

Program Participants

Sharing Success Strategies: Private Practice Excellence

Thursday, October 12, 2016

Lynne M. J. Vicars (Program Chair)

Lynne Vicars is a banker turned lawyer, whose extensive experience in both business and complex litigation management has fostered a passion for bringing technology to the legal profession.

In her role at Scotiabank, Lynne leads the e-Discovery team, which designed, implemented and continuously improves the Bank's internal e-Discovery capabilities and its worldwide eDiscovery strategy.

Lynne has also led the development of data-maps; record retention policies, and litigation hold protocols and advises the Bank on legal issues relating to response to regulatory investigations, third-party demands for records, court orders, mutual legal assistance treaties, and subpoenas. Committed to the profession, Lynne is the 1st Vice-President of the Ontario Bar Association and chair of the OBA's Governance Committee and Technology and Practice Innovation Committee. She is also the Secretary of the Ontario e-Discovery Implementation Committee; a member of the EDRM's Cross Border Data Transfer working group; and, a member of the Sedona Conference Working Group Series. With an M.B.A. in International Business, a J.D. from the University of Alberta, an LL.M. in e-Business Law from Osgoode Hall Law School, and a certificate in Lean Six Sigma from the University of Toronto, Lynne brings a unique perspective to her work – one that connects business principles with innovation and the law. Lynne is a non-practicing member of the Law Societies of Alberta and British Columbia, and a practicing member of both the Law Society of Upper Canada and the New York State Bar.

Charlene D. Theodore (Moderator)

Ms. Theodore is Treasurer of Ontario Bar Association (OBA), as well as Past Chair of the OBA Equality Committee. As Counsel for the Ontario English Catholic Teachers Association, she advises the management and staff on the impact of legislative and regulatory changes in the education sector. Ms. Theodore also serves as legal advisor on issues related to labour, benefits and pensions.

Sara Beheshti

Sara Beheshti practices estate planning, estate administration and real estate law in Toronto. Sara's estate planning practice includes trust planning, incapacity planning and estate administration. Sara also advises executors, beneficiaries and trustees on the interpretation of estate planning documents and on estate administrations, probate applications and the passing of accounts. In her real estate practice, Sara acts on the purchase and sale of commercial and residential properties, as well as private and institutional mortgage transactions. Sara is frequently retained by other lawyers to advise and act on real estate matters arising in estate planning and litigation, including title transfers, fraud prevention and the registration of cautions, court orders and certificates of pending litigation. Sara is Vice-Chair of the OBA Real Property Section Executive and has been a member-at-large since 2013. Sara has been a member-at-large of the OBA Trusts and Estates Section Executive since 2014 and chairs the Outreach Committee. Sara founded her firm in 2010, after articling at RBC Insurance. Sara has a J.D. and a B.A. in French Literature from the University of Toronto, and a Diplôme d'Etudes de Civilisation Française from the Sorbonne in Paris.



ONTARIO
BAR ASSOCIATION
A Branch of the
Canadian Bar Association

L'ASSOCIATION DU
BARREAU DE L'ONTARIO
Une division de l'Association
du Barreau canadien

