

**ARTICLING
PROGRAM
2020/2021**

Pitblado^{LAW}



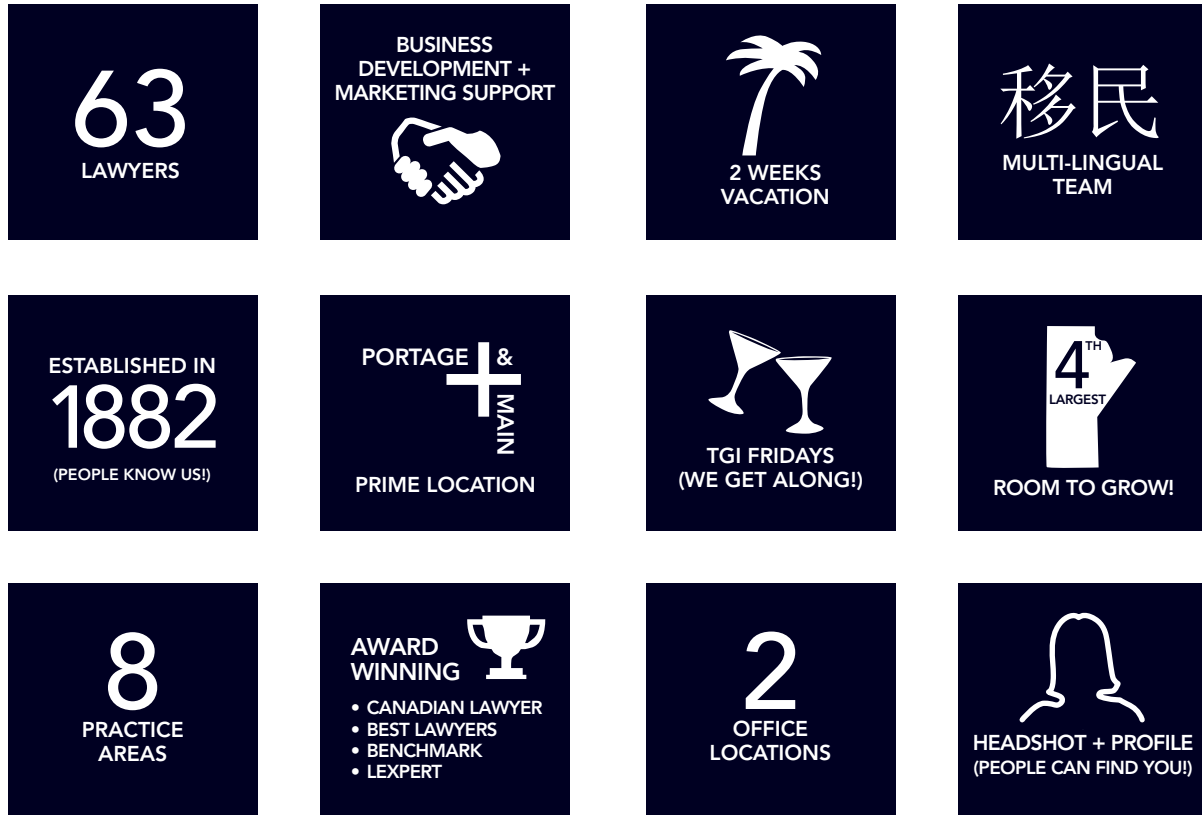
**IT'S YOUR CAREER.
IT'S YOUR LIFE.**

YOU CAN HAVE IT ALL.



WHY PITBLADO

WITH SEVERAL FIRMS TO CHOOSE FROM, DECISIONS CAN BE TOUGH. LET US MAKE IT EASY.





VISION

To be a trusted law firm through exceptional counsel, integrity, innovative approach, and proactive client solutions.

MISSION

To deliver excellence in creative solutions for clients through business knowledge, superior advocacy, innovative and strategic approach, and fresh insight.

