

Toronto Summer 2018 Recruitment Special

CHLOE MAGEE (2L)

Shortly after in-firm week in November, *Ultra Vires* gathered survey responses from U of T Law students who were eligible to participate in this year's Toronto OCI process. *Ultra Vires* conducts a survey of this nature every year in an effort to promote transparency around the hiring process and to gain valuable insight into the 2L class.

The questions covered a range of topics, from basic demographics, to the outcome of the recruit, to whether or not Trump was discussed during interviews (he was, 41% of the time). All information contained in this report is based on the answers to those questions.

As noted in our November preview, the hiring numbers proved more heartening than in recent years. The majority of Canadian law schools for which we collected data experienced an increase in the number of students hired on Bay Street. (For comparison, see previous *Ultra Vires* article "Bay Street Hiring a Bloodbath This Year" from 2013, or last year's "Recruitment Special Feature: Bay Street Hiring is Down. Like, Way Down".)

While the quantitative data is indicative of a relatively prosperous year, the qualitative data provided an earnest check on optimism. This was not surprising, given the rigours of

the process and the fact that the survey responses were submitted almost immediately after arguably the most intense seventy-two hours of law school. For the sake of nuance, we've included two more personal accounts written by students reflecting back on the recruit experience.

We hope that current and future students will find this information useful. This comes with an important caveat: this report is not meant to provide any indication of what grades students should or should not aim to have going into the recruit. A stellar transcript is not your ticket to Bay Street; it is neither necessary nor sufficient. Just so we're perfectly clear, yes, you absolutely can get a job through this recruit with all Ps. As you head into your second semester, remember that the most important part of your résumé is you. Take care of yourself, first and foremost.

Thank you again to all who took the time to complete our survey.

This recruitment special was produced by Kyle Jackson (2L, JD/MBA), Chloe Magee (2L) & Honghu Wang (1L). They would like to note that they do not necessarily endorse the views expressed by students in this feature.

Reader beware:

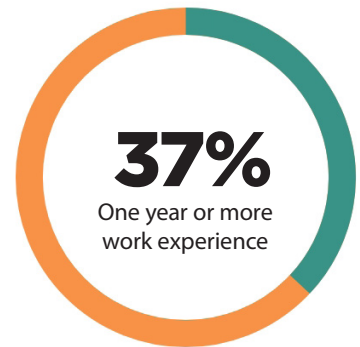
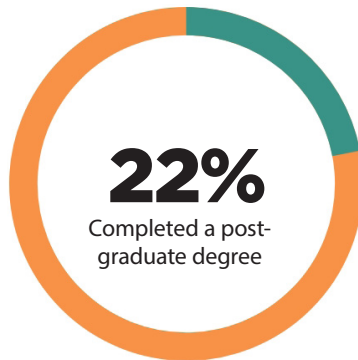
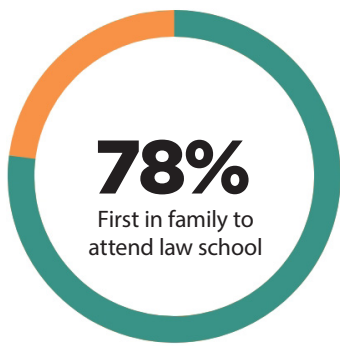
Please note that all data is collected via an anonymous survey. A total of 150 responses were submitted.

428
total students
hired

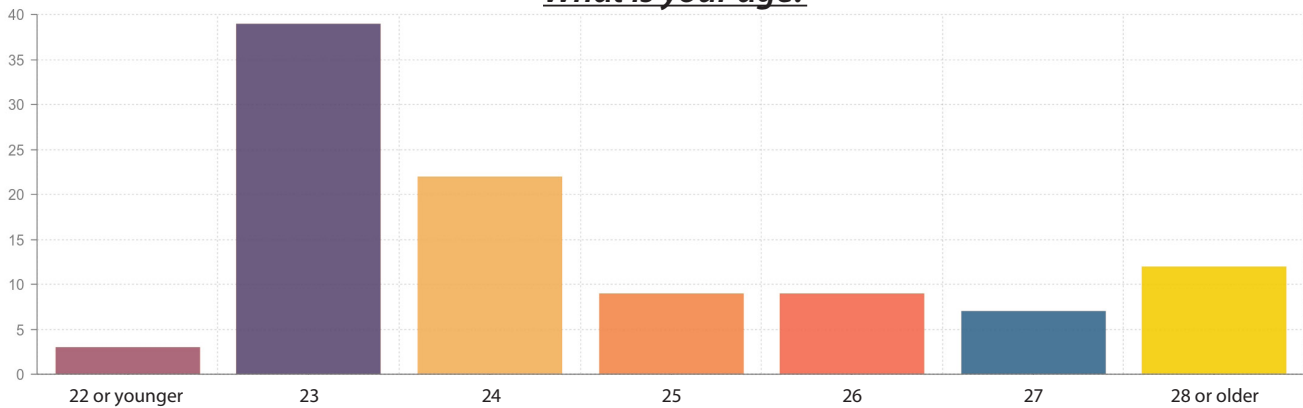
71%
of respondents
received at least one
job offer

