



The Institute
of Law Clerks
of Ontario

LAW CLERKS' REVIEW

This issue:

Page 3

Messages from ILCO

Page 5

New Technology Embraced By
Ontario's Rules Of Civil
Procedure

Page 7

Obtaining Official Transcripts
From Court Proceedings
Seeking Clarity On A
Confusing Process!

Page 10

Cox & Palmer Teams Up
With ILCO for Fall Seminar &
Sociable

Page 11

Sedona Canada To Release
Updated Principles And
Commentary Addressing
Electronic Discovery

Page 13

Business Development For
Law Clerks: 5 Tips To Get
Started

Page 15

Welcome Members

Page 17

Calendar of Events

THE POWER OF YOU

As we head into the New Year, ILCO is excited to provide our members with some updated information regarding our upcoming conference - *The Power of You* - to be held May 27 to May 30, 2015 at The Sheraton on The Falls hotel in Niagara Falls, Ontario.

Next year marks the 25th Anniversary of ILCO's annual conference. To commemorate this milestone, we are excited to provide an outstanding lineup of speakers in diverse practice areas as well as an exciting Thursday evening event. As in previous years, ILCO will also be holding a pre-conference golf tournament at the breathtaking Ussher's Creek golf course on May 27, 2015.

The conference committee has secured a lineup of brilliant speakers and we are pleased to announce that the following leaders will be joining us as keynote speakers at ILCO's 2015 Conference:

- David Chilton, a "Dragon" on CBC TV's *Dragons' Den* and bestselling author of *The Wealthy Barber* series, will provide a humorous discussion of the way unique perspectives and ideas lead to success, including some "behind the scenes" stories from *Dragons' Den*;
- The Hon. David C. Onley, former Lieutenant Governor of Ontario, Special Advisor on Accessibility to the Minister of Economics and Inaugural Chair of the Accessibility Standards Advisory Council of the Government of Ontario will speak to the Gifts of Great Leaders; and
- Olympic Champion Mark Tewksbury and Olympic Coach Debbie Muir will be conducting their "Great Traits" workshops discussing fundamental traits for achievers, leaders and legacy leavers.

Conference registration information will be sent to members in the New Year. We look forward to seeing you in Niagara Falls in May.

Happy holidays from the ILCO Conference Committee.



David Chilton

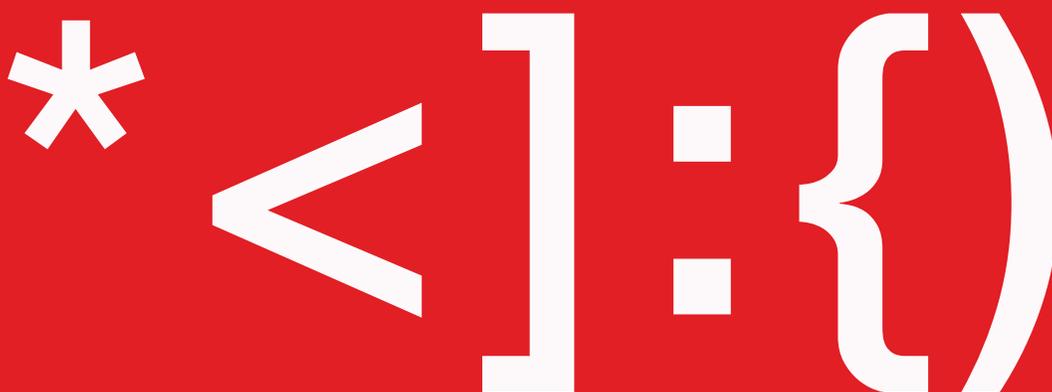


The Honorable David C. Onley



Mark Tewksbury and Debbie Muir





< **ho ho ho** >
< **happy holidays** >



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PRESIDENT'S MESSAGE

I am honoured to have had the privilege of serving as your President for the past three years. As I plan on taking a less active role in ILCO in 2015 I would like to take this opportunity to express my appreciation and gratitude to the outstanding group of people that make up the ILCO board of directors. The ILCO leadership team is a strong one. We remain one of the top associations for Law Clerks in Canada and are wonderfully positioned to continue moving forward on our journey. The past few years have seen unprecedented financial and membership growth. ILCO's foundation, together with strong future plans, leaves no doubt that we will continue on a positive trajectory.

