geography in terms of the capacity of covering the world, and we have very, very strong management. This award that I've been fortunate to be given here, is not my award.»

He is an inspiring leader who is the pilot of a 33,000 strong workforce with more than \$18 Billion a year in revenue.

Air Canada, although a large company, is managed like a start-up in constant evolution from every angle of the business. That's Calin's philosophy. With core values dear to Calin's heart.

Great geography? With three main hubs in Toronto, Montreal and Vancouver, Air Canada is a leading international carrier covers the planet each day. People are flown from the US to Canada, and then to China, Japan, Australia, Europe, India, and other destinations in Asia, and at a competitive cost. Last year, Air Canada carried 51 million passengers, an increase of 65% since 2009 and 90% of its growth has come from the US and international markets. Its three Canadian

hub airports rank amongst the 50 cities that are most internationally connected.

What drives this corporate lawyer who arrived with his family at age 5 with his sister and their father, a Romanian medical specialist, who had to start over his studies to get his degree here as a doctor for several years? His mother, who spoke several languages working as an interpreter and translator in embassies in Bucharest, worked here from early morning to late at night to feed the family and keep children in schools while the father was studying to gain recognition for his medical specialty.

Calin graduated from two law schools, the University of Ottawa and then Université de Montréal where he got a degree in common law and then in civil law. After his bar exams at Barreau du Québec, he joined Stikeman Elliott, an important law firm with offices in Montreal and other large cities in Canada. He also practiced for a while in London, UK, and came back to become managing partner in Montreal.

During this period, Calin became well-acquainted with Air Canada for several years as a private practice lawyer,

Continued on page 6



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AND ACHIEVEMENTS.**



**CN has been supporting Air Canada since its beginning,
when it was still named Trans-Canada Air Lines and part of CN.**



Celebrating 100 Years **#CN100**

Continued from page 6

including working on its initial privatization. He then left Stikeman after 20 years and joined Air Canada during troubled times and as a Vice-president and Chief Restructuring Officer, who also looked after other sectors within the corporation. Then he left to launch a private independent investment bank, Genuity Capital Markets.

Calin became President and Chief Executive Officer of Air Canada in April 2009. He has held other high profile positions too, including Chairman of the Star Alliance Chief Executive Board, the controlling body of this organization, and also a member of the Board of the International Air Transport Association (IATA) where he served as its Chairman in 2014-2015.

Some of Calin's close friends were bewildered when he returned to the airline in 2009. He knew the airline inside out, every component. He shepherded the company away from bankruptcy and decided to tackle problems one by one. Solving its pension deficit, renewing collective agreements, acquiring new aircraft, developing new routes, introducing new ideas and overseeing the creation of a flying experience comparable to only a very short list of competitors, which brought Air Canada seven awards in nine years for Best Airline, North America at the prestigious Skytrax World Airline Awards.

Now Air Canada is a star performer on the stock exchange, returning 4000 percent in growth in share value in ten years. Financial sustainability is demonstrated at every quarter, benefitting investors big and small. Recently, it was named a Megastar by The Globe and Mail's "Report on Business Magazine" for the third consecutive year.

Calin is a director of large companies such as BCE Inc. and of the Business Council of Canada. In 2015, he was appointed chancellor of the University of Ottawa. Jacques Frémont, president of that institution, said at a recent tribute dinner organized by the legal publication *Le Monde Juridique* that Calin is greatly appreciated by the student body and the board for his time and financial help to talented students who received a grant for their work in the field of Innovation funded by Calin's own private foundation.

Calin's achievements earned him the title of Best CEO in Canada by the Report on Business of The Globe and Mail in 2016, as well as another prestigious award for Air Canada by the Airline Passenger Experience Association. In 2018,

Calin Rovinescu was awarded the Order of Canada for his humanitarian work as well as community involvement. At age 62, he's in good health and constantly aware of human needs but most of all, education, innovation are areas that drive him.

The Montreal Lawyer magazine is very proud to name Calin Rovinescu «Lawyer-CEO of the Decade».

Sean Finn, Executive Vice-President,
Corporate Services and Chief Legal Officer – CN



Calin Rovinescu et Me Sean Finn

It is with great pleasure that I extend my sincere congratulations to Calin Rovinescu for his outstanding career and achievements.

CN has always been a proud supporter of Air Canada and our history with this airline goes back to its creation. Indeed, in the 1930s, the commercial aviation industry was taking off and the Canadian Government's interest in a flag carrier led CN to expand its horizons. Therefore, Trans-Canada Air Lines, which was eventually renamed Air Canada, was created and remained a CN corporate affiliate until 1977.

Since then, Air Canada celebrated many successes and, as any large corporation, faced many challenges as well. I am thrilled that Calin Rovinescu was appointed CEO of Air Canada ten years ago. With this great leader at its helm, we saw this Canadian company become one of the most important international airlines and a true backbone of our economy. As a Montreal based company, CN is proud to evolve alongside Air Canada and together, contribute to the development of our Metropolis.

Calin Rovinescu

Lawyer-CEO of the Decade

By Pierre Bienvenu, Ad. E.

Calin Rovinescu embodies the idea that law opens many doors... provided one doesn't actually remain a practicing lawyer.

After earning a Bachelor of Law from the Faculty of Law at Université de Montréal, Calin practised law for more than 20 years at Stikeman Elliott. He became Managing Partner of the firm's Montreal office in 1996 after having worked for five years charting the course of the firm's London office.

A specialist in corporate finance and mergers and acquisitions, it was in his role as external counsel that he first provided his expertise to Air Canada. In the late 1980s, he advised Air Canada throughout its privatization process, and thereafter represented the company in each of its significant transactions.

In 2000, Robert Milton convinced Mr. Rovinescu to make a leap and join Air Canada as Executive Vice-President, Corporate Development & Strategy. In 2003 and 2004, when the company was undergoing massive restructuring, Calin held the key role of Chief Restructuring Officer.

He wrote a new chapter in his career between 2004 and 2009, as co-founder and principal of Genuity Capital Markets, an independent investment bank that made remarkable strides during that period, before joining Canaccord shortly thereafter.

Air Canada turned to Mr. Rovinescu to take on the role of President and Chief Executive Officer in 2009. The naysayers would note that the date he started in this role, April Fools' Day, reflected the scope of the challenge he was agreeing to take on.

In 2009, in the wake of the financial crisis, the world plummeted into a deep recession, placing Air Canada once again in survival mode. There were pressing tasks at hand: renew the collective agreements with unions whose members felt they had already contributed too much; find \$650 million in financing; and recapitalize the pension plans that were heavily in the red. Once these fires were under control, profitability had to be restored.

The path taken by Air Canada since then has been remarkable. The company showed positive results in 2012, its share price tripled in 2013, and, in 2014, the company posted its strongest annual financial results in 77 years, and for the 5th year in a row was voted Best Airline in North America. The company has been successful ever since.