54%
of U of T Law Class of
2019 hired

Class of 2019 Demographics



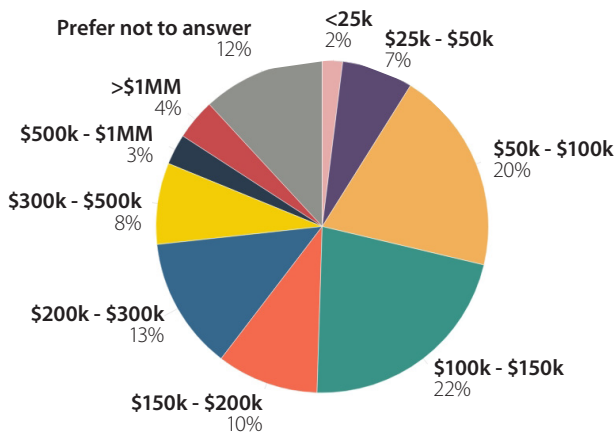
What is your age?



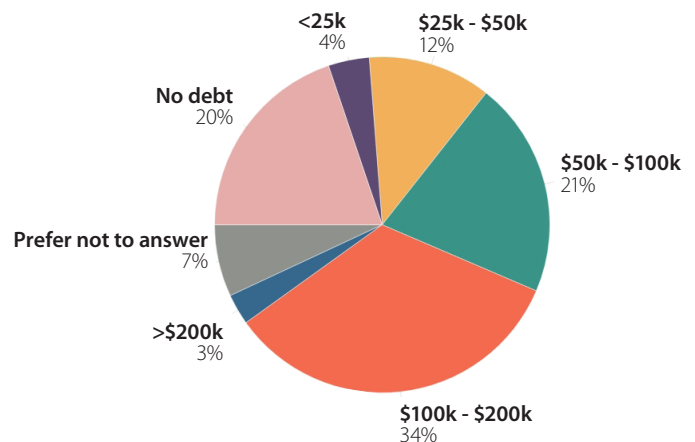
UV also collected data on gender identity, sexual orientation, visible minority identity, and whether respondents were the first in their family to attend law school. We chose not to publish this information as our data does not diverge significantly from the JD First Year Class Profile published by the Faculty.