As always, our success is largely based on the support of our members and volunteers. Through the efforts of our volunteers, who have given countless hours of energy and time, we have been able to build a strong organization. The past year had seen an increased interest in volunteering at ILCO. This increase supports the dedication of our members and pride in our association.

As a not-for-profit organization we also rely on the support of our sponsors and the generosity of the legal community to provide our members with robust and relevant educational programs, social opportunities and our annual conference. We would like to thank our sponsors and supporters, as only with their support have we been able to exceed our goals. We look forward to their continued support in 2015.

Last, but certainly not least, I would like to thank the ILCO office staff for their outstanding efforts during this past year.

On behalf of your board of directors and the office staff, I wish you and your family a joyous holiday filled with peace and happiness.

Rose Kottis
President

ILCO CERTIFICATION WILL BE HERE SOON – ARE YOU READY?

ILCO members will have the opportunity to become recognized as an expert in the area of law you are currently in and you have been a law clerk in that area for 10 years by becoming an ILCO Certified Expert. Becoming an ILCO Certified Expert will recognize our ILCO members, who meet the experience and knowledge requirements, as leaders in their chosen field of law.

For more information regarding Certification, please contact the ILCO Office.

Lisa Matchim (Chair), Amanda Gailling-Striukas, Bernadett Germuska, Carol Hutchison and Lesley Wagner
ILCO Certification Committee

ILCO NEWSLETTER COMMITTEE – A THANK YOU TO C.O.R.E.

As part of our efforts to "keep green" ILCO will no longer distribute a printed copy of our newsletter to members. This past October 2014 edition was the first publication sent electronically only to its members. ILCO wishes to thank C.O.R.E. for its excellent service over the many years in collating our newsletters and inserts for bulk mailings. ILCO continues to be a proud supporter of C.O.R.E. and its various programs through ILCO's other mailings, such as the conference brochures and nominations forms for elections to the Board at the annual general meetings. For those who are unfamiliar with C.O.R.E., it serves adults with developmental disabilities and dual diagnoses. C.O.R.E.'s mission is to operate day programs that will engage hard-to-serve individuals in activities that will support them in maintaining mental and physical wellness and encourage self-determination and social integration. Perhaps your firm or

organization could use C.O.R.E.'s services. It would be helping a good cause and our community.

The ILCO Newsletter Committee is looking for volunteers to serve on its committee and articles that would interest law clerks, either articles written by you or articles to re-print with permission. Please contact reception@ilco.on.ca for more information or to submit an article.

Wishing you all the best during this holiday season,

Christopher Poirier and Anna Traer

Co-chairs, ILCO Newsletter Committee

ILCO'S ANNUAL GENERAL MEETING – WEDNESDAY, FEBRUARY 4, 2015

Mark your calendars to attend ILCO's annual general meeting being held on February 4, 2015 at the ILCO Education Centre,

20 Adelaide Street East, Suite 503, Toronto. See you there!

ILCO'S 25TH ANNUAL CONFERENCE – MAY 27-30, 2015

Don't miss ILCO's silver anniversary conference at the Sheraton On The Falls in Niagara Falls, Ontario. It will be a special conference with an excellent lineup of speakers. Join us for the pre-conference golf tournament on May 27th at Ussher's Creek Course - Legends on the Niagara.

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ILCO Conference Committee



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NEW TECHNOLOGY EMBRACED BY ONTARIO'S RULES OF CIVIL PROCEDURE

by Michael Tweyman

On January 1, 2015, a new method of service will be added to Ontario's Rules of Civil Procedure that will give law clerks across the province the ability to serve documents in a more efficient and convenient manner. Instead of serving court documents by fax, mail, personal delivery and courier, the new Rule 16.05(1)(c.1) will permit service of documents instantaneously and securely over the Internet using an electronic document exchange.

An electronic document exchange is a webbased portal through which a network of members will be able to serve documents on one another and organize their court documents in a secure, online environment. Due to the enhanced reliability features of an electronic document exchange, the Rules do not require an affidavit of service to be completed in order to prove service by electronic document exchange. Instead, the electronic document exchange automatically generates a "record of service", which contains all of the details of service and constitutes valid proof of service under the Rules. The record of service simply needs to be printed and filed with the court as proof that the documents were served.