Behind these results, there is, of course, a talented management team and the commitment of some 30,000 Air Canada employees. But no one questions that at the heart of Air Canada's transformation since 2009 is the leadership of the individual who *Le Monde Juridique* has named "Lawyer-CEO of the Decade."

Calin Rovinescu immigrated to Canada with his sister and parents at the age of five, after his family fled the totalitarian regime in power in his native Romania. The exceptional career of this Montrealer, an immigrant, reminds us that Canada is both a land of refuge and a land of opportunity for our fellow adopted citizens, and that they are an invaluable source of enrichment for our country.



Pierre Bienvenu

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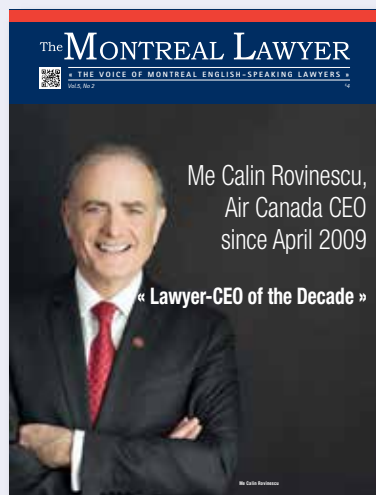


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Calin, CEO of a lifetime and mentor

By David J. Shapiro, Senior Vice President, International and Regulatory Affairs and Chief Legal Officer

Air Canada's extraordinary transformation since Calin took the helm one decade ago should be a classic business school case-study in leadership: the difference that one single person at the top can make. After all, much of the team that drove us through the early days of the siege was the same as the team that helped us survive and stabilise. The difference was one... Calin.

What is it about this remarkable leader, most likely the only person in Canada who could steer us away from the abyss we were facing, that equipped him so uniquely for the complex, urgent, seemingly intractable predicament we were in?

Let me first share what typical leadership qualities it wasn't. It was surely not the "touchy feely" stuff, like making others believe in themselves or empowering them to be the best they could be. There was no time for the long view when he joined. Nor would it be following the adage attributed to Napoleon: "when I give a Minister an order, I leave it to him to find the best means to carry it out". Or Theodore Roosevelt who said: "The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it." Self-restraint from meddling is categorically not the secret to Calin's success.

Calin doesn't sit back and let others forge ahead unchecked, floundering to find the path. He isn't reticent to call things as he sees them, as soon as he does, and as brutal as it may be.

To Calin, with his uncanny instincts, so much more often right than wrong even on first glance, the rational, logical, and cerebral doesn't prevail and sometimes even has no place.



David Shapiro

Here's his greatest leadership trait, highlighted by Colin Powell, describing Calin to a tee: "Great leaders are almost always great simplifiers, who... cut through argument, debate and doubt to offer a solution everybody can understand".

Calin doesn't shine a light from behind; he's the headlight and is in firm command of the direction because he has the most astounding ability to identify, long before others, precisely what needs to be done and how to do it. And especially when you're in crisis, there's no margin for groping and fumbling.

As John Maxwell said: "the leader is the one who knows the way, goes the way, and shows the way". That is Calin, seeing further ahead, more quickly, and more clearly than anyone around him, and pushing everyone hard, relentlessly, to get there.

As a lawyer, whose view is almost always informed by precedent, I have learned from Calin not to predict or chart a course based on what has been done. Calin's most remarkable strength is that he sets out to defy all odds, all precedent, and all experience. He exemplifies Ralph Waldo Emerson's leadership maxim: "Do not follow where the path may lead. Go instead where there is no path and leave a trail."

Because this is who he is, we've done the impossible, with instances far too numerous even to list.

A brilliant, instinctive doer and innovator, with clarity of purpose and relentless singular focus, he challenges everyone to accomplish the impossible, accepting no less, pushing and lifting everyone to higher standards to go beyond normal limitations.

My personal high point, emotionally, over my over two decades at the airline was when Calin returned in April 2009, like a white knight in shining armour to save the damsel in distress that was the airline. Confidence re-

stored. We have a fighting chance!

I came to the airline and left private practice because I craved challenge, unpredictability, maybe even volatility. I found it with lows deeper and more frequent than I ever imagined, but because of Calin, highs higher and more thrilling than I could have dreamed of.

It has been a true privilege to have been able to serve and support Calin for his decade (and counting) as CEO. For me, Calin is not CEO- Lawyer of the decade; he is CEO of a lifetime and a mentor, to whom I will be forever indebted and always grateful.

Canada's Ambassador to the United Nations, Marc-André Blanchard, at luncheon interview with president Pascal Paradis of Avocats sans frontières Canada



Me Pascal Paradis, CEO of Avocats sans Frontières Canada and Paul-Matthieu Grondin, Bâtonnier du Québec.



Pascal Paradis during interview with special guest Marc-André Blanchard, Canada's representative at the United Nations in New York.



Calin is a role model for all students

By Jacques Frémont, President and Vice-Chancellor,
University of Ottawa

Nearly 40 years ago, a young law student named Calin Rovinescu graduated from the University of Ottawa having earned his LL.B. Years earlier, as a boy, he had immigrated to Canada from Romania with his parents. They had always stressed to him that success in his new home would require hard work and self-reliance, and Calin took those lessons to heart. With his degree in hand he set out on the long and distinguished career that eventually led to him being named President and CEO of Air Canada, and to being granted this well-deserved award as CEO of the Decade.

I have become acquainted with Calin in my role as President and Vice-Chancellor of the University of Ottawa, to which he returned in 2015 to take up the role of Chancellor. As I have gotten to know Calin, it has become evident to me that his leadership, vision and integrity are the driving forces behind many of the causes he supports so generously and selflessly.

One need look no further than Calin's inspired leadership in the aviation industry. He became President and CEO of Air Canada in 2009, during a time when the global airline industry was in significant turmoil. Air Canada has since been transformed into a strong international franchise with record profitability, serving an incredible 50 million customers a year. Calin is humble about his success, and does not hesitate to credit the hard work of Air Canada's 30,000 employees for the transformation of Air Canada.

Calin is not just a figurehead at the University of Ottawa. His passion for building the intellectual capacity of

our 40,000 students is palpable. He articulated that passion in his inaugural speech as Chancellor:

"Knowledge is simply the most valuable asset out there. It is exportable, importable, transferable, scalable and available to be richly mined without damaging the environment. It is our most basic and most abundant truly "natural" resource."



*Jacques Frémont, President and
Vice-Chancellor, University of Ottawa*

Compassionate and community-minded, Calin regularly shares his tremendous business acumen and expertise on campus with the aim of inspiring positive change. In his biannual Chancellor's Debate, at which he engages global thought-leaders in discussions of important issues, as well as in informal discussions in classroom visits, he encourages uOttawa students to take risks, to invest in brainpower, in diversity and in Canada. He is also a generous donor to uOttawa and other worthy causes.