Financial Information

Parental household income

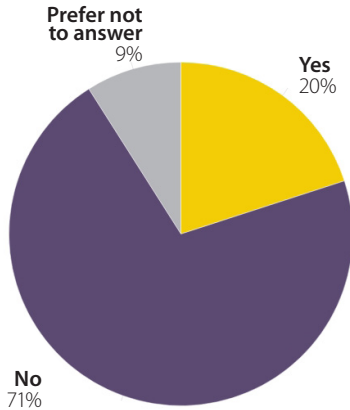


Expected debt upon graduation

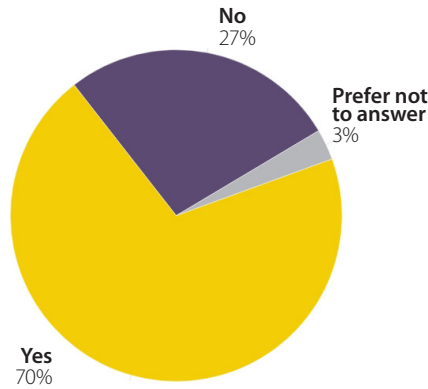


Mental Health

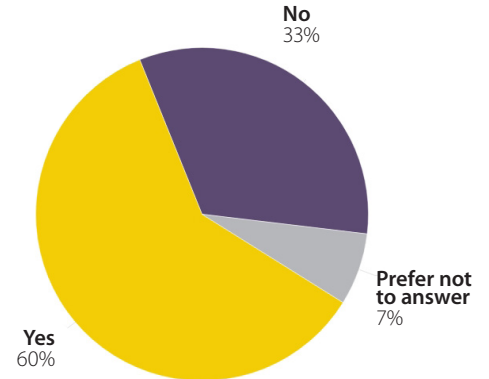
Do you have a mental health condition?



If yes, has the frequency or severity of your experience with the condition(s) increased during your time at law school?



If yes, have you accessed mental health resources through the law school or the university?

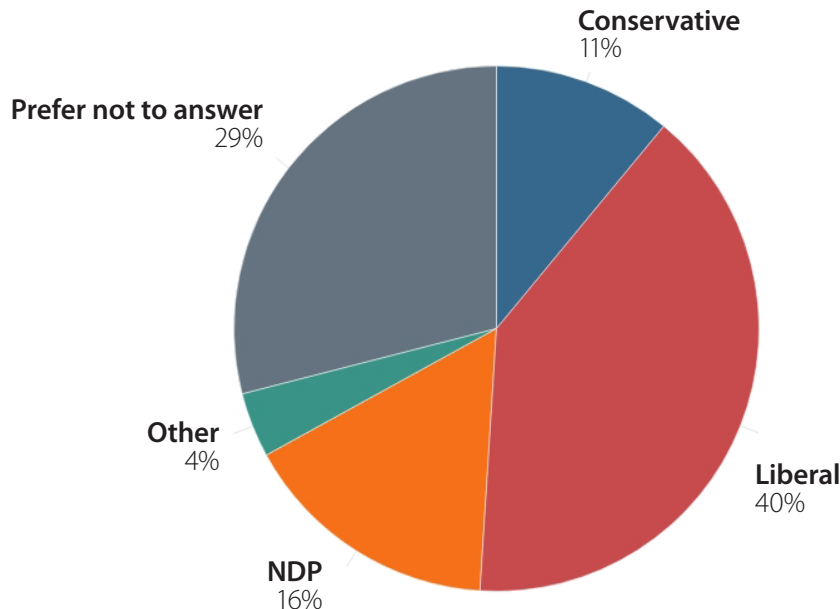


Top factors contributing to increase in frequency or severity of mental health condition:

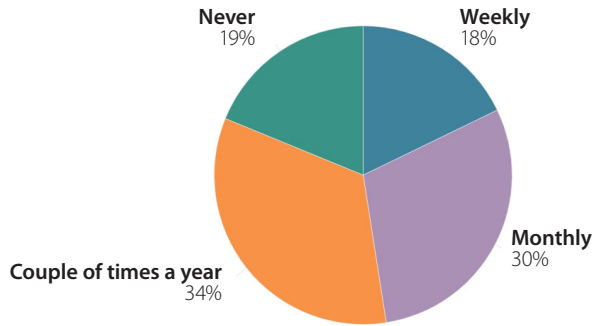
- Academic factors (workload, stress, culture, etc.)
- Personal and relational factors

Political Life

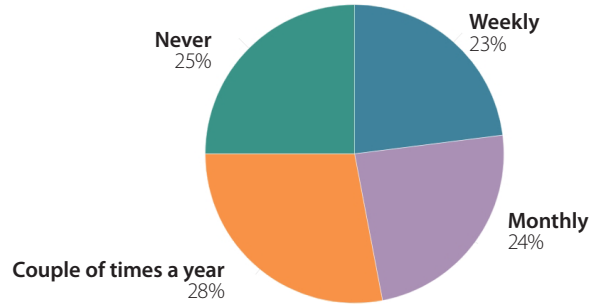
Which federal political party do you support?