Members of an electronic document exchange will be able to effect service by simply selecting the documents they wish to serve and identifying the other members of the electronic document exchange that are to be served. Since an electronic document exchange is a controlled

environment specifically designed for service of court documents, there is no equivalent to a spam filter, a junkmail folder, or file size restrictions that would prevent the document from reaching opposing counsel. Unlike traditional methods of document delivery that are susceptible to issues such as incorrect addresses and fax numbers, transmission errors, and the unavailability of the recipient to receive the document, electronic document exchanges can virtually guarantee instantaneous and secure delivery.

The electronic document exchange will also introduce a measure of convenience to what is currently a very paperintensive process. For example, instead of having to make multiple copies of documents for service on various parties to litigation, service by electronic document exchange can be effected in a paperless fashion with just a few mouse clicks, regardless of how many parties need to be served.

Similar advantages will be realized when documents are received through an electronic document exchange. Since the documents will arrive in electronic format, lawyers, clerks, and assistants will be able to save large court documents into existing computer and document management systems, without someone having to unbind and scan hundreds of pages.

Additionally, since all documents that are sent or received

continued on page 6



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Prizes may not be exactly as shown.

through an electronic document exchange can be made available in the cloud, these documents will be accessible from anywhere at any time. Smaller firms that do not currently utilize a commercial document management system will benefit from the fact that incoming and outgoing documents can be automatically organized by case.

Best of all, electronic document exchange technology will allow law firms to realize all of these advantages at a fraction of the cost that firms currently pay for document delivery through methods such as courier and personal delivery.

With the introduction of the rule permitting document service through an electronic document exchange, Ontario has taken a positive step towards bridging the technology gap between litigation service rules and modern document

management practices. By leveraging this technology, clerks will be able to take the administrative headaches out of the document service process and replace inefficient, paperbased methods of service with a form of service that is better suited to today's practice of law.

Lawyers **Michael Tweyman** and **Arin Klug** developed the electronic document exchange concept and submitted the initial proposal to the Civil Rules Committee to permit service by electronic document exchange. Michael and Arin are also the cofounders of CourtSide EDX (www.edxontario.com), the first electronic document exchange designed specifically to comply with the new rule. Law firms can register for CourtSide EDX at no charge by calling 1-800-EDX-5732.



The Institute
of Law Clerks
of Ontario

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It's been just over six months since the Ministry of the Attorney General implemented its digital recording regime for all courts in Ontario. Much confusion exists around the procuring of transcripts under the new regime.

As of April 2013, MAG completed its implementation of the monitor/digital recording model of capturing the record. Where once upon a time it was the court reporter who was responsible for taking the record in court, transcribing same and certifying its accuracy, these tasks are now separate. The monitor in court is just that; the person who monitors the recording and makes notes, such as the name of the case, counsel's names, witnesses who are sworn, etc. The person (or persons) who transcribe the CD recordings are to be found under a list called the Authorized Court Transcriptionist (ACT), at <http://www.courttranscriptontario.ca/>.

Below is a step-by-step guide to ordering a transcript.

- Complete the Order for Court Transcript form found at: <http://www.courttranscriptontario.ca/home/resources>
- Select your transcriber from the list of ACTs
- The ACT will submit your Order for Court Transcript form to the appropriate Recording Manager of the Court, and from there will obtain the CDs of the recording
- Upon receipt of the CDs, the ACT will provide to you and the court a copy of the completed Certificate of Transcript Order (i.e. Court of Appeal)
- The ACT will then proceed to prepare your transcript. Turnaround, as set out on the ACT website, is up to 30 days (multiple day cases will likely take much longer)
- Upon completion of the transcript, the ACT will inform you and present an invoice for services; the ACT will complete a Certificate of Completion which is filed with the court (i.e. Court of Appeal), and provide appropriate copies of the transcript to you

Tips & Tricks

- You may need an estimate prior to work commencing (for example, your client would like an estimate of costs before deciding to proceed). An experienced ACT should be able to provide you with an estimated number of pages based on your request. This can all be done prior to placing an order for transcription with the ACT.
- Be aware that all rulings, Reasons for Judgment, Reasons for Sentence and Charges to the Jury must be sent to the judge for approval. No ACT can control the time a judge may take to approve/edit the above.
- Receipt of the CDs from the Recording Manager are not always immediate. Be aware that there may be a delay in the receipt of CDs.