OBA | Professional Development

Natalie C. MacDonald

Natalie is the owner and founder of MacDonald & Associates, a boutique law firm specializing in Canadian Employment Law. MacDonald & Associates formed following the dissolution of Natalie's former firm, which had been in existence for four years, the last two for which it had been selected as one of the top three Employment & Labour Law firms in Canada, according to Canadian HR Reporter Readers' Choice Awards. In her personal capacity, Natalie has been selected as one of the leading Labour and Employment law practitioners in the world in both 2016 and 2017, according to the 6th and 7th editions of the Expert Guides Women in Business Law guide. Lawyers listed in the Expert Guides Women in Business Law publication are nominated by in-house counsel and peers, and selected through independent research and peer evaluations. Natalie was also selected as the Employment Litigation Law Expert in Canada in 2017 by both Global Law Experts and Leaders in Law. The accreditation process is by invitation only, with recommendations coming via the research team. She has repeatedly been named among Canada's Top Employment Law Practitioners. She was recently nominated as one of Canada's Top 25 Legal Influencers, in the category of Changemakers. The term "legal influencers" of this highly prestigious nomination encompasses both judges and lawyers. One of Natalie's cases, *Antidormi v. Blue Pumpkin Software Inc.* [2004], is touted as a leading decision in the area of inducement of employees to organizations. She achieved extraordinary damages in this case. Natalie provides senior counsel on all issues in employment law, including policy and contract drafting, hiring processes, terminations, discipline, restrictive covenants, employment contracts, employment standards issues, workplace bullying and harassment, human rights and sexual harassment. She represents both employees and employers, assisting each with clear, practical advice, in an effort to help them understand their rights and obligations. Natalie is the leading authority on extraordinary damages and author of the text, *Extraordinary Damages in Canadian Employment Law*, which received critical acclaim as an authority on the subject by courts and members of the bar. The book reviews extraordinary damages in wrongful dismissal cases across Canada, including moral damages and the meaning of 'bad faith' in wrongful dismissal situations, damages for mental distress, punitive damages, damages based on actions in tort, personal injury damages in an employment law context, as well as human rights remedies under provincial and federal legislation. She is the founding Co-Chair of the Employment Law Practice Essentials' annual Conference, an on-line course hosted by the Law Society of Upper Canada. She is also a Program Director of Osgoode's Professional Development HR Law for HR Professionals course, and an instructor since its inception. Natalie is the architect of and founding Program Director of Osgoode's Certificate in Advanced HR Law for Experienced HR Professionals. She also enjoys sharing her knowledge and experience through teaching, and regularly chairs and speaks at conferences, including those offered by Human Resources Professional Association, Ontario Bar Association and the Law Society of Upper Canada. She currently serves on the Employment Advisory Board of Directors for Practical Law in Canada, and is the author of the chapter on Extraordinary Damages for its online publication, and has authored a chapter on Damages for Lexis Nexis. Natalie is also a volunteer for Pro Bono Law Ontario, which operates a number of services to assist low-income, self-represented litigants with civil matters. Natalie provides Senior Counsel to assist litigants with employment law matters. Natalie was the Editor-in-Chief of the Employment Bulletin for several years, as well as a routine contributor to Canadian HR Reporter, Canadian Employment Law Today and Canadian Employer. Natalie is frequently called upon by the media to offer her expert opinion on employment law matters. In addition, Natalie served as a Director on two, not-for profit Boards: Ridgeford Charitable Foundation and Brenyon Way Charitable Foundation. Both address social housing needs. She is also a former Board member of a Women's Shelter. Natalie is also deeply committed to actively supporting various other charitable causes. In 2008, Natalie was a member of a Task Force for Social Justice spearheaded by the Chief Justice of the Ontario Court of Appeal, and also provided opinion to University of Toronto Law School in that same vein. Natalie's expertise has often been sought by other organizations within the legal community, to provide guidance on complex employment law issues. She is a leader in the legal community donating her time and expertise on a regular basis. A world traveller, Natalie has backpacked throughout Australia, South East Asia, China, India, Africa, Europe and various parts of South America. Natalie enjoys golf, and is an active member of her golf club. Natalie is a member of the Law Society of Upper Canada as well as the Ontario and Canadian Bar Associations. A graduate of the Faculty of Law of the University of Windsor, Natalie received her B.A. (Hons) from Queen's University and was called to the Bar in 2000.



ONTARIO
BAR ASSOCIATION
A Branch of the
Canadian Bar Association

L'ASSOCIATION DU
BARREAU DE L'ONTARIO
Une division de l'Association
du Barreau canadien

OBA | Professional Development

Kathryn J. Manning

Kathryn J. Manning, Barrister, is a litigator called to the Ontario Bar in 1998. Kathryn has a broad civil litigation practice that includes large, complex commercial disputes. She has experience in a wide range of matters, including professional negligence, civil fraud, product liability and class actions. Prior to founding her litigation boutique law firm, Kathryn practised for more than 15 years in the litigation departments of two of Canada's leading national law firms. She was then Senior Legal Counsel at Canada's foremost e-Discovery and Information Governance law firm where she provided legal advice to the firm's clients relating to e-Discovery, Information Governance and privacy law. Kathryn therefore brings a unique perspective to her litigation practice and provides her clients with effective, cost efficient strategic legal advice in all types of disputes. Kathryn frequently speaks about e-discovery and related topics. This is her second year as Co-Chair of the E-Discovery Institute. She is the current Chair of the Ontario E-Discovery Implementation Committee and has been a member of the EIC since its inception in 2006. Kathryn is a member of The Sedona Conference, Working Group 7, Sedona Canada, the Advocates' Society, the CBA and the Toronto Lawyers Association. She graduated from Queen's University with her LL.B. in 1996. Prior to law school, she completed a Bachelor of Arts degree in Anthropology and History at the University of Toronto.