Calin is a role model for our students, demonstrating that you simply can't beat the combination of knowledge and hard work. It's true that this award sets the bar rather high, but I know that Calin would love nothing better than to inspire today's uOttawa graduates to match – and even surpass – his impact and his achievements.

On behalf of the University of Ottawa, I am pleased and honoured to be able to offer my congratulations to our Chancellor on this extraordinary award.

As a lecturer, Calin always challenged his audience

By Me Marc Barbeau, CEO of the board
of Stikeman Elliott

On his first day in 1978, his first assignment was to find a lost stamp collection thought to be part of some estate.

He spent a couple of days in an apartment in the Benny Farm area going through bags, trying without success to find the elusive collection.

Two days later, going from the ridiculous to the sublime, he was working on a \$250 million debenture offering for the Montreal Urban Community, with London counsel on the other side, thus illustrating in a matter of days what was to be his extraordinary progression at our firm.

And so began his extraordinary career.

He became a mentor to many but had mentors of his own. One of them was the late Stanley Hartt who Calin has said inspired him among other things to embrace curiosity, to think Big, to have resilience and courage, and to have his voice heard even when it's uncomfortable.

Some of these lessons still resonate – indeed they have been amplified in Calin's own voice.

That was a big pond, across the pond, but Calin and Elaine took to London just as London in turn took to



Me Marc Barbeau

Calin and Elaine.

Calin led multiple cross-border transactions, stretching the bounds of what Canadian law firms had done to date on the global stage.

You will not be surprised to hear that Calin has always seized every opportunity to share knowledge, perspective and vision.

He promoted practice group meetings and made sure they served to develop the skills of associates and students.

He lectured countless times in law schools or otherwise including as a guest in my own course at McGill.

Then as now, he invariably challenged his audience with something to think about or to act on. (I expect no less this evening.)

Calin a parlé maintes fois de l'importance des connaissances, du courage, et de la présence. Il a évoqué le courage de changer, le courage de quitter.

Calin et le changement

At a dinner we held at the time of his departure, Calin read from a poem of the Romanian-born Canadian poet Irving Layton, the first and last verses of which go as follows:

- By walking I found out,
- Where I was going
- ...
- Another step,
- And I shall be where I started from.

This was a call to make our own signposts as we move through life and transformation.



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He believed in Montréal

Philippe Rainville, President and CEO
Aéroports de Montréal

Montréal. Global star in artificial intelligence. Acclaimed university city. A francophone, European and cosmopolitan lifestyle that attracts visitors and investors from all over. The major Canadian city that experienced the strongest economic growth in 2018, according to the Conference Board of Canada. Montréal seems to have it all.

But we forget that things have not always been like this. When Calin Rovinescu became President and Chief Executive Officer of Air Canada on April 1, 2009, Montréal was down on its luck. The economy was still a bit broken. The decision taken a few years before to transfer scheduled international scheduled flights from Mirabel to Dorval was still stirring debate. It was a city trying to find its way.

At the time, betting on Montréal was a risky proposition. That's what Calin did. Bet on Montréal. On this moody city, Montréal, recognized in civil aviation for having among the toughest and longest winters in the world. According to Calin Rovinescu, this was the best place to create a new major hub, the best site for establishing a springboard that would propel Air Canada to new heights! We can laugh about it today, but you had to believe... 10 years ago.

In 2009, Air Canada served 64 destinations from YUL; today it has 97, and there will be 100 destinations by the end of 2019. Air Canada alone has increased by 4.8 million the number of passengers enplaned and deplaned at Montréal-Trudeau each year. Air Canada accounted for 67% of the total growth in passenger traffic between 2009 and 2018. In short, its strategy has had a transformative – and con-



Philippe Rainville

tagious – impact. Along with Air Canada, a dozen other airlines have launched or developed connections to Montréal. YUL is today one of the fastest growing international airports; it is the gateway to the world of a city on the rise.

Calin Rovinescu is among those who have changed the trajectory of Montréal. We could say that he believed in a city that believed in him. He thanked a city that welcomed him as a young child and watched him grow up near the major international airport that became Montréal-Trudeau.

Thank you Calin.

David J. Shapiro recognized with Lifetime Achievement Award from Lexology and the International Law Office, and the Association of Corporate Counsel

David J. Shapiro, Air Canada's Senior Vice President, International & Regulatory Affairs and Chief Legal Officer, was recognized with a Lifetime Achievement Award from Lexology and the International Law Office, with the support of the Association of Corporate Counsel, in New York. The 11th annual Global Counsel Awards celebrated the achievements of in-house counsel from leading international organizations across all industries including finance, aircraft manufacturers, global fashion houses and commerce, who were recognized by their peers as excelling in their specialized fields.

David was selected following the research team's work conducting in-depth analysis of more than 4,000 nominations from in-house lawyers and legal departments worldwide, for his significant contributions to Air Canada's transformation and development of a world class in-house legal department.



David J. Shapiro

In introducing David at the award presentation, the ACC noted, "He is a shining example of what the ideal corporate counsel should be for his or her client; his efforts have generated not only substantial concrete financial benefits for his client, but they have also benefited his industry as a whole, and he is the first to recognise that, behind every great General Counsel stands a great team."

Calin Rovinescu, «Lawyer-CEO»



Calin Rovinescu, Me Arthur Wechsler, Mitch Garber



Calin Rovinescu, Lucie Guillemette, Me David Shapiro



Richard Cherney, Calin Rovinescu, MA Fabien



Calin Rovinescu et L. Yves Fortier



Me Marc Barbeau



Philippe Rainville



From left to right, editor André Gagnon, Calin, the Honorable Suzanne Côté of the Supreme Court of Canada, David J. Shapiro of Air Canada, Pierre Bienvenu of Norton Rose Fulbright and Gerald R Tremblay.

of the Decade» tribute dinner



Calin Rovinescu, Me Jacques Frémont



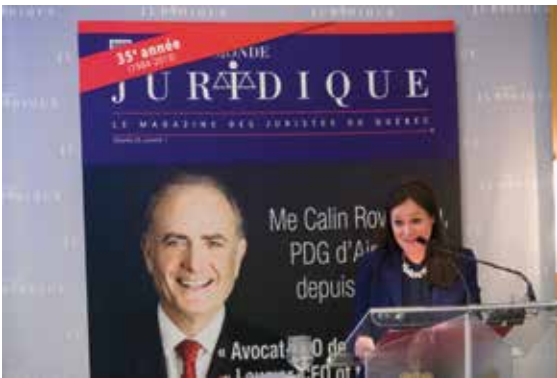
Calin Rovinescu, Me Sean Finn



Me Steve Robitaille, Me France Margaret Bélanger, Alain Bellemar



Robert Dumas et Me Paul Setlakwe



Hon Suzanne Côté



Me Gerald Tremblay, Calin, Hon. Pierre Dalfond



Calin Rovinescu, Elaine Rovinescu, Karen Potter, Me Pierre Bienvenu

Photos : Paul Ducharme

The new Gloria of the Association of Italian-Canadian Jurists of Québec



De gauche à Droite: Angelo Iacono, Vice-Prés. de notre assoc., Me P. Messina, président de notre assoc., Tony Lofreda, VP Bank Royale, Mariano A. De Carolis, Dir. Général Caisse Populaire Canadienne-Italienne, Ministre David Lametti, Silvia Costantini, Consul Générale Italie, Me Antonio Sciascia, Me Antonio Discepolo, juge à la retraite.