- For best results, provide your ACT with as much information as you can, such as:
 - Statement of Claim/Statement of Defense (civil)
 - Copy of Indictment (criminal)
 - List of counsel and witnesses
 - Copy of exhibits, if available
 - Copy of any witness briefs, written submissions
 - Copy of index of productions

The Good, the Bad and the Potential Ugly

First, the good. The changes enacted mean you can engage an ACT of your own choosing. When perusing the list, you will find many former court reporters previously employed by MAG who are now transcribing instead of performing the monitor function. In the past, the reporter who was in court was the one who transcribed the proceedings, sometimes leading to long, long delays in the receipt of transcripts due to that reporter's backlog; unfortunately, some court reporters produced poor quality transcripts and you were stuck. Now users will have some measure of control through the selection process. You may choose an ACT from anywhere in the province as well; there are no restrictions on location, other than those a particular ACT may implement (i.e. an ACT may indicate geographic limitations, etc.)

Importantly, for those trials which require realtime, rough draft or simply high quality court reporting, parties may engage their own court reporter to report and transcribe the proceedings. You will, however, require the permission of your presiding judge, the Court Reporting Office, and the Senior Regional Judge for whoever you wish to bring in. Additionally, your private court reporter must have MAG security clearances, and, most importantly, should have prior court experience, with intimate knowledge of court procedures and rules.

Now for the bad and potential ugly. Those who appear on the ACT list will range from those with years and years of experience to those who literally have just completed a 16-week/3 hours per week course. If your case, for example, contains technical testimony – think forensic evidence, a medical malpractice case, or complicated contracts – you want only the best to transcribe the proceedings. In looking at the list of ACTs, unless you know the transcriber, be sure to conduct some due diligence on the person you are selecting; someone's liberty, reputation or monetary interests are at stake. You want someone who knows the difference between the Supreme Court of Canada and the Sprinkler Court of Canada (yes, that really happened).

Electronic formats are also problematic. Many court reporters on the ACT list are working only in Word and, heaven forbid, some are even working in WordPerfect 4.2 (yes, that's from the 1990s). For those of you who work

continued on page 8

in database products such as Summation, CaseLogistics, etc. this is a significant problem, because Word will not import into these software products. This is again something you will want to explore with the ACT that you intend to retain for transcription.

The quality of the recordings is going to vary greatly, and as a result some transcripts will not be a very good product. One of the first transcriptions I performed was a four-day trial with a self-represented husband, and an inexperienced lawyer representing the wife. The transcript was replete with cut-off sentences and thoughts, overspeaking, and a lack of access to exhibits and other material made for some educated guesswork on my part. However, as a professional, this is not the kind of record I want to produce. Without a court reporter on-site, in court, control of the record is really up to the parties and the judge; people may not be thinking about the record and how it will read in a year's time. This is ultimately a fault with the system, and not one that can be laid at the feet of the transcriptionist, so be aware that this circumstance may arise.

There is no perfection in the system, but with some due diligence and some assistance by the parties ordering

the transcript, it is possible to have delivered a good quality transcript in a timely way. Unfortunately there are many minefields to navigate too. Time will tell how the system fares overall, and it will be up to the users of the transcripts to make their voices heard loud and clear if things aren't working well.

[Editor's Note: For more information, see the October 2013 edition of ILCO's Law Clerks' Review for the article "Court Reporting And The Courts: New Changes" by Kim Neeson.]

Kim Neeson is a working court reporter and president of Neesons in Toronto, Ontario. She is also an ACT and oversees other ACTs in their provision of transcription services to clients. Ms. Neeson is currently on the board of the Society for the Technological Advancement of Reporting, and serves as Co-Chair of the Firm Owners Committee of the National Court Reporters' Association.

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COX & PALMER TEAMS UP WITH ILCO FOR FALL SEMINAR & SOCIABLE

On November 12th, Cox & Palmer teamed up with ILCO for its full-day corporate law seminar followed by a “sociable” at the nearby Beer Academy.

Cox & Palmer paralegals Kathryn Davison, Caroline Richard, and Kayla Payne attended the seminar along with Gina Lohnes, Corporate Services Manager and Griffith Roberts, Partner, who presented From Coast to Coast (OK, mostly East Coast) - Common Issues Faced by Law Clerks When Doing Deals Outside of Ontario. Relevant information intermingled with a few laughs made for a solid presentation that got rave reviews from attendees.

