

# WHITELAW TWINING STUDENT PROGRAM

## OVERVIEW

At Whitelaw Twining, we have a tradition of hiring articulated students who then go on to successful careers at the firm. In light of our firm's growth and diversification of practice areas, we have built a program geared at talented and academically strong students whom we envision will become long-term members of the firm after their call to the bar.

The program is structured with the aim of providing high quality, interesting articles for students. We intend to position our students to succeed as associates. At Whitelaw Twining, the student program is an important aspect of the firm's future and continued growth.

Our objective is to hire students who will go on to become associates at the firm. The number of students hired will be flexible, and based on our ability to have summer students that will return to complete their full articles at the firm, and article students that will become associates.

Each student will be assigned a Principal and a Mentor. The Principal will be a Partner who will oversee the student's progress at the firm. The Mentor will be an Associate who will be the student's regular point of contact throughout the articles.

The Student Program will have four rotations: Personal Injury; Subrogation, Property & Coverage; Transportation/Road Maintenance; and Professional Liability, Construction and Corporate/Commercial. Summer students will complete two rotations of approximately six weeks each. Articled students will complete all four rotations over the nine month articling period.

The rotation system provides students with exposure to the Whitelaw Twining's key practice areas. It is important for both students and the firm that students receive sufficient, good quality work throughout their articles.

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## ROLES OF THE PRINCIPAL AND THE MENTOR

Students at Whitelaw Twining are assigned both a Principal and a Mentor. Both roles are intended to provide you, the student, with support and guidance throughout the articles.

The Principal will be a Partner who will oversee your progress at the firm. Your Principal will help ensure that Law Society requirements are met, and will monitor your progress and achievements in the articling period. The Principal is a key resource for students throughout the articles.

The Mentor will be an Associate who will be a regular point of contact throughout the articles. The Mentor's role is to be a friendly and helpful resource for you throughout your articles, and will regularly check in with you to ensure that your experience at the firm is a positive one. The Mentor will be available to answer any questions and to help you address any issues. The Mentor will work with you to ensure that you have an interesting and manageable workload, and are receiving good opportunities. The Mentor will also ensure that you are enjoying the firm experience, and that you feel supported.

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## STUDENT PROGRAM ROTATIONS

All students will participate in rotations. The purpose of the rotations is to provide you, as a student, with exposure to the Whitelaw Twining's key practice areas. It is important to us that you receive sufficient, good quality work throughout your articles.

### ***The Rotations***

The rotations will consist of the following:

- Summer students will complete two rotations (approximately 6 weeks per rotation). Students' interests will be taken into consideration when rotations are assigned; and
- Articled students will complete all four rotations (approximately 2.5 months each).

### *ROTATION*

*Personal Injury*

*Subrogation, Property & Coverage*

*Transportation/Road Maintenance*

*Professional Liability, Construction &  
Corporate/Commercial*

Students who are interested in practice areas that are not formally part of the rotation program are welcome to discuss this with their Principal and Mentor.

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## ORIENTATION & TRAINING

Whitelaw Twining provides students with a first week orientation program for both summer and regular articles. Besides legal and systems training, there is a social aspect to the orientation program allowing students to get to know each other and their Principals and Mentors, and providing an opportunity for students to meet as many people as possible at the firm.

Broadly, the orientation and training program will consist of the following:

- ***A welcome to the firm with a tour and introductions***
- ***Training Sessions***
  - o Human Resources
  - o IT training
  - o Timekeeping skills
  - o Library training
- ***Professional Development Seminars***
  - o Whitelaw Twining: the firm's practice areas and our role in the insurance industry
  - o Insurance 101 (WT Bootcamp Program)
  - o How to Run a Litigation file (WT Bootcamp Program)
  - o Personal Injury Damages Assessments
  - o Monthly Lunch Seminars: members of each of our 27 Practice Groups will lead Lunch Seminars focusing on their areas of practice.
- ***Social***
  - o Welcome Activities: welcome lunch for student group, mentor lunches and a special Friday welcome in our firm's Bistro.
  - o Lawyers Dinners, Associates BBQ and other social gatherings.
  - o Summer Party, Student Party, Associate Party and others.
  - o Firm-wide sports teams and activities (e.g. Hooplaw, Dodgeball, Exercise Classes).