Rosa Mauro

Rosa Mauro's main areas of expertise are procurement, construction, and infrastructure law as well as public-private partnerships, mergers and acquisitions, commercial real estate, leasing, secured financing and mortgage lending, corporate/commercial law, and surety and bonds. The focus of Rosa's practice is the development and drafting of procurement and construction documents, including tender documents, RFx documents for different procurement models, and related contracts. Rosa has in-depth knowledge of procurement law and the Construction Lien Act. She represents owners, contractors, suppliers, and vendors from a wide variety of industry sectors including all levels of government, healthcare, information technology, transit, and commercial development. She helps her clients to establish goals and achieve them cost-effectively while minimizing their risk exposure. Prior to joining the Firm, Rosa was in-house procurement counsel to a provincial agency and responsible for managing its procurement risk and bidder/vendor disputes as well as developing its procurement policy, guidelines, and template documents, among other things. Rosa has also practised as a solicitor at other prominent Canadian law firms. Rosa has completed the Osgoode Advanced Course in Public Procurement Law, the Osgoode Certificate in Public Procurement Law and Practice, and the Osgoode Certificate in Public-Private Partnerships, as well as Certificates of Completion from the Toronto Construction Association for Courses on LEED and Green Buildings and Bidding and Tendering. She is currently undertaking a certificate program to be conferred an Associateship in Canadian Surety Bonding by the Surety Association of Canada.

Amber Neumann

Amber Neumann is a lawyer who advocates for individuals and their families when legal issues arise due to impaired mental health or intellectual disability. She is focused on providing service for her clients that is effective, compassionate, and affordable. Ms. Neumann was called to the Bar in 2017, after completing her articles with the Office of the Public Guardian and Trustee. She established her own practice soon thereafter. She holds a JD from the University of Toronto Faculty of Law, an Honours BA in political science from the University of Windsor, and a certificate in Mental Health Law from Osgoode Hall Law School. During law school, Ms. Neumann was actively involved with the school's community legal clinic, serving as a volunteer, a staff caseworker, and a member of the student executive. Ms. Neumann is a member of the Law Society of Upper Canada, the Ontario Bar Association, and the Toronto Lawyers Association. Prior to becoming a lawyer, Ms. Neumann worked extensively in the design and delivery of public sector social development projects at home and abroad. Her work in Toronto included grant-making for community organizations working at the intersection of mental health and homelessness. Her work overseas was largely focused on human rights and access to justice, and included a hiatus from law school to work as a technical consultant with the United Nations Development Program in post-revolutionary Libya. Outside of work, Amber is the mother of four children ranging in age from two to 27, a proud Raptors fan, and an avid conservationist.



Danielle Robitaille

Ms. Robitaille is a partner at Henein Hutchison, where her practice focuses on criminal, regulatory and disciplinary litigation at both the trial and appellate levels. Ms. Robitaille defends both individuals and corporations charged with regulatory or criminal offences. She has appeared before all levels of court and is an active member of the Inmate Appeal Duty Counsel Program for the Court of Appeal for Ontario. Ms. Robitaille has a Bachelor's degree from the University of Toronto and an LL.B. from Dalhousie University, where she won the Muriel Duckworth Award for "raising consciousness of women's issues and feminism in the legal community." Ms. Robitaille has lectured extensively including at The Law Society of Upper Canada, Osgoode Professional Development, The Advocates' Society, the Office of the Chief Coroner of Ontario and the Ontario Court of Justice. Additionally, Ms. Robitaille is an instructor for the University of Toronto's Trial Advocacy course. In April 2016, Ms. Robitaille was appointed senior counsel to the Honourable Justice Michael Tulloch on the Independent Police Oversight Review. Ms. Robitaille was named a "Litigator to Watch" in Lexpert's 2015 Guide to the Leading US/Canada Cross Border.

Lisa Talbot

Lisa Talbot is a partner in the firm's Litigation and Dispute Resolution Practice and Pensions and Employment Practice. She is co-head of the Pensions and Employment Litigation Practice and also heads the firm's Privacy Practice. Lisa's practice focuses on employment litigation and advisory work, privacy and commercial disputes. She has appeared as counsel in the Superior Court of Justice and the Court of Appeal for Ontario, the Ontario Human Rights Tribunal, the Ontario Workplace Safety and Insurance Appeals Tribunal and in numerous mediations and arbitrations. Lisa has expertise in all aspects of employment law, acting in an advisory capacity and as litigation counsel. She regularly acts for and advises employers on sensitive and high-profile executive departures, individual and mass terminations, wrongful dismissal claims, hiring and competitive recruiting issues, departing fiduciary and restrictive covenant issues, bonus disputes, policy-setting, internal investigations, human rights, and harassment claims. Lisa also advises clients in a range of industries on workplace privacy issues, cross-border transfer of personal information, policy-setting and compliance with privacy law obligations.