VALUES

- **Authentic:** We believe in being authentic, therefore be who you are.
- **Collaborative:** We believe in being collaborative, therefore we listen because a collaborative and responsive environment is only possible if stakeholders are heard.
- **Engaged:** We believe in being engaged, therefore we take great interest in our clients and pledge to provide exceptional service.
- **Innovative:** We believe in being innovative, therefore we explore new ideas, methods or tools.
- **Respectful:** We believe in being respectful, therefore we hold our clients and stakeholders in special regard.
- **Strategic:** We believe in being strategic, therefore we are able to use a plan or a method to achieve a goal.

ARTICLING PROGRAM

Every firm has one, but our program is flexible – designed to help you gain experience in a broad range of practice areas. The program works for those seeking variety and opportunity to explore different areas of law. We treat articling and the education of students seriously: you are welcomed as part of our team, and lawyers make themselves available to help you. In addition, we have an active associates committee that liaises with the partnership on matters of common interest.

Articling students are assigned a Principal (Partner) deemed a good fit, but you are also free to accept work from any lawyer, ensuring a diverse experience in working with a range of people and files. Further, students are encouraged to seek files in practice areas of interest – you are in the driver's seat. You have an opportunity to explore areas in which to specialize, and an opportunity to see files through from start to finish.

THE ARTICLING PROGRAM: HOW IT WORKS

PRINCIPALS

Principals ensure all requirements of your articling year (per the Law Society of Manitoba) are completed. Your Principal is also your mentor, guiding you through every aspect of the articling experience.

FEEDBACK

Feedback and open dialogue are essential to articling. Expect it from your Principal, colleagues, and management team.

Formal evaluations occur semiannually with the Partner in charge of the Articling program, with informal check-ins occurring intermittently.

ADMIN + TECH SUPPORT

We provide you an office and administrative support to help you concentrate on learning the practice of law. We provide orientation on Firm systems and access to a comprehensive library.

SALARY + BENEFITS

We offer competitive salary, CPLED tuition, professional memberships and event coverage.

Enjoy two weeks paid holidays and group insurance/benefits.

If you are invited to remain after articling, the Firm also covers Law Society practice fees.

THE ARTICLING PROGRAM: HOW IT WORKS

CPLIED + CLE

We support CPLIED commitments and expect students to attend all lectures. Students are also given every Friday off to work on course requirements.

Students are also encouraged to participate in continuing legal education through courses offered by the Law Society of Manitoba, and Manitoba Bar Association.

COMMENCEMENT OF ARTICLES

Since the Firm provides intensive articling orientation at the beginning of the program, we require all students to commence articling on the same date.

MARKETING + BD SUPPORT

We provide comprehensive marketing and business development (BD) support to assist you in developing business knowledge, your clients and prospects, and the ability to grow your practice. The Firm hosts regular BD lunches, networking events, and also provides you a dedicated budget to support these activities.

SOCIAL EVENTS

We value relationships. That's why we host weekly "TGIF" in our lawyers lounge, sponsor an annual family picnic and golf tournament, host staff holiday and family parties, and host our renowned annual holiday client reception. The Firm also pays for associate events throughout the year.



OUR COMMITMENT

We are committed to helping you succeed.

Your Principal not only ensures all articling requirements are met, but will mentor you along the way. In addition to articling and educational support, we are committed to training within the Firm.

Your career in law will continue to evolve, and in working with us, you will always have opportunities to learn and advance ahead of competition.

WE RECRUIT COLLEAGUES, NOT STUDENTS

It is our expectation that students become colleagues – and that’s why we do not hire more students than we intend to keep. After that, we have a formal mentorship program for all Associates.

We invest a great deal in our articling students, lawyers and Partners, and take pride in you investing in a career with us.



WE ARE DIFFERENT.

BUT DO NOT TAKE OUR WORD FOR IT.

Talk to our lawyers and students, they will tell you the same thing.

At Pitblado Law, our Articling Program is flexible and designed for those seeking variety and opportunity to experience different areas of law. We invest a great deal in our articling students, and take pride in you investing in a career with us.

If you have questions about what makes us **different**, please email Tracey Epp, Partner, at epp@pitblado.com

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