

Form Last Updated: 12/27/2023

### Basic Information

800, DU SQUARE VICTORIA  
 SUITE 4600  
 MONTREAL, Quebec H3C 0B4  
 Office Size: 81  
 Organization Size: 79

**Languages spoken in this office:**  
 Both French and English

**Primary Contact:**  
 Ms. GENEVIÈVE GOULET  
 Chair of Recruitment Committee  
 800, du Square Victoria Street  
 Suite 4600  
 Montreal, Québec (QC) H4Z 1H6  
**Phone:** 514-878-2631  
 abasill@rsslex.com

### Lawyer Demographics

	Man	Woman	Non-binary	Total
All Lawyers	35	44	N/A	79
Equity Partners	13	10	N/A	23
Non-equity Partners	10	13	N/A	23
Associates	7	21	N/A	28
Articling Students	N/A	1	N/A	1

Note that the reported percentages are based on respondent participation in voluntary surveys conducted by the specified employer organization and that the results are reported as a percentage of the respondents who answered the question (which may be different than the total number of lawyers at the organization). Only percentages above a certain minimum threshold are reported in accordance with the policies of employer organizations to protect employee privacy. As such, the total of the percentages to some questions may not equal 100%. In addition, some employers may not be able to answer in the manner requested, due to the nature of their data collection, the nature of the consents sought when the information was collected or due to reporting limitations on sample size.

Date data was collected 13-12-2023

#### A. Gender Identity - complete all that apply

Answer	Percent
Man	
Woman	
Cisgender	
Transgender	
Non-binary/Gender non-conforming/Genderqueer	
Two-Spirit	
Chose not to answer	

#### B. Sexual Orientation

Answer	Percent
Identifies as two-spirit, lesbian, gay, bisexual, queer or another 2SLGBTQ+ identity	
Does not identify as 2SLGBTQ+	
Chose not to answer	

#### C. Indigeneity

Answer	Percent
Indigenous identity (i.e., First Nations, Inuk/Inuit, Métis)	
Does not identify as Indigenous	
Chose not to answer	

#### D. Racial Identity

Answer	Percent
Racialized (total)	
Black (incl. African, Afro-Caribbean and African Canadian)	

Central Asian (incl. Kazakh, Kyrgyz, Tajik, Uzbek)
East Asian (incl. Chinese, Korean, Japanese, Taiwanese)
Latinx (incl. Brazilian, Colombian, Guatemalan, Mexican)
South Asian (incl. East Indian, Pakistani, Bangladeshi, Sri Lankan)
Southeast Asian (incl. Filipino, Vietnamese, Cambodian, Thai, Indonesian)
West Asian/Middle Eastern/North African/Arab (incl. Afghan, Egyptian, Iranian, Lebanese, Turkish, Kurdish)
White
More than one of the above
Other racialized categories not included above
Chose not to answer

**E. Persons with Disabilities (Persons with disabilities include those who have any physical, mental, intellectual, cognitive, learning, communication or sensory impairment, or a functional limitation, whether permanent, temporary or episodic in nature, or evident or not.)**

Answer	Percent
Identifies as a Person with a Disability	
Does not identify as a Person with a Disability	
Chose not to answer	

## Demographic Data Explanation

Please use this box to provide any additional breakouts, comments, limitations, or definitions regarding your lawyers or categories as needed, such as the scope of the respondent population surveyed (e.g., all lawyers, all lawyers and law students, all employees, etc.) or the differences between your organization's categories and those listed above. If you report in a different manner, you may also share that here (e.g., link to organization website).

## Recruiting & Hiring

	1st Yr. Summer	2nd Yr. Summer	Articling Students
Do you hire:	No	Yes	Yes
<b>How many did you/will you hire for:</b>			
2022	0	5	3
2023	0	3	3
2024	0	2	3
2025	0	0/3	2/3
<b>Rotation</b>	0	0/3	0/3
<b>Split/Secondment</b>	No	No	No

### First Year Summer Students

Do you recruit first year summer students?: No  
 When is the application deadline for first year summer students?: n/a  
 Do you participate in on-campus interview (OCI) programs to fill such positions?: No

### Second Year Summer Students

Do you recruit second year summer students?: Yes  
 When is the application deadline for second year summer students?: February 5, 2024  
 When is the interviewing period?: from March 11 to 23, 2024  
 Do you participate in on-campus interview (OCI) programs to fill such positions?: No

### Campus Recruiting

Will you be participating in OCIs this year?: No  
 If yes, which schools?

### Required Application Materials:

Resume, cover letter, law school transcripts  
 n/a

### Preferred Method of Application:

viDesktop Portal  
 n/a

## Practice Areas

PRACTICE AREAS	PRACTICE GROUP NAME	# OF LAWYERS
Business , Commercial Law	Business Law	11
Insurance	Insurance Law	38
Labour	Labour and Employment Law	6
Litigation	Civil and Commercial Litigation	12
Transportation Law	Transportation Law	4
Estate	Estates, Wills and Trusts	4
Family	Family Law	9
Municipal	Municipal Law	2
Tax	Tax	1

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.