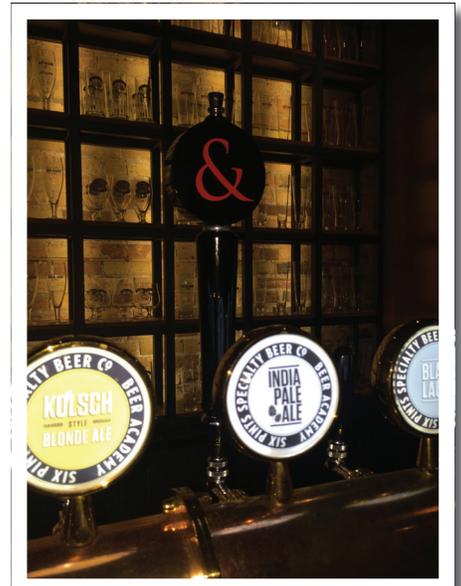
Post seminar, 62 of ILCO’s finest headed over to the Beer Academy for an evening sociable. Beer tasting was on tap for those interested in trying some of the establishment’s exclusive brew and, of course, what fun would it be without a few door prizes?

It was great to meet you ILCO - the Cox & Palmer team from Atlantic Canada appreciated the opportunity to connect with so many ILCO members, and looks forward to seeing you again in the spring at your 25th Annual Conference.

Photo evidence of a good time had by all.

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COX & PALMER



E-discovery remains a challenging and pressure-filled industry. "With data volumes increasing..." is a phrase you are likely to read in the first paragraph of any article on changes in the e-discovery market. But it's true. Those of us involved in managing e-discovery projects experience those challenges every day. This pressure is as real in investigations or audits as it is in civil cases before the courts. Where electronically stored information ("ESI") needs to be managed, reviewed and shared, there is now more need than ever for clear guidance, shared principles and realistic expectations based on the deepest available experience and the broadest possible consensus among key players in the industry.

First the Sedona Conference in the United States and next the Sedona Canada Working Group in Canada were created as e-discovery was emerging as a specialization within legal services. Bringing together experts from all of the relevant related fields – litigators, judges, academics, litigation support specialists, IT professionals and project managers – these organizations have developed a set of principles and best practices to help this emerging profession establish professional norms and shared expectations.

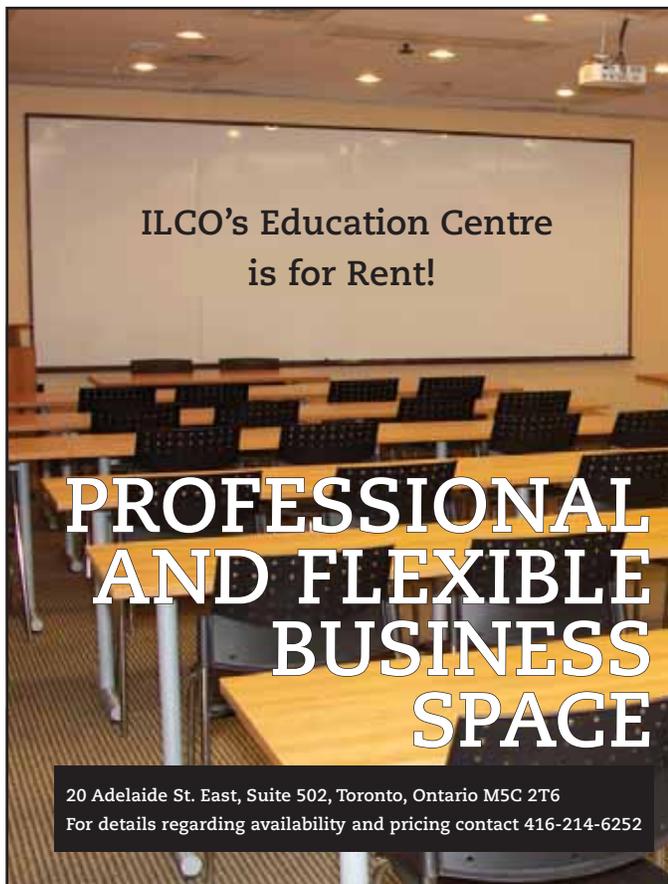
Sedona Canada was formed in 2006. In January 2008, the Sedona Canada Principles and Commentary ("the Principles") were issued. Since then, the Principles have been referred to explicitly as standards to be consulted by both the Nova Scotia and Ontario Civil Rules. They have been cited in important court decisions in Canada, including in *Palmerston Grain v. Royal Bank of Canada* where the Ontario Superior Court of Justice confirmed that a failure to comply with the Sedona Canada Principles is a breach of the Rules of Civil Procedure, effectively making the Principles mandatory for Ontario cases dealing with electronic information. Slowly but steadily, the Principles are helping to align people's thinking and guide the development of consistent and defensible

practices in the management of e-discovery during all phases a project.

