

Each year we identify a comprehensive list of ‘New Faces’ who are ranked for the first time as ‘Associates to watch’ or ‘Up-and-coming individuals’ across the many practice areas and countries covered in our guide. This table re-

flects the dynamic growth of the Canadian legal market and how the region continues to successfully produce a promising set of talented young lawyers.

Up-and-coming individuals

Chapter	Name	Organisation	Quote
Aboriginal Law	Roy Millen	Blake, Cassels & Graydon LLP	"He has a real depth of knowledge in the field and knows what he's doing on complicated projects."
Aboriginal Law	Kevin O'Callaghan	Fasken Martineau DuMoulin LLP	"He is very supportive and he goes that one step further."
Aboriginal Law	Merle C Alexander	Gowling WLG (Canada) LLP	Ranked in Chambers Canada for his experience advising on the negotiation and implementation of impact and benefit agreements as well as rights and title.
Advertising & Marketing	Daniel Cole	Gowling WLG (Canada) LLP	"He is always very positive and optimistic, and is also very responsive."
Advertising & Marketing	Janine MacNeil	McMillan LLP	Ranked in Chambers Canada for her strength in campaign reviews, compliance issues and online marketing.
Banking & Finance	Marie Garneau	Stikeman Elliott LLP	Highly regarded for her expertise in domestic and cross-border debt, LBO and asset-based lending work.
Banking & Finance	Charles Newman	Cassels Brock & Blackwell LLP	"He is responsive, knowledgeable, practical and efficient."
Banking & Finance: Financial Services Regulation	Kashif Zaman	Osler, Hoskin & Harcourt LLP	"He's very forthright and hard-working."
Construction	Howard Krupat	DLA Piper (Canada) LLP	"He has always gotten us very good results and has an excellent work ethic."
Construction; Energy: Power (Transactional)	Richard Wong	Osler, Hoskin & Harcourt LLP	"Very eager and committed to the construction industry. A good front-end lawyer."
Construction	Roger Gillott	Osler, Hoskin & Harcourt LLP	"Bright guy well known for construction lien tendering disputes."
Corporate/Commercial: British Columbia	John-Paul Bogden	Blake, Cassels & Graydon LLP	"He knows his stuff and has great expertise."
Corporate/Commercial: British Columbia	Sven Milelli	McCarthy Tétrault LLP	"He's a very good lawyer and we have a lot of respect for him."
Corporate/Commercial: Ontario	Alex Moore	Davies Ward Phillips & Vineberg LLP	"Always responsive and always on top of things. He's very smart and picks up on issues straight away."
Corporate/Commercial: Ontario	Walled Soliman	Norton Rose Fulbright	"Very results oriented and very strategic in thinking his way through things."
Corporate/Commercial: Québec	Jean Michel Lapiere	Fasken Martineau DuMoulin LLP	"He's very knowledgeable not just in terms of technical skills. His advice is very business oriented."
Corporate/Commercial: Québec	Patrick M. Shea	McCarthy Tétrault LLP	"He provides great customer service and makes transactions smooth."
Dispute Resolution: Alberta	Jeff Sharpe	Burnet Duckworth & Palmer LLP	"An up-and-coming star."
Dispute Resolution: Alberta	Phillip Scheibel	Rose LLP	"A smart and capable guy."
Dispute Resolution: British Columbia	Brent B Olthuis	Hunter Litigation Chambers	"An excellent practitioner."
Dispute Resolution: British Columbia	Tim Dickson	Farris, Vaughan, Wills & Murphy LLP	"He is young and very friendly, and easy to engage with."
Dispute Resolution: Ontario	Matthew Milne-Smith	Davies Ward Phillips & Vineberg LLP	"He is methodical and aggressive where appropriate."
Dispute Resolution: Ontario	John Adair	Adair Barristers LLP	"A terrific young lawyer."

