



MCLENNAN ROSS^{LLP}
LEGAL COUNSEL

Are we
your future?



▶ Are we right for you?

Where your article is not only one of your most significant career decisions, it's easily the most important choice you'll make this year. Here is some information to help you decide whether McLennan Ross makes your short list.

Student. Associate. Partner. All partners were once students (hard to imagine at times). We've created a system that gives you the tools and the support to learn, grow and succeed—then we help you perform. Our program is designed for student retention. We think of our students as future partners.

See the law up-close. Our partners and associates work with top-tier clients—from business leaders to governments to entrepreneurs. They handle some of the most complex and defining cases in the West. This means a real opportunity for you to work on great files and we get you involved quickly.

Stable & reputable. We're not the biggest firm in Alberta or the North. The true measure of our firm is what our lawyers do for our clients. Our steady, conscious growth promotes stability, and in the legal and business worlds this translates into strength and trust. (In case you're still wondering, we have over 70 lawyers.)

Then & now. We've been practising since 1903 and have become a prominent, respected Alberta law firm and a strong presence in the North. From our traditional labour and litigation roots we now boast about a dozen multi-faceted practice areas—as diverse as energy, banking and media—which have in turn spawned a number of self-directed practice groups:

Banking & Insolvency ▪ Commercial Litigation ▪ Construction ▪ Corporate Commercial Securities ▪ Energy, Environmental & Regulatory ▪ Health ▪ Insurance ▪ Labour & Employment ▪ Media ▪ Municipal ▪ Occupational Health & Safety ▪ Professional Liability ▪ Taxation ▪ Wills & Estates

▶ What about our program?

Your articling year will be a full one. We couldn't possibly write everything down here and expect you to make an informed decision. Here are a few of the more important parts of our program. Speak with us to find out more.

A weekly lecture series. These lectures are planned specifically to enhance and complement rotations and are shared with the students in every office.

A carefully matched principal. A carefully selected partner will be involved with each student for the duration of articles.

Diverse activities. From client promotion to social events, these are designed to integrate the student into every aspect of the firm.

A post-articles mentor arrangement. This relationship continues the education process and eases the transition from student to associate.

Regular reviews by our lawyers. Each student is provided valuable feedback to help chart progress. We have an open door policy providing easy access to partners.

No target requirements. We want our students to learn as well as do. This doesn't mean we expect any less work, it simply means that we provide different ways to get it done.



▶ Are we different?

We're not unlike the big, national firms. We maintain full support departments (including IT, marketing, HR, accounting) and on-site library services. We staff the firm with first-rate paralegals, assistants and word processing specialists.

But then again we're not quite the same either, we have an enviable balance between big firm amenities and small firm environment.

We live in our communities. We're people first—actively involved in charities, business associations and community groups. In addition to the countless activities our lawyers undertake personally, the firm is a co-founder of the [Alberta Foundation for Environmental Excellence](#), an organization committed to environmental issues. We enthusiastically support the law faculties at the [University of Alberta](#) and the [University of Calgary](#). We're a founding sponsor of the [McLennan Ross / Sun Junior Golf Tour](#), which provides post-secondary scholarships and professional support throughout Alberta. We're also proud to support the annual [Edmonton International Fringe Festival](#). In the North, we are active supporters and sponsors of the [Yellowknife Ski Club](#) as well as [Yellowknife and NWT Speed Skating](#).

We travel in legal circles. We won't bore you by listing each of our legal memberships, but understand that we don't join bar associations and law societies to beef up our CVs. We get involved at the top levels of provincial and national legal organizations to learn more about the law, maintain relationships with our peers and help shape our profession. Through continuous participation, we're recognized as lawyers who know their stuff. As a result we speak, present and publish regularly.

A social life. No, really. All firms work hard. We work hard too. Once in a while it's difficult to get us out from behind our desks. We do, however, know that informal get-togethers are integral and necessary parts of a healthy workplace, and this helps define our firm culture. Enthusiastic social committees foster an atmosphere of camaraderie within the firm. Lawyers and students connect in our lounges and over lunches. Fundamentally, our people support one another. We're especially proud of this.

Global alliance. We are members of Meritas, a global alliance of law firms that offers high quality legal services. Membership in Meritas is by invitation only. Member firms are required to adhere to rigorous quality standards set by clients, and a stringent code of ethics.



▶ Our offices

We offer a vibrant, challenging learning environment.