This last summer and into the fall, the Sedona Canada Working Group's Steering Committee and its Editorial Board have been drafting revisions to the Principles and Commentary. An important step in that process was the Working Group meeting in August at The Estates of Sunnybrook in Toronto, where a day of panel discussions helped to draw out new thinking and formulate consensus on proposed changes. A draft of the revised document was distributed at an event in October 2014 of the OBA's E-Discovery Implementation Committee (EIC). The final document is being prepared. There are some changes to some of the Principles and several additions to the Commentary. There is also a new Overview, which emphasizes two overarching principles that should guide and inform all phases of an e-discovery project: proportionality and cooperation. These changes, taken as a whole, constitute important new material that anyone involved in e-discovery in Canada should review and be familiar with. The second edition of the Principles and Commentary will be published in early 2015.

For further information on the Sedona Canada Working Group and its activities, please feel free to contact Crystal O'Donnell (crystalodonnell@mac.com), Susan Wortzman (SWortzman@wortzmans.com) or David Sharpe (davidsharpe@kpmg.ca). Should you wish to receive a copy of the Sedona Canada Principles 2d edition upon publication, please contact Jim Ko at the Sedona Conference (jwk@sedonaconference.org or 602-258-4910).

David N. Sharpe is a Senior Manager, E-Discovery at KPMG LLP and a member of The Sedona Conference, Working Group 7, Sedona Canada



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Thursday, February 5, 2014 | 1:30 pm to 4:50 pm

Citizenship and Immigration Law

Canadian Immigration Law: A Whole New World?

Thursday, February 5, 2015 | 9:00 am to 12:20 pm

The Ontario Bar Association wants to see you there and is extending member pricing for all ILCO members who would like to attend. Visit oba.org/institute2015 for full registration details.



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BUSINESS DEVELOPMENT FOR LAW CLERKS: 5 TIPS TO GET STARTED

by Cris Lam

What happens when you feel like your career has hit the ceiling? Your routine at work becomes redundant, there is no spark left in your professional career and your achievements are not being recognized outside the law office. There is nothing to fear, because I have discovered and experienced a way to re-ignite that spark, that passion and motivation to raise your professional career. Ask yourself, how many hours do you put towards Business Development?

I was fortunate to work with Gary Mitchell, of OnTrac Coaching, my Business Development Coach, and discovered that Business Development was a process that allowed me to raise my professional career while maintaining my responsibilities at the law office. Business Development allowed me to become indispensable and an asset to my law office. In other words, I felt like I was a veteran law clerk and mentor to others. I began seeing the many rewards in Business Development.

It made perfect sense for my employer to invest in my professional career. Law clerks are the 'gate-keepers' to any successful law office. We know how the law office operates, we know our clients, and we know how to manage our lawyer's and client's expectations. Business Development will give you that competitive edge, that opportunity to bring in new business, which will lead to more revenue and perhaps a financial compensation for you in return. However, I soon realized that Business Development was more than just a financial reward.

Tip # 1

Develop a Business Plan

Nothing will get done unless you write it down on a piece of paper. We do this every day at work, our itemized TO DO LIST that dictates what we need to do for the day, and we update it for the next day. The Business Plan should set out what you hope to accomplish in the next 3 years, 5 years, and 10 years in your career. You should set out your goals, your strengths and weaknesses. Your Business Plan should change as you grow, but it should be the starting point of where you are now and where you want to be in the future. The Business Plan should keep you focused on completing your goals and most importantly, creating new goals in the future.

You may need a Coach to help you with your Business Plan, however, at the end of the day, it is your vision, your goals and expectations that you set out for yourself. Remember, you are only responsible for yourself. Your principal lawyer, your law office and Business Development Coach will not do the work for you. You have to be committed and honest with this process. In order to achieve results, you must put an effort in executing your Business Plan.

Tip # 2

Organize your Contacts

We all have a vast amount of friends, family and other colleagues that we have encountered in our past. It is time to organize and categorize these contacts to your advantage. These contacts may already be organized in your social media network (Facebook, LinkedIn and Twitter). If you do not have a LinkedIn profile, I recommend that you create a profile today. LinkedIn has proven to be very successful in adding new connections, referring new connections and maintaining professional relationships with others that you have encountered by mastering the 'art of networking'.