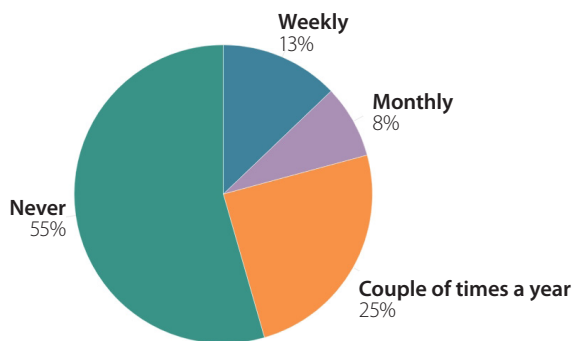
How often did you attend pub nights in 1L?



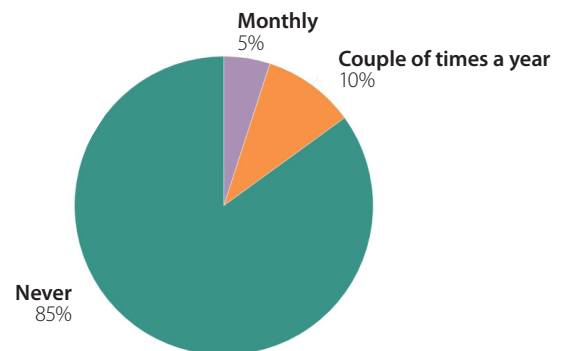
How often do you binge drink?



How often do you use marijuana?



How often do you partake in any other illicit drug use?



Toronto Recruit

131 respondents participated in the Toronto Recruit.

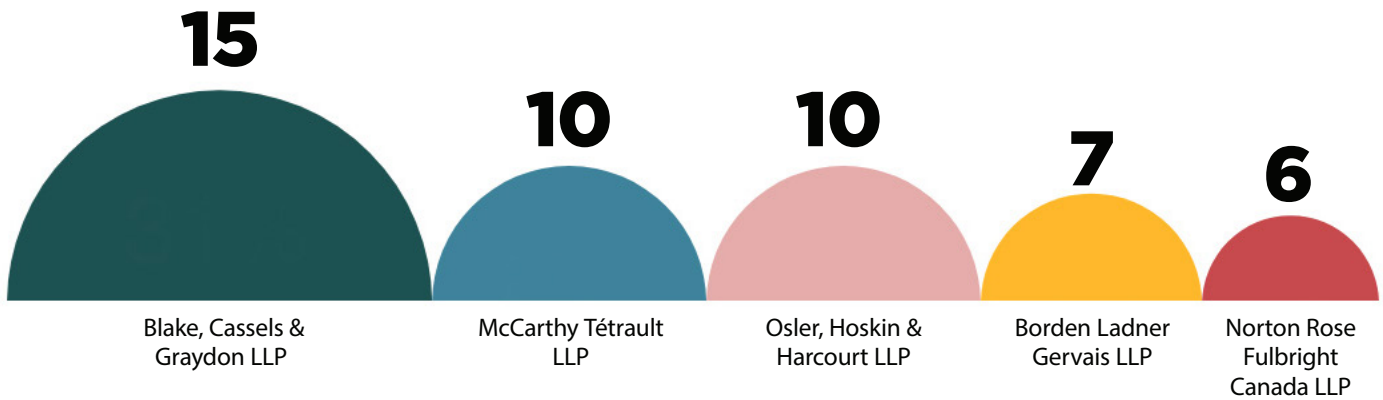
Of those respondents who did not participate in the recruit, top reasons cited were returning to a 1L summer job or going to New York

Of those respondents who did participate in the recruit...