Edmonton - Our Edmonton office is a full service firm with a planned rotation system in place for our students. This exposes each student to the entire spectrum of practice groups and the varying issues and tasks of each group. Our articling students receive a comprehensive compensation package including full medical and dental benefits, paid vacation, bar admission course reimbursement, support staff and underground parking in our building just west of the downtown core.

Calgary - Our Calgary office specializes in advocacy offering students a unique opportunity to focus in many areas of litigation including commercial, construction, energy, environmental and regulatory, insurance defence and labour and employment. Our Calgary students receive the same package as Edmonton but since our office is located in the Stock Exchange Tower in the heart of downtown, you're on your own for parking. Sorry.



Yellowknife - Our Yellowknife office is large by Northern standards with 4 lawyers based in Yellowknife as well as over a dozen lawyers who are admitted to the Northwest Territories Bar, Nunavut Bar, or both and who are busy assisting northern clients. The cozy size of this office offers students a unique opportunity to experience a variety of practice areas including banking & insolvency, commercial litigation, construction litigation, corporate commercial securities, energy, environmental & regulatory, labour & employment and municipal. Our Yellowknife students receive the same package as Edmonton. Unfortunately, there's no parking, but we'll throw in a parka for good measure.



A quick guide to interviews

Here's some general information to help you not only if you decide to apply to us, but with your overall approach to interviews.

Preparation

As we said at the beginning, this is a very important stage in your career and the decision you make about your articles is critical. So do your homework. Analyze what kind of firm you want—small, medium, large? Boutique or general practice? Then go to the legal directories and to the Internet and identify which firms meet your criteria.

Use your own resources—friends, relatives, classmates, professors—to learn what you can about each firm. Go to career days and gather further information. Learn enough about the firms so you can differentiate them in your own mind during the interview process.

Attitude

Looking for articles should not be seen as a chore but as an opportunity. Go into the process with an open mind. Identify and understand your goals. If you are successful in matching up with a good firm, your future is bright.

The Resume

This is the document that gets you through the door. Make the hiring committee want to meet you. By all means highlight your achievements, your background and your hobbies, but think about the most interesting thing about you and make sure the committee knows it. Don't forget to attach educational transcripts and provide references.

The Interview

For us at least, this is probably the most critical part of the process. If you've come this far, there is obviously something about you, your background and your achievements that interests your interviewer. Prepare for the interview carefully. Each firm is different in its style, but you can't go wrong by demonstrating some knowledge of the firm and your interviewer, and some basis for your interest in that firm.

Be direct, honest and sincere. If you plan on being a practising lawyer you should start acting like one. Try to make the interview a dialogue by coming prepared with some questions of your own. Finally, at the end of the interview, ask if you can have a look around. You can tell a lot about people by the way they keep their house—lawyers are no exception.

Post Interview

Did you take notes? After three or four interviews in one day, the distinctions between the firms start to blur. It is helpful at the end of the day to refresh your memory of each firm. Rate them if that helps.





Articling Q & A

How many lawyers and students at McLennan Ross?

We have 44 lawyers and four students in Edmonton, 18 lawyers and three students in Calgary, and four lawyers in Yellowknife.

Where are your offices?

Edmonton, Calgary and Yellowknife.

How many students will you hire for 2010?

At least three in Edmonton, at least two in Calgary and possibly one in Yellowknife.

Where will students have an opportunity to work?

Edmonton students will spend two weeks in our Calgary office. Calgary and Yellowknife students will spend four weeks in our Edmonton office.

When does McLennan Ross need your resume?

We will gladly take your resume at any time. But we do need it by May 8 at the latest.

When can I expect to hear from McLennan Ross about an interview?

We will start scheduling interviews for the Calgary and Edmonton offices later in May. (We can interview earlier only if a student isn't available in June.) The NWT does things a little differently, there is no set period for interviewing or offers, so we can hire anytime! Please visit our website for additional information.

When will McLennan Ross interview students?

During the prescribed Recruitment Period.

When will McLennan Ross make offers?

On the second Tuesday of the Recruitment Period.



How can we find out more about McLennan Ross?

We will be inviting the second year class to participate in guided tours of our Edmonton and Calgary offices - watch for the invitations.

Will I learn about your other offices if I come to the tour?

Absolutely. We'll be talking about our work in Edmonton, Calgary and Yellowknife.

If I don't come to the tour, will I still be eligible to work at McLennan Ross?

Don't worry, you'll still be able to work for McLennan Ross.



The ability to see beyond the law

You only get so much from a brochure. We urge you to speak with our current students and associates about what it's really like to article with us.

For more information contact our articling coordinators or visit www.mross.com.

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