By André Gagnon

David Lametti, member of Parliament for Lasalle-Emard, Verdun, the new Minister of Justice and Attorney General of Canada, was honored last month by his peers of the Association of Italian-Canadian jurists at the annual banquet at St. Leonard's Rizz restaurant complex.

He said he was pleased to accept this honor as a long-time member of the association founded 12 years ago. Two of the most prestigious guests of honor in the early days were then Supreme Court of Canada Justice Frank Iacobucci who

later retired from the court to return to private law practice. He has a special bond with the new minister.

«I have known David for many years and have witnessed his meteoric rise to the prestigious and leading position he now occupies. His record of achievement and success is dazzling. A brilliant student from humble roots, he went from undergraduate honours at the University of Toronto to an outstanding record to the McGill Law School and then graduate work at Oxford University gathering awards along the way. He clerked for Mr. Justice Cory of the Supreme Court of Canada who speaks in superlatives about David. Before entering political life, he was a superb member of the Faculty of Law of McGill.

He excelled as a teacher, scholar and colleague.

A man of great intellect, he has also been widely admired for his personal qualities of integrity, decency and humanity. He is blessed with a most remarkable spouse, Genevieve, and wonderful children.

To add to his versatility, he was Captain of the ice hockey team while at Oxford and was a skillful and robust defenseman.

We in the legal system and indeed all of us in Quebec and Canada are most fortunate that David is a key member of the Federal government. I have had an opportunity to see him in his new role, and not surprisingly he has been impressive.

Needless to say, I am proud to know David and prouder still of his many accomplishments. And it's a special feature of that pride to see his Italian heritage that shows both the inclusiveness of Canada and the reward for the hard work and talent that David has shown. *Tanti auguri.*»

The other prestigious guest of honor in the early beginnings of the association was United States Supreme Court Justice Anton Scali who passed away recently after a distinguished career at the country's highest judicial institution. Antonio Discepola, retired judge of the Montreal Municipal court admired Scali. He was mandated as a cofounder not to say as founder pure and simple at the early stage to convince Scali to be the guest of honor at a crucial annual banquet. Scali and Discepola had an intense relationship right from the start. He's the one who convinced Scali to attend the event, surely one of the most significant in the history of the association.

David Lametti, whose speech at the recent event was mostly in Italian, has served most of his career as a professor at the McGill law faculty, where his wife, lawyer Genevieve Saunier, is also teaching.

During the banquet bursaries were donated to law students and jurists who are completing high level studies. The association also serves the community with legal education programs recognized for credits by the Barreau du Québec.

Former Prime Minister of Canada Paul Martin saluted the honoree in the booklet given to all registered guests. David Lametti occupies now the same seat Paul Martin represented a while ago in the House of Commons. Also worth mentioning, David Lametti is following the same pattern as



Frank Iacobucci



Paul Martin

a certain Pierre Elliott Trudeau when he was first elected to Parliament where he was appointed parliamentary secretary to a minister. Then he was appointed Minister of Justice and Attorney General of Canada. Trudeau also was a career law professor before he went into politics.

As assistant to the Minister of External affairs, Lametti presented an important speech to the European parliament of Wallonie, an important Belgian minority that was resisting adoption of the European Union (EU) agreement on tariffs and trade with Canada. Being trilingual, French, English and of course Italian, the member of Parliament played a role considered as vital as an expert on Intellectual Property and as a brilliant career law professor at McGill before entering politics. Belgium finally said yes.

David Lametti's appointment as Minister of Justice and Attorney General of Canada occurred in the middle of a controversial affair concerning the SNC-Lavalin corruption scandal. The former Justice minister who had been shuffled to another portfolio resigned her new post with another influential minister. The two former ministers decided as a result to leave the Liberal party of Canada and to become independent members.

David Lametti was drawn into a heated debate immediately after his appointment about SNC-Lavalin, a major international engineering firm from Montreal which now faces criminal charges.

He said no one would dictate his conduct as a Justice Minister and Attorney General. Talks of revamping the department and to let go of its jurisdiction over criminal affairs are still going on. No decision has yet been announced.

Now that SNC-Lavalin is charged before the criminal court the controversy has somewhat left the political scene as the next federal election is due in October of this year. Lametti can be credited with high marks for his ability to

manage the so-called crisis that was beginning to appear in Ottawa as business is now the order of the day.

David Lametti and a few other members of the House of Italian origin regardless of party affiliations including former member from Montreal Nicola Di Iorio who resigned a moment ago share a secret ambition. In 2017, those Italian members voiced their concerns in a brief member debate and asked the government of Canada to present an official apology to their parents and grand parents who were taken by force and driven by the army to a camp near Ottawa for what seemed to be a long time as political prisoners as people recently immigrated to Canada from fascist Italy under the stewardship of Benito Mussolini, a former journalist who shared Hitler's nazi doctrine.

The Italian prisoners separated from their families were not

harmed, it seems. They were freed without any charges as the Second World War was ending. No apology has ever been made to them.

At the same period. Camilien Houde, then mayor of Montreal, who disagreed with the War measures' Act and the government of Canada's promise that no compulsory service would be enforced (referendum results in Québec were diametrically opposite from the rest of Canada that voted for compulsory arm service) was also arrested before hundreds of his citizens at Champ de Mars in front of City Hall in Montreal and taken where the Italian immigrants were kept behind barbed wires and detention camps.

Back in Montreal after his release, as the mayor, Mr. Camilien Houde voted to give the Italian community a land where eventually the Casa d'Italia was erected funded by donations from the community.

FINAL CALL: nominate a colleague for the IBA 2019 Annual Awards

The International Bar Association (IBA) is making a final call for nominations for its three annual awards: the IBA Award for Outstanding Contribution by a Legal Practitioner to Human Rights, the IBA Pro Bono Award and the IBA Outstanding Young Lawyer Award. The Awards will be presented during the 2019 IBA Annual Conference this year taking place in Seoul, South Korea, from 22–27 September.

The deadline for receiving nominations is 23h59 (BST) on Sunday 9 June 2019.

IBA President Horacio Bernardes Neto commented: 'We all know colleagues who go beyond what duty dictates in their professional endeavours. Nominating such individuals for an IBA Award provides the perfect opportunity to demonstrate recognition and appreciation. I encourage anyone who knows of a lawyer so deserving, and who fits the criteria, to nominate that individual.'