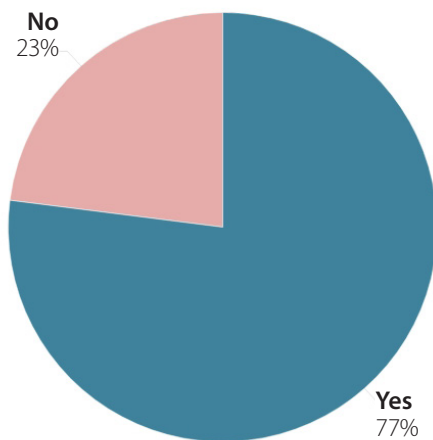
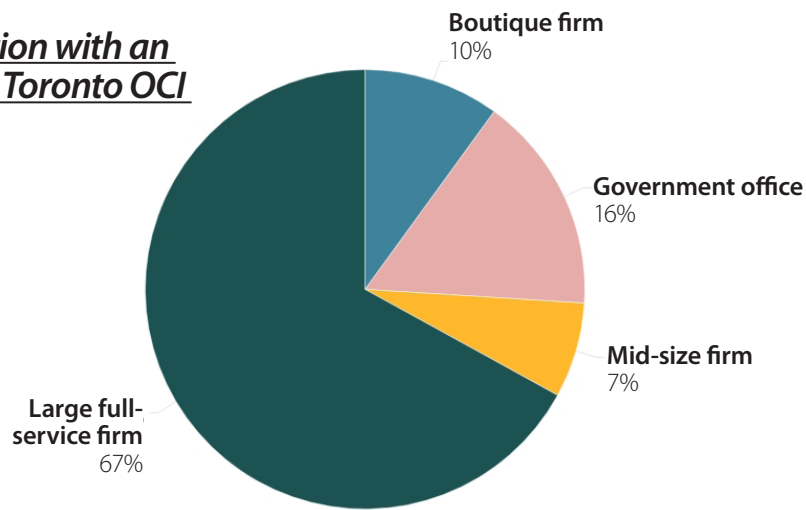
5%
told more than one firm they were their first choice

40%
networked with the employer from which they accepted an offer

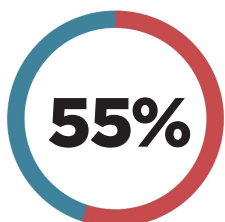
Employers that hired the most UofT students



If you accepted a position with an employer through the Toronto OCI process, was it at a...:



Did you engage in any form of networking before OCI applications were due?



said their first choice employer changed during the recruitment process.

Respondents ranked these factors as most important in ranking firms during interviews:

- Culture/Work-Life Balance/People you met
- Strength of Practice Area(s) of Interest
- Firm Prestige

Stuff About Grades

KYLE JACKSON (2L, JD/MBA)

Almost from the moment they begin 1L, anxious students in the pre-employed phase of their law school careers are consistently reminded that “grades matter.” Unfortunately, this ominous reminder is usually abstracted from any concrete data relating to (i) the distribution of grades among the law school class and (ii) the relationship between a student’s grades and his or her employment outcome.

For many students, the uncertainty surrounding what amounts to “good” grades generally, and what grades are “good enough” for securing employment, is a source of anxiety. And so, under the view that more information is better than less, the purpose of this article is to eliminate some of this uncertainty—in so far as is possible with our limited data set.

Distribution of Grades Among the Class of 2019

137 survey respondents disclosed their 1L grades. This includes both students who did and did not participate in the Toronto 2L

recruit. Note that since our survey is targeted only towards 2019 graduates (i.e. those were eligible to participate in the recruit), our sample includes JD students who began 1L in 2016 as well as combined degree students who began 1L in 2015. For this reason—as well as the likelihood of bias in terms of who chooses to respond to our survey—the information presented here does not necessarily reflect the actual distribution of grades at U of T Law among the 1L class that began in September 2016.

To assess the distribution of grades among our sample, we use an unweighted GPA. This unweighted GPA is based on the values used by the Faculty for calculating a student’s official, weighted GPA (5 for HH, 4 for H, 3 for P, 1 for LP, and 0 for F). We use unweighted GPA in our analysis because we assume that employers do not pay attention to the credit weightings of individual courses when reviewing a student’s transcript. If true, then unweighted GPA more accurately reflects how an employer perceives a student’s academic performance.

	Unweighted GPA
Mean	26.3
Median	26
Mode	24
85th percentile	30
50th percentile ^[1]	26
25th percentile ^[2]	24

The median student has an unweighted GPA of 26, which corresponds, for example, to a transcript of 1 HH, 3 Hs, and 3 Ps. A GPA of 24, which places a student at the 25th percentile, corresponds, for example, to a transcript of 3 Hs and 4 Ps.

Success Rates at Each Stage of the Recruit

Of the 137 survey respondents who disclosed their grades, 121 also provided complete information as to their number of OCI applications, OCI offers, OCIs attended, In-Firm offers, and Job offers.

Using this data, we computed OCI-Offer-to-Application-Rate (the number of offers to attend an OCI interview received per application sent), and OCI-Conversion-Rate (the number of in-firm offers received per OCI interview attended). In addition, we computed the percentage of students within each percentile grouping who received a job offer. Finally, for students within each grouping who received at least one offer, we computed the average number of job offers received.