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Dispute Resolution: Québec	Marc-André Landry	Gravel Bernier Vaillancourt, Avocats	"A very strong practitioner - a real up and comer."
Dispute Resolution: Québec	Catherine McKenzie	Irving Mitchell Kalichman	"Amazingly prepared - very smart and very savvy."
Dispute Resolution: Québec	Marc-André Boutin	Davies Ward Phillips & Vineberg LLP	"A promising litigator."
Dispute Resolution: Québec	Louis-Martin O'Neill	Davies Ward Phillips & Vineberg LLP	"He is a smart lawyer, an amicable person and fun to deal with."
Dispute Resolution: Arbitration	Tina Cicchetti	Fasken Martineau DuMoulin LLP	"Well known for her technical expertise around the globe."
Dispute Resolution: Class Action (Defence)	Nick Rodrigo	Davies Ward Phillips & Vineberg LLP	"Amazingly focused and knows the files really well."
Dispute Resolution: Class Action (Defence)	Jill Yates	McCarthy Tétrault LLP	"Assertive and delicate as and when each style is needed."
Dispute Resolution: Class Action (Defence)	Danielle Royal	Stikeman Elliott LLP	"Incredibly responsive and great at laying down a game plan and discussing strategy."
Employment & Labour: Alberta	Shana Wolch	McCarthy Tétrault LLP	"She is proactive, extremely approachable and exceptionally smart."
Employment & Labour: British Columbia	Gradin Tyler	Mathews, Dinsdale & Clark LLP	"He takes a very straightforward approach in court."
Employment & Labour: British Columbia	Marino Sveinson	Bull, Housser & Tupper LLP	"Very knowledgeable about labour and employment law and gives quick, easy to understand advice."
Employment & Labour: Ontario, Nationwide	Sven Poysa	Osler, Hoskin & Harcourt LLP	"Passionate about the values of our case with strong technical knowledge and the ability to think in a strategic business manner."
Energy & Natural Resources: Mining	Jennifer Traub	Cassels Brock & Blackwell LLP	"She has a very good following in this area."
Energy: Oil & Gas (Regulatory)	Laura Estep	Dentons Canada LLP	"She has a strong technical base and is extremely well organised."
Energy: Oil & Gas (Regulatory)	Martin Ignasiak	Osler, Hoskin & Harcourt LLP	"He is very diligent and very current in terms of the nature of his practice."
Energy: Oil & Gas (Regulatory)	Dennis Langen	Dentons Canada LLP	"A thoughtful advocate, a quick learner and responsive."
Energy: Oil & Gas (Transactional)	George Antonopoulos	Dentons Canada LLP	"A really skilled commercial lawyer who is a quick study."
Energy: Oil & Gas (Transactional)	Tony Cioni	Torys LLP	"He has broad international experience and is very practically oriented."
Energy: Power (Regulatory)	Patrick Duffy	Stikeman Elliott LLP	"Excellent and very experienced in hearings."
Energy: Power (Regulatory)	Matthew Keen	Bull, Housser & Tupper LLP	"Articulate and well prepared."
Energy: Power (Transactional)	Jacob Sadikman	Osler, Hoskin & Harcourt LLP	Ranked in Chambers Canada for his high-level focus on renewable energy.
Energy: Power (Transactional)	Milosz Zemanek	Torys LLP	Highly regarded for his energy and infrastructure project finance expertise.
Environment	John Georgakopoulos	Willms & Shier Environmental Lawyers LLP	"Responsive, provides useful context to his advice and demonstrates technical sophistication with respect to environmental document reviews."
Environment	Cindy Vaillancourt	McCarthy Tétrault LLP	"Very sharp and very solid."
Franchising	Frank Robinson	Cassels Brock & Blackwell LLP	"A subject matter expert who uses that knowledge to think of practical business solutions."
Franchising	Chad Finkelstein	Dale & Lessmann LLP	"Provides excellent quality work, is very consistent, very reliable and offers a wide range of services."
Franchising	Adam Ship	McCarthy Tétrault LLP	"He delves deep in his analysis - I think he's really going places."
Franchising	Helen Fotinos	McCarthy Tétrault LLP	"She is very intelligent, full of courage, straightforward and clear."

