



## OVERVIEW

At Patterson Law, students are an integral part of the firm and the services we provide to clients. Our size fosters a very dynamic and collegial work environment that creates an extremely rewarding learning experience. Both articling and summer students are closely involved with all aspects of files and accordingly they have the opportunity to engage in very meaningful and rewarding work.

Our focus is to ensure you receive the best legal training and experience possible. At the beginning of the relationship, we will set out our expectations so you can understand our responsibility and yours. We will assign work with clear instructions and deadlines, honour your own ability to motivate yourself to complete the work as assigned, and we commit to providing you with timely, relevant feedback.

Because we are a mid-sized firm, we can offer promising students the chance to work on meaningful assignments in the early stages of your career. With our firm, not only do you get the opportunity to work closely with senior partners on complex legal matters, you get to do it in an environment that is motivating and supportive of your long-term goals.

Describing a company's culture is difficult. We encourage you to look around our website and talk to people in our firm. We want to paint as accurate a picture as we can, about who we are, how we think and what is most important to us in the practice of law.

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## SUMMER STUDENT PROGRAM

Spending a summer working with Patterson Law is a great way for students to gain practical legal experience and exposure to a variety of practice areas. It is also the best way to get a sense of our culture and work environment. You will be exposed to a variety of assignments and experiences so that you can get accustomed to juggling multiple activities and working with a range of lawyers. At the end of the summer, you will come away with a solid understanding of the practical application of law and a great sense of what life as a lawyer at Patterson Law is really like.

In addition to the rewarding experience of working in a dynamic legal environment, summering with Patterson Law increases your chances of securing an articling position with us following your graduation from law school.

### Feedback and Mentors

Students are assigned a mentor who will ensure the student receives feedback, guidance and support throughout the summer. The mentor will also ensure that students are working on a variety of files as their summer progresses.

A more formal evaluation at the end of your summer will provide you with constructive feedback on your professional development. This feedback is gathered from all lawyers with whom you worked, and is a contributing factor when deciding whether students will be offered an articling position with the firm.

We also encourage you to discuss any aspect of your summer experience informally with any lawyer in the firm.

### Training and Development

Our summer program begins with an orientation designed to introduce you to our firm. In addition to the many projects you will work on as a student, you will be invited to attend in-house seminars dealing with topics of law, practice management, technological and administrative procedures. We also encourage all students to participate in business development training programs.

### Summer positions available

While our needs fluctuate from year to year, we anticipate future openings for between two and four summer law students annually.

## ARTICLING PROGRAM

We want to attract people who are committed to meeting the needs of our clients, are committed to the practice of law and committed to working at a firm that has the highest standards of practice. We believe the best way to do that is to create a firm where lawyers want to stay because they enjoy the work, and they enjoy working here. That is a corporate goal for our firm and we organize ourselves and our work to achieve it. We do appreciate the present-day realities involved in balancing work and families. We compensate our lawyers competitively, and reward extraordinary effort and accomplishment. However, in our view, money is not, and should not be, the primary reason articulated clerks come to us, or stay here for their careers.

### Training and Development

We train our articulated clerks and our lawyers in the same way: a combination of practical assignments on files with particular responsibility, ongoing evaluations, in-house seminars, and external Continuing Legal Education.

Articling with Patterson Law begins with a comprehensive orientation program during your first week with us. This will acquaint you with the firm's libraries, support services, computerized research facilities, office equipment, accounting procedures and organizational structure. The orientation program also includes customized computer training and an introduction to our document management and precedent systems.

Our clerks are expected to participate in external continuing legal education programs. In fact, many of our lawyers are presenters at these CLE programs.

### Work Allocation

During your articles, you will be exposed to a wide variety of interesting and challenging legal matters and you will be given increasing amounts of responsibility as you progress. We will help you develop the technical, practical and analytical skills you need to be a successful lawyer and a good addition to the firm, and will encourage you to seek out work in areas of particular interest to you.

Working closely with lawyers from each practice area, you will gain practical experience by being involved in client meetings, corporate commercial transactions, drafting of legal documents and attending on motions, trials and administrative proceedings.

### Feedback and Mentors

Each clerk is articulated to a senior lawyer and in addition provided a mentor with whom they are encouraged to discuss matters of interest or concern in confidence. You will meet regularly with your mentor, who will monitor your workflow and your exposure to various areas of law and ensure you have an opportunity to work on matters you are interested in. Your mentor will provide a sounding board for ideas or concerns you may have, and you are encouraged to provide

your mentor with feedback relating to your experiences in the articling program.

During your articles, you will receive two formal evaluations and meet with your mentor to review your progress.

In addition to formal mentorship, students are encouraged to seek guidance and assistance from any lawyer in our various practice groups. We have an open door policy at Patterson Law, and all associates and partners welcome the opportunity to work with students.

### Benefits and Salary

Our students are paid at a competitive rate within our local market. Salary rates are reconsidered at the commencement of each articling year. In addition, we have a group health insurance plan covering medical expenses, prescription drugs, life and travel insurance benefits.