From this data, it appears that grades are most important when it comes to securing OCI interviews, with students at the top of the sample receiving offers to attend OCI interviews at significantly higher rates than students at the bottom of the sample. However, when it comes to converting those OCI interviews to in-firm interviews, the importance of grades significantly declines. This confirms that employers use the OCI interview to screen for non-academic qualifications. That said, once students have passed the OCI stage, grades are still important for pre-

dicting both the likelihood of receiving at least one offer and the number of offers a successful candidate will receive.

Other Factors Correlated with Success in the Recruit

Evident from the above is that although grades are an important predictor of success in the Toronto OCI recruit, they are not “everything.” As such, we applied regression analysis to determine other factors correlated with getting OCI interviews, getting in-firm interviews, and getting a job.^[3]

Self-reporting as an extrovert was positively correlated with both getting a job and with converting OCI interviews to in-firm interviews. Further, studying with others in 1L at least half of the time was positively correlated with getting OCI interviews.

Perhaps more interesting is that using illicit drugs was positively correlated with converting OCI interviews to in-firm interviews, and binge drinking (defined in our survey as five or more drinks in one sitting) on a weekly basis was positively correlated with receiving OCI interviews. Admittedly, we are unsure what to make of these findings.

[1] The actual 50th percentile begins roughly in the middle of the group of students with an unweighted GPA of 26.

[2] The actual 25th percentile begins roughly in the middle of the group of students with an unweighted GPA of 24.

[3] As expected, the regression results confirm that grades are positively correlated with success at each stage of the recruit, even when controlling for other factors.

GPA Position in the Sample	OCI-Offer-to-Application-Rate	OCI-Conversion-Rate	% of Students with at Least One Offer	Average Number of Offers, for Students with at Least One Offer
85th to 99th percentile	83%	69%	89%	2.1
50th to 85th percentile	65%	55%	73%	1.9
25th to 50th percentile	42%	50%	68%	1.4
1st to 25th percentile	28%	52%	58%	2

Looking Back on the Recruit

ANONYMOUS (2L) & JEREMY UNGERMAN-SEARS (3L)

Anonymous

Early September was a hard time for me. At the pre-OCI stage, I was slowly getting rejected by the majority of the big Bay Street firms and I was terrified that this was indicative of my future OCI success. Like many students at U of T, I had never struggled to achieve my goals before. I worried that if I did not get the “right” position at the summer recruitment stage, my professional development would be limited. I also worried that people were going to think less of me. My worries were unproductive and irrational. I ended up having a reasonable number of OCIs and a full slate of in-firms. I was lucky enough to walk away from the process with a job and I am very excited for my upcoming summer. However, I wish I had approached this process differently.

What I would have told my pre-recruitment self:

Jeremy Ungerman-Sears

If you landed a summer position through the November Recruit, you can stop reading. This article isn't for you. But before you turn the page, take a moment to appreciate the position you're in. Although it may seem normal given the strength of your cohort, you are part of a very select group of law students in Canada. Congratulations, you earned it. But having an articling position effectively guaranteed at the midpoint of law school is not the norm, and it shouldn't be taken for granted. Enjoy the security, feel free to slack off in classes, and make sure to count your blessings.

Now, onto the rest of you overachievers. Likely, many of you are experiencing career-related rejection, stress, and anxiety for the first time. I certainly did last year after not securing a summer position during the Recruit. It was a rough time. Yet it ultimately turned out to be one of the best things to ever happen to me. I came through the experience having grown immensely, both personally and professionally.

This article aims to give you all hope for the upcoming months. I was hired as a second year summer student by Blakes on April 13, 2017, just days before my final exam. The preceding five months included an inordinate amount of phone calls, meetings, unanswered emails and applications, and Monster.com searches for anything “legal.” Working at a top firm had been off the table for months—until it wasn't. If I could pull this off, you can too.

More than hope, I want to provide my strategic blueprint. You've all been told ad nauseum about the importance of “networking” and “relationship building.” It turns out that these things can actually work. The mechanics of my networking slog were neither complicated nor unique, but I hope you will find value in my story.