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Immigration	Roxanne Israel	EY Law LLP	"A fantastic lawyer."
Insurance: Transactional & Regulatory	Laurie LaPalme	Cassels Brock & Blackwell LLP	"Has a very good knowledge of the regulatory climate and writes thorough and well reasoned opinions."
Insurance: Transactional & Regulatory	Koker Christensen	Fasken Martineau DuMoulin LLP	"His level of support has never wavered. He is a calm man in a crisis."
International Trade/ WTO	Andrew Lanouette	Cassidy Levy Kent LLP	"An extremely competent lawyer on the trade remedies side."
Investment Funds	Kevin Rusli	Blake, Cassels & Graydon LLP	"He's very good at building relationships, and very tuned in to the investment funds space."
Investment Funds	Kathryn Fuller	Borden Ladner Gervais LLP	"Extraordinarily dedicated, efficient, service-oriented, cost conscious and intelligent."
Litigation: Products Liability	Emily Larose	Cassels Brock & Blackwell LLP	"She is able to patiently ask the right questions to ascertain exactly what we need, and why."
Pensions & Benefits	Amanda Darrach	Cavalluzzo Shilton McIntyre Cornish LLP	Recognised by Chambers Canada for her leadership of her firm's employee-side pensions and benefits practice.
Pensions & Benefits	Mark Firman	McCarthy Tétrault LLP	"He is very approachable and flexible, with a desire to understand our culture."
Projects: PPP & Infrastructure	Danna Donald	Osler, Hoskin & Harcourt LLP	Enjoys a growing profile for her representation of a wide range of clients in Canadian PPP projects.
Projects: PPP & Infrastructure	Jamie Templeton	Stikeman Elliott LLP	"He is very practical and easy to get along with."
Projects: PPP & Infrastructure	David White	Davies Ward Phillips & Vineberg LLP	Highly regarded for his strength in project development and financing work.
Real Estate: Ontario	Jamie Orzech	McCarthy Tétrault LLP	"His guidance, experience and commercialism really helps us in transactions."
Real Estate: Ontario	Melissa Schyven	Stikeman Elliott LLP	"An outstanding real estate lawyer."
Restructuring/ Insolvency	Larry Ellis	Cassels Brock & Blackwell LLP	"Very creative and very smart. He is charming and has a way of working well with others."
Restructuring/ Insolvency	Maria Konyukhova	Stikeman Elliott LLP	Ranked in Chambers Canada for her experience of restructuring and insolvency litigation.
Restructuring/ Insolvency	Evan Cobb	Norton Rose Fulbright	Highly regarded by Chambers Canada for his work across CCAA, CBCA and BIA proceedings.
Tax	Paul Stepak	Blake, Cassels & Graydon LLP	Ranked in Chambers Canada for his strength in both Canadian and cross-border income tax planning.
Tax: Litigation	Matthew Williams	Thorsteinssons LLP	"A very bright, practical and economical tax litigator."
Transportation: Aviation	Jason MacIntyre	Blake, Cassels & Graydon LLP	"He really knows what he's doing."
Transportation: Rail & Road	Pierre-Olivier Ménard Dumas	Stein Monast L.L.P.	Ranked in Chambers Canada for his high-level expertise in surface transportation matters.
Transportation: Shipping	Eric Machum	Metcalfe & Company	"A bright and enthusiastic guy."
White-Collar Crime & Government Investigations	Sean Boyle	Blake, Cassels & Graydon LLP	"He is a very reasonable and pragmatic individual."

Associates to watch

Chapter	Name	Organisation	Quote
Aboriginal Law	Stéphanie Axmann	McCarthy Tétrault LLP	<i>"I find she is really responsive, really smart, and picks up on really good nuances and potential risks."</i>
Advertising & Marketing	John Salloum	Osler, Hoskin & Harcourt LLP	<i>Ranked in Chambers Canada for his experience relating to social media and online promotions.</i>
Dispute Resolution: Ontario	Shantona Chaudhury	Pape Barristers	<i>"She has creative ideas and her advocacy is second to none."</i>
Employment & Labour: Ontario	Kathleen Chevalier	Stikeman Elliott LLP	<i>"Very pragmatic and straightforward."</i>
Energy: Oil & Gas (Transactional)	Ashley Weldon	Burnet Duckworth & Palmer LLP	<i>Ranked in Chambers Canada for her work on oil and gas transactions and due diligence.</i>
Environment	Marie-Claude Bellemare	Borden Ladner Gervais LLP	<i>"She is very pleasant to deal with and her written communication is always clear and thorough."</i>
Franchising	Michael Melvin	McInnes Cooper	<i>"He is really making a name for himself in the franchising world."</i>
General Business Law: Canadian North and Arctic	Glen Rutland	Lawson Lundell LLP	<i>"He is very bright, very approachable, and he loves the law and its practice."</i>
Immigration	Chantal Arsenault	Norton Rose Fulbright	<i>"Very knowledgeable, aware of our company needs and culture, and highly responsive."</i>
Transportation: Shipping	Andrew Stainer	Bull, Housser & Tupper LLP	<i>"Professional, approachable, friendly and witty."</i>