We pay the Bar Admission course fees and registration fees for various seminars and lectures. Our students and lawyers are encouraged to participate in these ongoing continuing education activities. It is our policy to pay the call fees and yearly practicing fees for those students staying on with the firm.

Articling students are entitled to two weeks paid vacation, as well as all statutory holidays.

### Technology

Patterson Law uses the latest communications technology and electronic research tools available. All students have their own computer, with Internet access. We operate in Windows 7 using Microsoft Word and Hummingbird DM document management system. We use Microsoft Exchange, integrated with the Microsoft suite of programs, as well as remote access services that allow high-speed Internet access from outside the firm.

Your introduction to our systems and resources will include the training necessary to ensure your proficiency with our office procedures, library and research capabilities, and our technology.

### Our Areas of Practice

Patterson Law offers clients the full range of legal resources. We are particularly recognized and sought-after for our depth and expertise in commercial transactions, tax law and insurance litigation.

Our Corporate/Commercial practice provides students with exposure to most areas of business law, including general corporate/commercial, tax, corporate finance, financial services, real estate, estate planning and environmental law.

Similarly, students will gain experience in most areas of our litigation practice, such as commercial litigation, employ-

ment and labour law, insurance and professional liability, product liability, health law, construction and class actions.

### Social Activities

We want students to enjoy their experience at the firm, and we believe the key to a happy, successful and gratifying work life is a supportive, friendly environment. Part of that is getting out, having fun and getting to know the people that you work with.

You will have the opportunity to participate in the many social events and functions that are held each year, many of which are organized by the firm's Recreation Club. These include firm dinners, retreats, seasonal parties and casual Friday afternoon get-togethers. Everyone in the firm is encouraged to take part in outside social, athletic, charitable and community activities. These social events enhance our work environment overall and give everyone a chance to form solid working relationships and personal friendships.

### Community Focus

At Patterson Law, we encourage all of our lawyers and our articled students to become active in the community, and to participate in any community activity, social, political or otherwise that is important to them.

Many of our lawyers and articled students are actively involved in leadership roles in various charitable and community activities including Big Brothers, Big Sisters, the Canadian Cancer Society, Boys and Girls Clubs of Canada, the Children's Wish Foundation, Feed Nova Scotia, and various other diverse and unrelated areas.

We recognize these community activities are important to each individual, and we work to encourage that participation.

### The Interview Process

We participate in the on-campus interviews at the Schulich School of Law in Halifax in January of each year. We accept applications from first and second year law students, for both summer and articling positions. We encourage law students from all law schools to submit resumes. Non-local students should send a cover letter, resume and transcripts by mail or email.

After preliminary interviews at the law school, we invite the students who most impress us to secondary interviews at our offices. Depending on our needs, we may arrange interviews in our Truro or Halifax offices, or both.

Members of our recruiting team will meet with you and ask questions that allow them to get to know you better and give you the opportunity to tell about your professional abilities, personal qualities and interests.

During the interview you should feel free to ask any questions which are important to you. We understand that choosing a law firm can be a difficult and stressful process.

We also understand the need to balance work and life, and want to ensure you are as comfortable with us as we are with you.

### Our Hireback Policy

Our objective in hiring students is to attempt to identify individuals who will remain and grow with the firm, initially as associates and, ultimately, as partners. In hiring students, we consider academic achievement, outside interests, and personality. We specifically look for students who can produce quality work, take responsibility and relate well to members of our firm and our clients.

Hireback decisions are generally made in February after consideration of each articled clerk's overall performance and the needs of the firm.

We are proud that our office has a very strong hireback ratio.

Are you looking for a great place to work? For interesting clients and varied work assignments that will challenge your intellectual and problem solving power? Patterson Law is that kind of place. We love what we do. Lawyer jokes aside - and as you begin your career your friends and family no doubt will offer many - we love the practice of law. This is the place to start a journey of discovery. We find solutions for our clients that are at times straightforward or can be delicate and complex -- legal issues with huge financial and personal stakes.

Feel free to contact a member of our Student Committee with questions regarding our firm or programs.



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## Practice Areas

Aboriginal  
Administrative Law  
Agriculture  
Alternate Dispute Resolution  
Appellate Practice  
Banking and Financial Services  
Bankruptcy and Insolvency  
Child Protection Law  
Civil Litigation  
Commercial Litigation  
Commercial Real Estate  
Construction  
Corporate Finance and Securities  
Corporate/Commercial  
Criminal Defence  
Estate Litigation  
Estate Planning  
Expropriation  
Family Law  
Forestry  
Health Law  
Insurance Defence and Subrogation  
Labour and Employment  
Malpractice - Medical  
Malpractice - Professional  
Motor Vehicle Litigation  
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Personal Injury  
Privacy Law  
Probate  
Property Dispute Litigation  
Residential Real Estate  
Succession Planning  
Taxation  
Wills

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