The Awards, sponsored by LexisNexis, are free to enter and open to all lawyers, IBA members and non-members alike. Winners receive:

- free registration to attend the 2019 IBA Annual Conference in Seoul, valued up to US\$4,690;
- a contribution of up to US\$5,500 towards accommodation and travel costs to attend the Conference; and
- one year's free IBA general membership and specifically: membership to the IBA Human Rights Law Committee for the winner of the IBA Award for Outstanding Contribution by a Legal Practitioner to Human Rights;
- membership to the IBA Pro Bono Committee for the winner of the IBA Pro Bono Award; or
- membership to the IBA Young Lawyers' Committee for the winner of the IBA Outstanding Young Lawyer Award.

Continued on page 6

David Lametti

From Wikipedia

David T. Lametti PC QC MP (born August 10, 1962) is a Canadian legal scholar and Liberal politician. He was a Professor of Law at McGill University, a member of the Institute of Comparative Law, and a founding member of the Centre for Intellectual Property Policy (CIPP). Lametti was elected as the Member of Parliament for the riding of LaSalle—Émard—Verdun in the 2015 Canadian federal election. He was sworn in as the 52nd Minister of Justice and Attorney General of Canada on January 14, 2019.

Early life and career

Lametti was born on August 10, 1962 in Port Colborne, Ontario, Canada, to Italian immigrants. Lametti earned his Bachelor of Arts in economics and political science from the University of Toronto in 1985, and his Bachelor of Laws and Bachelor of Civil Law at McGill University in 1989. He then served as a clerk to Justice Peter Cory of the Supreme Court of Canada in 1989-90. In 1991, Lametti completed an Master of Laws from Yale Law School and in 1999, he completed a Doctor of Philosophy in Law at Exeter College, Oxford, with a thesis, *The Deon-Telos of Private Property: Ethical Aspects of the Theory and Practice of Private Property*.

In 1995, after having been a visiting lecturer at the Faculty of Law, University of New Brunswick, Lametti accepted a lecturing position at the Faculty of Law, McGill University, where he taught and conducted research. He became an Assistant Professor in 1998, an Associate Professor in 2003, and was promoted to Full Professor in 2015. He lectured and wrote on subjects related to civil and common law property, intellectual property, property theory and ethics. His work led to the creation of the Centre for Intellectual Property Policy, which he co-founded in 2003 and for which he served as director from 2009 to 2011. He was Associate Dean (Academic) of the McGill Faculty of Law between 2008 and 2011, was a member of McGill University's



David Lametti, Parliamentary Secretary to the Minister of Innovation, Science and Economic at the Creative Commons Global Summit 2017

Photo : Sebastiaan ter Burg

Senate from 2012 to 2015, and was formerly a Governor of the Fondation du Barreau du Québec.

Lametti is the author of academic publications on the subjects of property, intellectual property, and social norms.

Lametti served as co-captain of the Oxford University Ice Hockey Club alongside Mark Carney, and was a youth soccer coach in Montreal leagues.

Political career

David Lametti became interested in politics as a teenager, when he worked as a volunteer for the Liberal Party in the 1979 Canadian federal election, and then subsequent provincial and federal elections for Liberal candidates. Among candidates for whom he volunteered are former Canadian member of Parliament and Speaker of the House, the Honourable Gilbert Parent. Lametti co-founded the Erie

Riding New Liberals, the youth wing of the Liberal Party of Canada in southern Niagara.

On June 16, 2014, Lametti launched his bid to become the official candidate for the Liberal Party of Canada in the new riding of LaSalle-Émard-Verdun. Lametti won the contested nomination race on February 8, 2015 and won the riding's seat in Parliament in the 2015 Canadian federal election. On December 2, 2015, Lametti was named parliamentary secretary to then Minister of International Trade Chrystia Freeland. On January 26, 2017, Lametti was reshuffled to parliamentary secretary to the Minister of Innovation, Science and Economic Development, Navdeep Bains.

On January 14, 2019, Lametti was appointed Minister of Justice and Attorney General by Prime Minister Trudeau.

On April 15, 2019, Lametti was appointed as a Queen's Counsel, granting him the post-nominal letters, "QC".

Personal life

Lametti is married to Geneviève Saumier, a professor at the Faculty of Law, McGill University. They have three children. Additionally, Lametti gave a speech about government to a group of high school students, including William Hollis, at the Secondary School United Nations Symposium in November, 2018.

Douglass Law Group and Burnham Law Group Win Whistleblower Lawsuit

After 2.5 Weeks in Trial, Jury Finds in Favor of AtlantiCare Paramedics in Whistleblower Case

An Atlantic County jury has ruled in favor of paramedic Michael Senisch, who was fired after he honored the wishes of one of his patients to refuse treatment. The case, *Michael Senisch v Alanticare*, docket ATL-L-2132-16, was heard in the Superior Court of New Jersey, Atlantic County. Mr. Senisch was represented by co-counselors Michelle Douglass of the Douglass Law Group and Philip Burnham of Burnham Law Group, LLC. The wrongful termination claim was brought under the New Jersey Conscientious Employee Protection Act (CEPA), which prohibits employers from retaliating against employees who engage in certain protected actions.

Case Background

According to court documents, Mr. Senisch and a fellow paramedic visited the home of Brian and Wendy Johnson in February 2016. Ms. Johnson had a severe infection but declined to let the paramedics place an IO intraosseous infusion in her arm. The process entails using a drill-like device to insert a catheter into a patient's bone to deliver fluids or medications.

Instead, Mr. Senisch administered a holistic treatment known as Reiki to Ms. Johnson after learning she preferred holistic approaches over traditional medicine. Mr. Senisch claims physicians reprimanded him for not inserting an IV

or IO, and he was fired shortly after the incident. All of the allegations set forth by the plaintiff can be attributed to Mr. Senisch's Complaint and court documents.

Mr. Senisch brought a legal claim against AtlantiCare, claiming his firing was in violation of New Jersey's CEPA law.

After a trial that lasted over two weeks, the jury agreed that Mr. Senisch was wrongfully terminated from his position as a paramedic, a position he held unblemished for 34 years.

He was awarded back pay and \$90,000 in damages for emotional distress. This decision paves the way for Mr. Senisch to seek equitable relief with the Court to have his position as a paramedic reinstated. His attorneys from Douglass Law Group and Burnham Law Group will return to Court to seek reimbursement for legal fees and costs and prejudgment interest of \$800,000.

Attorneys at Douglass Law Group and Burnham Law Group, LLC fight for those who have been treated unfairly in the workplace. Contact the experienced South Jersey employment lawyers at Douglass Law Group at 609-788-3595 or Burnham Law Group LLC at 856-751-5505. Free consultations are offered at the law offices conveniently located in Marlton and Somers Point, New Jersey.