The objective is to strategically pick the people that you want to build a relationship with so that you become 'top of mind'. If you are an introverted person, this may be a great opportunity to catch up with someone from your past who you may be comfortable in speaking with before you start attending networking events on your own.

Tip # 3

Networking events and one-on-one coffee meetings

Try to schedule 1 to 3 networking events or one-on-one coffee meetings each week. By now, your contact list is organized, if you

followed Tip # 2. You are now ready to go on one-on-one coffee dates. Be strategic of the networking events you want to attend. You want to attract like-minded professionals that would refer new business to you. For example, you could target young professionals such as Accountants, I.T. Consultants, Financial Planners, Business Management, and lawyers who practice a different type of law than your law office.

Try to sign-up for Meet-Up groups that focus on networking with other professionals in your community. Be cognizant of groups who just want to meet up for social drinking and developing friendships. You want to develop professional relationships.

Be prepared to LISTEN. It's not all about you. You want to establish a genuine connection with the professional so they feel confident in referring business to you. They may not come to you personally for the referral, but their family member, friend or colleague who has a civil matter, a family law matter or immigration matter will require your services.

Tip # 4

Be Active and Join Organizations

Joining organizations will give you an opportunity to network with new professionals and attend networking events. This organization does not have to be related to your work field. Instead, find an organization that you are passionate about and will allow you to learn from other professionals. I joined TLOMA, ILCO and became a Director at Access for Parents and Children in Ontario "APCO", the largest supervised access center in Ontario. Becoming a Director for a prestigious organization was the highlight of my career.

Moreover, joining organizations will make you feel like you are part of a community. You will feel valued, respected and accomplished in your career. Once you are part of an organization, you can volunteer to join or form a sub-committee that you can Chair or Co-Chair. You will gain so much experience in working with other professionals to achieve the same goal. You also want to learn what others are doing, how are they doing it better and perhaps you can bring those new tools and practice management tips back to your law office. Lastly, joining organizations allows you to promote yourself and your law office to others.

Tip # 5

Be an author and presenter

You are the Encyclopedia Book of dealing with difficult clients, developing best practice management and an expert in your field of law. By sharing your experience and knowledge with others, you set yourself apart from other colleagues. Of course, law clerks cannot give out legal advice. However, you can write about legal process and procedure, and practice management tips.

Speak with your principle lawyer or law office before you begin submitting a proposal for an article. Once your proposal is approved and article is published, you can speak confidently about your topic and reach out to more professionals. You have now become the expert of your topic. Law clerks can learn from each other, just like lawyers can learn from each other at Continuing Legal Education programs.

Business Development is a process. It will take time before new clients or referrals come your way. Remember to have fun with these networking events and coffee dates. You have to be yourself. You are not trying to become your principal lawyer. It is important to have personal and professional growth in your life. Perhaps it is time to speak with your Human Resource Manager or principal lawyer to see if Business Development is a right fit for you.

Cris Lam is a Senior Law Clerk at Benmor Family Law Group, a boutique law office that specializes in Family Law. Cris can be reached at 416-489-8890 or by email at cris@benmor.com

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CALENDAR OF EVENTS

DATE	EVENT
Friday, January 2, 2015	Real Estate Provincial Associate Exam Registration Deadline
Monday, January 12, 2015	New Exam Format Introduction Session
Tuesday, January 27, 2015	Real Estate Provincial Associate Exam
Saturday, January 31, 2015	Student Awards at the Ritz-Carlton
Monday, February 2, 2015	Associate Estates Course Begins
Wednesday, February 4, 2015	Annual General Meeting, ILCO Education Centre, 20 Adelaide St. E., 5th Floor, Toronto, ON
Friday, February 20, 2015	Litigation Provincial Associate Exam Registration Deadline
Monday, February 23, 2015	New Exam Format Introduction Session
Week of March 2, 2015	Fellowship Courses Begin
Tuesday, March 10, 2015	Litigation Provincial Associate Exam
Monday, March 16, 2015	Associate Corporate Course Begins
Friday, May 15, 2015	Estates Provincial Associate Exam Registration Deadline
May 27-30, 2015	ILCO's 25th Annual Conference, Sheraton On The Falls, Niagara Falls, ON

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