I did my best to get back on the horse as fast as I could following the initial shock and frustration of not securing a 2L position on Call Day. I doubled down on my effort in classes (many of your newly hired colleagues will do the opposite, and you should take advantage of this) and began an all-out networking blitz. My objective was to talk with as many lawyers as I could. I started with deconstructing the Recruit by reaching out to every lawyer with whom I'd had a meaningful personal interaction during interview week. Many lawyers were happy to arrange a phone call or to meet up over coffee or lunch. While the feedback was overwhelming—there was a lot of “*You did nothing wrong*”, “*Everyone liked meeting you*”, and “*Great candidates always slip through the cracks*”—the lawyers were generally impressed with my initiative and routinely advised me to “*Keep doing what you're doing*.” Although their firms were done hiring, I believed that there was value in strengthening these personal connections.

I reached out to every other legal professional I could access. My channels included family, friends, former work relationships, and faculty members who worked in my area of interest. I also focused on contacting as many Student Directors of Bay Street firms as I could, and several of these relationships later proved invaluable in ultimately helping me land where I did.

1. Don't let the names on the walls phase you. Brilliant lawyers exist beyond the Seven Sisters.
2. Talk to people who are out in the profession. Lawyers move around more than you might think.
3. Be kind to yourself. The hard reality is that there are thousands of qualified people and far fewer positions at this stage. But more importantly, remember how arbitrary this process is. Assessments are going to be made about you based on one year of your academic life at U of T, one seventeen-minute interview and a few hours spent with a few people. I truly do not think these snippets represent the totality of the person you are or the person you are going to be.

Although I was making great contacts and gradually building a strong legal network, none of these connections yielded any imminent payoff in the form of a summer job. Throughout it all, I continued to apply to virtually every job posting on U of T's career website. As February turned into March, without any interviews or job prospects in sight, I began pursuing websites like Monster and Indeed. Needless to say, these months were both humbling and stressful.

But my break was just around the corner. I decided to attend my first “Lawyers Doing Cool Things” presentation in late March, where a former U of T Law graduate, and current legal counsel for Google, discussed his career path. Given the networking habits I had developed, I reflexively reached out to him following the talk and shared with him my situation and aspirations. Although he was already on his way back to San Francisco, he offered to put me in touch with an old friend of his from law school.

As I went to meet his friend the following week—just another coffee meeting in a long line of them—I had no idea that this would be the connection that would change my life. His friend had recently left Blakes, where he had been heavily involved with the student hiring, and he still maintained a close relationship with the Student Director. He offered to connect me with her to see if she had any ideas about finding employment for the upcoming summer. As luck would have it, Blakes had hired an unusually low number of 2Ls during the recruit and was willing to bring me in for an interview.

Note that I hadn't done anything particularly innovative or special to get myself into a room with these people. It was purely a matter of persistence, leaving no stone unturned, and synchronicity. Following constant rejection, and with the pressure mounting, the stars finally aligned and an amazing opportunity presented itself. Imagine how many opportunities exist out there right now, waiting for someone to find them. Figure out where you want to be, and start reaching out to those who are already there. Build relationships and leverage them into new ones. Send handwritten notes. And, as one Student Director suggested to me, “*Be fearless*.”

The most important thing is to maintain perspective. If you haven't yet found your position, recognize that this is not real adversity. It is at most a temporary setback—and an opportunity for growth and reflection—in what is certain to be a successful career. You have not chosen an easy path. But you're all at U of T Law for a reason. Don't forget what that reason is.

You have the time, you have a methodology, and you have the ever-important precedent. Put your talents and capabilities to work, apply these networking principles to your own fact pattern, and trust the universe.

Good luck!

Feedback for the Career Development Office

75% of respondents considered the CDO helpful in helping them prepare for the recruitment process.

In response to the question, “Do you have any comments on the CDO’s services during the recruitment process?” respondents said, among other things:

- They were amazing, there is absolutely no way I would have gotten through this crazy process without them. The CDO were not only my career coaches but at times they served as my support system as well.
- I love you guys.
- They did the best they could.
- Clearly oriented towards Bay Street, but the government guidebook with potential interview questions was good.
- It was heavily implied that I would struggle to find a private practice job—let alone a Bay Street job—based on a personal attributes I have. I ended up at a major Bay Street firm. Let’s just say I liked the CDO events where I didn’t have to deal with people from the CDO. Twenty minute miracle was fantastic.
- I wish the CDO would collect more pertinent information about each firm and publish it somewhere that is easy to access. The process is overwhelming, especially for those of us from outside of

Ontario and who don’t have family or friends in the legal profession, and having to do research from scratch on the fifty-plus firms that participate in the OCI recruit is highly inefficient and frustrating. The current model favours extroverted types and those with existing social connections—factors that don’t necessarily relate to one’s ability to do a given job. I don’t see why this initial step can’t be simplified. The information is out there, but it would be great if it were easier to find.