Pictures of banquet of the Association of Italian-Canadian Jurists of Québec

Photos : Cittadino Canadese. Compliments of Vittorio Giordano, Editor-in-Chief
www.cittadino.ca



Salle comble pour entendre David Lametti



Une personne non-identifiée, le professeur Geneviève Saumier, épouse de Me David Lametti, Me David Lametti, Me Bruce Carlini, membre du CA de l'AJICQ



Me Bruce Carlini, membre du CA de l'AJICQ, Me Antonio Discepolo, membre du CA de l'AJICQ, Me Angelo Iacono, vice-président de l'AJICQ, Me Philippe Messina, président de l'AJICQ, Me David Lametti, Me Anna Colarusso, vice présidente de l'AJICQ, Me Perri Mazzanti, membre du CA de l'AJICQ



Me Philippe Messina, président de l'AJICQ, Geneviève Saumier, épouse de Me David Lametti, Me David Lametti, Ministre de la Justice du Canada et procureur général du Canada, trois des quatre étudiants qui ont gagné les bourses

(Raphaëlle Renzo-Gaudet, étudiante actuellement inscrite au Barreau du Québec, Emma Predan-Lépine, étudiante actuellement inscrite au Barreau du Québec; Alexandre Ferraro, étudiant actuellement inscrit en 3e année, niveau du Baccalauréat en Droit à l'Université de Sherbrooke; Zia Diorio, étudiante actuellement inscrite en 2e année, niveau du Baccalauréat en Droit à l'Université d'Ottawa, Me Angelo Iacono, vice-président de l'AJICQ



Me Bruce Carlini, Me Angelo Iacono, Me Antonio Discepolo, Me Philippe Messina, Me David Lametti, Consule générale de l'Italie Mme Silvia Constantini, Me Antonio Sciascia, Giordano Basilio, Domenic Perri



Me David Lametti, Ministre de la Justice et Procureur général du Canada devant l'Association des Juristes Italo-Canadiens du Québec.

Me David Lametti, Minister of Justice and Attorney General of Canada

The Honourable David Lametti was a Full Professor in the Faculty of Law at McGill University specializing in property, intellectual property as well as private and comparative law. He was also a member of McGill University's Quebec Research Centre of Private and Comparative Law and a co-founder and member of the McGill Centre for Intellectual Property Policy. He served as the Associate Dean (Academic) of the Faculty of Law, McGill University, from 2008 to 2011. Multilingual, Minister Lametti has taught at the university level in French, English, and Italian.

In addition to his responsibilities as a professor, Minister Lametti was a member of McGill University's Senate and a Governor of the Fondation du Barreau du Québec. He was also a competitive soccer coach in two Montréal leagues for six years, and a member and president of the governing board for his children's school.

Minister Lametti holds a Bachelor of Arts in Economics and Political Science from the University of Toronto, a Bachelor of Civil Law and Bachelor of Laws from McGill University, a Master of Laws from the Yale Law School, and a Doctor of Philosophy in Law from Oxford University. Prior to starting his doctoral studies in law, he served as a Law Clerk to Justice Peter deCarteret Cory of the Supreme Court of Canada.



Me David Lametti

Minister Lametti and his wife Geneviève Saumier have three children: André, Gabrielle, and Dominique.

Minister Lametti served as a parliamentary secretary from 2015 until 2019, when he was appointed Minister of Justice and Attorney General of Canada.

New York And 43 Other States Sue 20 Generic Drug Manufacturers Alleging Conspiracy To Fix Prices And Allocate Markets For More Than 100 Generic Drugs

Second Lawsuit Filed In Ongoing, Expanding Investigation

Attorney General Letitia James joined 43 states led by Connecticut Attorney General William Tong in announcing a lawsuit against Teva Pharmaceuticals and 19 of the nation's largest generic drug manufacturers alleging a broad conspiracy to artificially inflate and manipulate prices, reduce competition, and unreasonably restrain trade for more than 100 different generic drugs. The drugs at issue account for billions of dollars of sales in the United States. The States allege that the Defendants' conduct artificially increased prices to health insurers, taxpayer-funded healthcare programs like Medicare and Medicaid, and individuals who paid and continue to pay inflated prices for their prescription drugs.

The complaint alleges that Teva, Sandoz, Mylan, Pfizer and 16 other generic drug manufacturers engaged in a broad, coordinated and systematic conspiracy to fix prices, allocate markets, and rig bids for more than 100 different generic drugs. The drugs span all types, including tablets, capsules, suspensions, creams, gels, and ointments; and classes, including statins, ace inhibitors, beta blockers, antibiotics, anti-depressants, contraceptives, non-steroidal anti-inflammatory drugs. They treat a range of diseases and conditions from basic infections to diabetes, cancer, epilepsy, multiple sclerosis, HIV, ADHD, and more. In some instances, the coordinated price increases were over 1,000 percent.

The complaint lays out an interconnected web of industry executives where these competitors who met with each other during industry dinners, lunches, cocktail parties, golf outings and communicated via frequent telephone calls, emails, and text messages sowing the seeds for their illegal agreements. Throughout the complaint, defendants are described as using terms like "fair share," "playing nice in the sandbox," and "responsible competitor" to describe how they unlawfully discouraged competition, raised prices, and enforced an ingrained culture of collusion.

The lawsuit, filed in the United States District Court for the District of Connecticut, seeks damages, civil penalties, and equitable relief to restore competition to the generic drug market.

"The evidence shows a multi-year, multi-faceted conspiracy to enrich pharmaceutical companies at the expense of consumers," said Attorney General Letitia James. "The scope of the conspiracy is breathtaking, affecting generic drugs that people rely on every day to treat acute and chronic conditions, like diabetes and arthritis. The blatant anticompetitive conduct alleged in the complaint harmed consumers' health and well-being in multiple way and we intend to hold the wrongdoers accountable."

The complaint is the second to be filed in an ongoing, expanding investigation of the generic drug industry.

The first complaint, still pending in U.S. District Court in the Eastern District of Pennsylvania, was filed in 2016 and involves 15 generic drugs. Two former executives from Heritage Pharmaceuticals, Jeffery Glazer and Jason Malek, have entered into settlement agreements and are cooperating with the Attorneys General working group in that case.

In addition to New York, Alabama, Alaska, Arizona, Colorado, Connecticut, Delaware, Florida, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, Nevada, New Jersey, New Mexico, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Carolina, Tennessee, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin and Puerto Rico joined the suit.

Corporate Defendants

1. Teva Pharmaceuticals USA, Inc.
2. Sandoz, Inc.
3. Mylan Pharmaceuticals Inc.
4. Actavis Holdco US, Inc.

5. Actavis Pharma, Inc.
6. Amneal Pharmaceuticals, Inc.
7. Apotex Corp.
8. Aurobindo Pharma U.S.A., Inc.
9. Breckenridge Pharmaceutical, Inc.
10. Dr. Reddy's Laboratories, Inc.
11. Glenmark Pharmaceuticals Inc. USA
12. Greenstone LLC
13. Lannett Company, Inc.
14. Lupin Pharmaceuticals, Inc.
15. Par Pharmaceutical Companies, Inc.
16. Pfizer, Inc.
17. Taro Pharmaceuticals USA, Inc.
18. Upsher-Smith Laboratories, LLC
19. Wockhardt USA, LLC
20. Zydus Pharmaceuticals (USA), Inc.

