



### HIRE-BACK

Depending on department needs, there may be the opportunity for strong individuals to be hired back as first year lawyers. The well-rounded articling experience offered by OPG gives our students the tools they need to make informed choices about their legal careers.

### WHY ARTICLE AT OPG?

OPG is a fast-paced in-house legal department that can provide a varied and challenging articling experience. OPG is the perfect choice for someone who is particularly interested in the energy field or for someone interested in experiencing an "in-house" environment with "Bay Street" quality work.



### Your package should include:

- cover letter
- résumé
- transcripts from law school and undergrad (copies are acceptable)
- letter(s) of reference

Hard copy and electronic applications are accepted.

**We look forward to hearing from you!**

### MENTORING

Each student will be assigned a mentor at the beginning of their articles. The mentor will be one of the lawyers in our department. The role of the mentor is to make the articling experience a more positive one by assisting in workload management, answering questions and generally helping the student navigate through their articling year.

### CONTINUING EDUCATION

OPG provides numerous opportunities for continuing education. Due to our close relationship with the major Bay Street firms we use as outside counsel, our students are invited to attend continuing education seminars offered at those firms. OPG will also fund student attendance at seminars or courses that are relevant to their articling experience.

### SALARY

OPG's salary for articling is competitive with other large in-house departments and the Department of Justice. Please see the National Articling Database ([www.totallegaljobs.ca](http://www.totallegaljobs.ca)) for current salary information.

# questions?

### CONTACT US!

Website: [www.opg.com](http://www.opg.com)

Recruitment website: [www.mypowercareer.com](http://www.mypowercareer.com)

Click on: **Students**, then **Career Path**

Then select **Articling Students**

Mail: **Articling Coordinator - Law Division**

**Ontario Power Generation  
H18 - 700 University Avenue  
Toronto, Ontario  
M5G 1X6**

# Why article at Ontario Power Generation?

**ONTARIOPOWER**  
GENERATION

**ONTARIOPOWER**  
GENERATION

# OPG is the **perfect choice** for someone interested in experiencing an **“in-house”** environment with **“Bay Street”** quality work.

## OUR COMPANY

Ontario Power Generation has a long history in the electricity business. Our focus is on the risk-managed production and sale of electricity from our generating stations, while operating in a safe, open, and environmentally responsible manner.

OPG supplies the majority of the electricity consumed in Ontario. Our power comes from hydroelectric, thermal and nuclear plants, as well as some green power generation. Our sole shareholder is the Government of Ontario.

## OPG'S LAW DIVISION

OPG's Law Division consists of approximately 25 lawyers divided into two main practice areas, as follows:

### CORPORATE/COMMERCIAL

More than half of our lawyers are devoted to various aspects of corporate and commercial law. Students can expect to be exposed to a wide range of activities within this practice area during their articles, as follows:

- corporate and commercial transactions, including the purchase and sale of various goods, commodities, real estate, fuel and services, and electricity purchase and sale arrangements;
- supporting corporate initiatives such as joint ventures, spin-offs and large scale project development;
- significant exposure to contract negotiations and drafting; and
- some exposure to intellectual property, technology (e.g. software licensing), corporate records, insurance, securities, tax and credit facilities.

## ADVOCACY/REGULATORY

Our Advocacy/Regulatory area can be divided into four main practice areas, as follows:

### Labour/Employment

- advise on collective agreement interpretation and application, collective bargaining negotiations, human resources strategies, personnel issues and training, Human Rights issues and pension matters;
- advocacy before the courts, boards of arbitration, the Ontario Labour Relations Board, Workplace Safety and Insurance Appeals Tribunal and a wide variety of other employment-related administrative tribunals; and
- advise on health and safety issues that arise in the context of company operations, including the creation and monitoring of health and safety policies, addressing work refusals, appeals of Inspectors' Orders, and defending against charges laid pursuant to the Occupational Health and Safety Act.

### Regulatory

- advise on legislation, regulations, licenses, permits and approvals governing our operations;
- advise on regulatory issues with respect to energy;
- advise on municipal, land-use planning and property tax issues; and
- prepare for and attend at hearings before various administrative tribunals, including the Canadian Nuclear Safety Commission, Ontario Energy Board, and Ontario Municipal Board.

### Environmental

- advise on environmental compliance issues that arise in relation to nuclear, thermal and hydroelectric power generation;
- assist in drafting and updating environmental policies and procedures and provide training for employees regarding environmental due diligence; and
- advise on environmental matters that arise in the context of major projects, corporate transactions and emissions trading contracts.

## Litigation

Litigation areas include: complex corporate/commercial disputes, aboriginal law, pension and employment related actions, personal injury, construction and real estate actions. Typical activities include:

- research, drafting pleadings, affidavits and factums;
- examinations for discovery, mediations, motions, applications, arbitrations and trials; and
- small claims court trials, judgement debtor examinations and obtaining adjournments.

## ARTICLING AT OPG

Our articling students will work with lawyers in our two main practice areas, providing them with exposure to all of the areas of law in which we practice.

In addition to the broad work experience offered by OPG, we also offer a two-month secondment at a major Bay Street law firm. During this period, our students join the articling program at the firm and have the opportunity to experience private practice.

## RESPONSIBILITY

As is typical for an articling experience, most of the work done by students comes from other lawyers. Students will write research memos, draft contracts, prepare correspondence and attend client meetings. Students at OPG have the opportunity to take on as much responsibility as they can handle. For example, some of our students conduct their own hearings and manage small files on their own.