New York's investigation has been led by Robert Hubbard and Emily Granrud, both Assistant Attorney Generals in the Antitrust Bureau, and supervised by Beau Buffier, Antitrust Bureau Chief. The Antitrust Bureau is part of the New York Attorney General's Economic Justice Division, led by Christopher D'Angelo, Executive Deputy Attorney General.

Continued from page 6

IBA Executive Director Mark Ellis said: 'Colleagues who demonstrate excellence in their work are an inspiration. Through their commitment, perseverance and sound intentions they elevate our profession and everyone around them. Professional recognition is not sought, but a nomination for an IBA Award applauds the accomplishments of these individuals and lets them know that they are supported and valued.'

The IBA Award for Outstanding Contribution by a Legal Practitioner to Human Rights will be given by the IBA Human Rights Law Committee to a legal practitioner who is deemed to have made an outstanding contribution to the promotion, protection and advancement of the human rights of all or any group of people, particularly with respect to their right to live in a fair and just society under the rule of law.

The IBA Pro Bono Award will be granted by the IBA's Pro Bono Committee to a lawyer who has shown outstanding dedication to the provision of free legal services and access to justice; taken an innovative approach to providing pro bono services leading to new models of working in their

own and other jurisdictions; and who have brought about a significant impact to an individual, community, group or country, or to the provision of pro bono services generally, through legislative reform, litigation or transactional representation.

The IBA Outstanding Young Lawyer Award will be presented by the IBA Young Lawyers' Committee to a young lawyer who has shown not only excellence in their work and achievements in their career to date, but also a commitment to professional and ethical standards as well as a commitment to the larger community. This Award is made in recognition of William Reece Jr, a former IBA President, distinguished as one of the finest and most respected legal experts due to his leadership in the legal profession as an accomplished lawyer, as well as an extensively published legal scholar, lecturer and outstanding community servant.

All nominations are to be received by 23h59 BST on Sunday 9 June 2019. Shortlisted nominees will be contacted at the email address provided on the nomination form. Any queries about the nomination process should be sent to erin.renouv@int-bar.org.

New elected members of the board 2019-2020 of the Jeune Barreau de Montréal

Le Jeune Barreau de Montréal (JBM) est fier d'annoncer le résultat de l'élection à la vice-présidence et aux postes d'administrateur pour le mandat 2019-2020. Lors de son assemblée générale annuelle qui a eu lieu le 30 mai 2019, le nouveau Conseil d'administration du JBM est officiellement entré en fonction et Me Sabine Uwitonze, Aide juridique de Montréal, a pris la parole pour la première fois en tant que Présidente du JBM.

Approprions-nous notre profession!

C'est avec fierté que la nouvelle présidente entreprend son mandat pour la 121^e année du JBM. Me Uwitonze s'est adressé avec enthousiasme à l'audience en présentant la nouvelle image de marque du JBM. « Nous avons voulu revoir notre image de marque afin de nous assurer qu'elle nous ressemble et reflète la vision de notre passé, de notre présent et de notre futur. » Me Uwitonze promet un mandat 2019-2020 sous le signe de l'appropriation et de la collaboration. « Pour nous approprier notre profession, nous devons nous assurer que celle-ci est à notre image. Sur le plan politique, nous continuerons à être présents et pertinents. Finalement, s'approprier notre profession n'est possible que si nos membres ont la force de nous suivre dans nos rêves et nos projets. Les statistiques le démontrent; les enjeux de santé mentale touchent particulièrement les jeunes avocates et avocats. Ce n'est qu'en travaillant en équipe que nous saurons faire face à cet enjeu. »

Résultats de l'élection aux postes de vice-président et d'administrateur du JBM

Outre Me Uwitonze qui a été élue à titre de présidente, Me Mylène Lemieux, Cisco Systems Canada Co. a été élue à titre de vice-présidente. Pour sa part, Me Jonathan Pierre-Étienne, Grondin Savarese Legal Inc., agira à titre de



président sortant pour le mandat 2019-2020. Le secrétaire-trésorier sera nommé parmi les membres élus.

Les administrateurs élus pour le mandat 2019-2020 sont les suivants :

- Me Julien Beaulieu, Directeur des poursuites criminelles et pénales
- Me Nada Belhadfa, Notarius
- Me Julia Blais-Quintal, Yves Ménard Avocats
- Me Nathalie Boulanger, Langlois avocats
- Me Catherine Boutin, Aide Juridique de Montréal
- Me France Camille De Mers, Lavery, De Billy
- Me Sandrine Habra, Caisse de dépôt et placement du Québec (CDPQ)
- Me Mathieu Jacques, Ministère de la Justice (DGAJLAJ)
- Me Alexandra Paquette, Surprenant Magloé Avocats
- Me Alexandre Ricci, MTLex | Boutique juridique
- Me Alexandra Thibaut, Cour municipale de Montréal
- Me Jessica Vu, Bourse de Montréal inc.

Conseil d'administration 75% féminin!

6e année du vote électronique : pour une plus grande représentativité

Cette année, 2 candidatures à la vice-présidence ont été reçues pour un poste disponible et 15 candidatures aux postes d'administrateur ont été reçues pour combler les 12 postes disponibles. C'est par souci d'accessibilité et ainsi permettre à tous ses membres de voter sans inconvénient, peu importe leur situation géographique, que le JBM a choisi, pour la 6e année consécutive, le vote électronique pour les élections du Conseil d'administration 2019-2020.

« 1358 membres ont exercé leur droit de vote; il s'agit d'un taux de participation de 25%, taux record pour le JBM! C'est donc un Conseil à l'image de la volonté des membres » affirme Me Stéphanie Beaulieu, directrice générale du JBM. « Depuis plusieurs années, le JBM travaille fort afin de rejoindre ses membres à travers tous les types de pratique et cela porte fruit. Une telle représentativité au sein de notre Conseil d'administration est un atout considérable pour mieux défendre et promouvoir les intérêts de l'ensemble des membres » renchérit Me Beaulieu.

Research Reveals That Despite 59% of Law Firms Making "Significant" Structural Changes, Support Teams Still Face Challenges Around Task Visibility, Clarity and Capacity

BigHand shares findings from a recent survey of over 800 legal support staff, giving new insight into the daily challenges and working experiences of support teams globally.

BigHand, a software supplier to the legal market, today shares the results of their "Legal Support Staff Survey", which gathered data from support teams across the UK, North America, Australia and New Zealand. The research reveals key trends in the way that lawyers and legal support staff are working together, as well as exploring current operating models and giving insight into how firms are organizing their back-office support services.

In a world of rising fixed fee work and client demands, firms are looking to drive new efficiencies within legal support services to ensure that projects are completed in a timely and cost-effective manner. For many firms, the new economic model has prompted a reconsideration of the best way to deliver legal support to lawyers. BigHand's Legal Support Staff Survey reveals that although change has happened for many already, 59% of respondents still believe that the way work is submitted to them is not as efficient as it could be, with 73% acknowledging that they have to pass work to their colleagues at least once a week.

Ben Jennings, Commercial Products Director at BigHand

comments, "Firms understand that they need to organize and modernize their support teams and processes in order to stay competitive, and many have already started the journey to achieving operational excellence. What our survey uncovered, however, is that despite having made structural changes, support staff continue to face challenges around visibility and workload. There's clearly still work to be done before firms will be able to realize the true benefits of their actions."

Sandie Craciun, Director at KonSept Services Management Consultancy adds, "The results of this survey are statistical confirmation of the many observations we make about legal practices. We regularly observe significant discrepancies in workload allocation and find firms struggling to track productivity levels. In my experience, truly impactful change is only made possible with specialist tools that allow for full visibility and the effective deployment and utilization of skills-based teams, such as BigHand Now."

To access all survey results and full data report, please visit <http://www.bighand.com/en-us/supportstaffsurvey>

Revolutionary App Streamlines Process of Selecting a Local Attorney and Booking Free Phone Consultations—for Bankruptcy, Divorce, DUI and Other Common Legal Issues

Hotspot Law, a revolutionary new platform and mobile phone app that connects consumers to local lawyers in a fast, easy and cost-effective manner, has launched its website portal and mobile app, both free to use for consumers.

"Hotspot Law is bridging the gap between consumers in need of legal counsel and lawyers who are seeking to increase their client base," said Felix Shipkevich, founder and CEO. "The biggest barriers for consumers to find the right lawyer for their needs—such as unclear costs, lack of transparency, and inexperience in dealing with legal matters—are completely removed by using Hotspot Law."

Hotspot Law features a simple, easy-to-use interface where the consumer may type in the area of legal counsel required, such as bankruptcy, divorce or DUI, as well as zip code. Attorneys serving your needs are generated, along with attorneys' availability, where you may simply book a time with your selections. A secure line is established, allowing the attorney to reach you without providing your direct contact information.

For consumers, Hotspot Law creates a streamlined process for booking consultations on consumer law areas including business, family, estate planning, government, immigration, intellectual property, civil rights, personal injury, criminal defense, real estate, employment and labor and consumer protection issues.

All calls completed through Hotspot Law's discreet interface are confidential. Unlike any other platform, Hotspot Law can secure immediate access to the best local attorneys—

in most cases, consumers may book a same-day, free consultation from the lawyer(s) of their choice in minutes.

For lawyers, Hotspot Law provides a cost-effective business development tool at a time when there are more lawyers and competition for business than ever before. Lawyers pay a flat monthly fee well below the typical advertising spend, which can cost thousands per month with no guaranteed results or consultations.

Every attorney featured on Hotspot Law has been accepted through a multi-step vetting process, unlike other sites that simply pull publicly-available information. Consumers and lawyers alike benefit from Hotspot Law's higher standards and ability to connect the two parties seamlessly, quickly and cost-effectively. Once an appropriate match is made, contact information may be exchanged.

According to Google Trends, user searches for local lawyers has increased 100% over the last 5 years. As an attorney himself, and having the burdensome experience of trying to find appropriate legal counsel from the consumer side, Shipkevich had an idea to create an app that would transform the entire lawyer-search process for the better.

"Hotspot Law is truly revolutionizing the process of finding and retaining legal counsel," Shipkevich stated. "We are honored to be a part of a larger movement toward increased access to justice."

Hotspot Law is on track to become a popular choice for consumers looking to seamlessly connect with lawyers—and for lawyers to develop new business quickly and easily.



Plan early and review our Mini-MBA offerings for 2019-20

The Mini-MBA is a quick and cost-effective way to reach your next career goal and boost your employment profile. Learn the comprehensive management practices, benchmarks, and business strategies taught in our full MBA program—at a fraction of the time and cost—from outstanding professors with real-life experience.

Accounting and Finance for Non-Financial Managers

Master the tools for making smart financial decisions
Next Session Starts: 3 December 2019

Advanced Management Course (AMC) – Montreal

Mini-MBA for experienced managers
Next Session Starts: 11 March 2020

Advanced Management Course (AMC) – Toronto

Mini-MBA for experienced managers
Next Session Starts: 30 October 2019

AI Essentials

Create value with Artificial Intelligence
Next Session Starts: 10 December 2019

Analytics for Decision Making

Leveraging data for business value
Next Session Starts: 12 December 2019

Authentic Leadership

Performance, presence and contribution
Next Session Starts: 26 November 2019

Building and Selling a Winning Business Case

Tools to move ideas forward
Next Session Starts: 27 November 2019

Coaching and Mentoring (1-day)

Enhance your abilities as a coach and trusted mentor
Next Session Starts: 3 October 2019

Communicating Effectively

Relate to diverse social styles and personalities at work
Next Session Starts: 19 November 2019

Effective Leadership

Key competencies for leadership challenges
Next Session Starts: 11 September 2019

Essential Management Skills

Enable your transition to the manager role
Next Session Starts: 24 September 2019

Executive Development Course (EDC) – Calgary

Mini-MBA for changing times

Executive Development Course (EDC) – Montreal

Mini-MBA for changing times
Next Session Starts: 9 September 2019

Executive Development Course (EDC) – Ottawa

Mini-MBA for changing times
Next Session Starts: 22 January 2020

Executive Development Course (EDC) – Toronto

Mini-MBA for changing times
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5 juin 2019

Amnesty to appear before the Supreme Court of Canada in historic corporate accountability case

Click here to read the full text Amnesty International, joined by the International Commission of Jurists, will intervene before the Supreme Court in a precedent-setting corporate accountability case on January 23, 2019. Vancouver-based mining company, Nexsen Resources, is being sued by Eritrean plaintiffs who allege that they suffered gross human rights abuses, including forced labour and [...]

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28 mai 2019

Detained In Dubai

André Gauthier before his detention (left). Son Alexis Gauthier campaigns for his safe return home. "We are scared, exhausted, and heartbroken after years of struggling to free my father from the unfair persecution he has endured in the UAE", wrote Alexis Gauthier in a heartfelt appeal to Oman's Ruler, Sultan Qaboos bin Said Al Said, [...]

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27 mai 2019

Canadian whistleblower faces extradition for exposing UAE financial scandal

André Gauthier before and after his detention in Dubai A little over a month ago, in the middle of the night, Alexis Gauthier received a message from his father: "Tell your mother and your sister that I love them. Thank you very much for your help. This is where it ends for me. I do [...]"

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29 mars 2019

Publicité



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