- I had two senior partners commend me for not using the CDO for cover letter help.

It seems absurd that every year, students are expected to go out and reinvent the wheel to collect very basic information about firms. What are their areas of expertise? Is their lit department in service of the others, or more independent? What are recruiting and hire-back numbers? How many offices do they have? It would be great if the CDO kept a proper database encompassing as many employers as possible, including some kind of “X employer, at a glance”-type profile.

Relatedly, the CDO should be doing exit surveys. They should be transparent (and track & publish data on) the relative importance of grades for securing OCIs, in-firms, and offers from particular employers. It’s a waste of everyone’s time to pretend that grades don’t matter for some employers, and that one LP won’t (irrationally, arbitrarily) freeze you out from some. No one should have to schmooze all summer with a

firm that they never have a shot with anyway because they have a hard grades cutoff—better to be transparent so everyone can focus their efforts efficiently.

The CDO should discourage people who have accepted jobs in NY from applying to thirty-plus jobs in the Toronto market as well. I get that you want to split, but you’re on track to *start* at \$180K US in your early twenties. Don’t be greedy. Commit to a decision. Save some interview spots for the rest of us.

Same goes for people who are still schmoozing and stringing along seven different firms on Wednesday because you’re too fickle and afraid to make a decision and stick with it.

The CDO should publicly rank and/or grade firms based on how they treat students throughout the process, and year to year. Bad firms and recruiters should be named and shamed, so students aren’t surprised when they’re wink/nudge on Wednesday (“You have nothing to worry about, we’ve been telling some candidates to look elsewhere, but you have no reason to worry”) and then they don’t even get a call or an email. The CDO should not reward or facilitate gaslighting of students. Instead, name and shame, and give firms an incentive to improve and strive towards excellence in professionalism and ethics.

- Why doesn’t the CDO offer mental health services for people who did not get any OCIs or in-firms? By emphasizing the importance of mental

health TO ONLY “participants” of the OCI process, they perpetuate the idea that only those who are successful in the OCI process deserve the Faculty’s attention and resources.

- I found Yukimi’s session on mental health during the CDO’s interview preparation and student panel during the Wednesday lunch before interview week very unhelpful. I’m sure it was well intentioned, but I found it very counterproductive. As I felt calm going into the process, her session made me think I should’ve been more anxious. It struck me as fear-mongering. However, I found hearing from the student panel very helpful.
- Panels should have more variety; I know the recruit was easy for you, you got straight HHs. I want to hear about how the P student fared. Also, the CDO was way too cheerful about this process. Yes, they told us it would be stressful and we would be tired, but I was in no way prepared for how broken and empty in-firms left me. This is a grueling process; just tell me that.
- Absolutely awful. Not only gave almost zero help for government interviews but they said it was okay if we didn’t really study because interviewers would understand we hadn’t taken Evidence or Crim Pro and we could just say “pass.” Yup, that’s how not to get a government job.

Thank You, But I Know That Life Isn’t Over After OCIs

SUJUNG LEE (2L)

The concept of OCIs was strange to me from the beginning. Why would anyone create an acronym for “on-campus interviews” that don’t even take place on a campus? What’s the difference between doing interviews on or off campus? Having completed a degree in philosophy, the idea of employers competing to hire me seemed funny. Nevertheless, I understood since my first day in law school that the OCI was kind of an important, omnipresent force.

The dominant narrative at this school goes something like this: the OCI is the primary source of jobs, the jumping off point of your career, so long as you have a decent set of grades. If you’re unsuccessful, then it may be very difficult for you to find a well-paying job for the summer, or even after graduation. Even if you don’t particularly want to work on Bay Street, the OCI is an integral part of your law school experience.

I bought into this narrative. As someone who had no idea what kind of law I wanted to practice, the OCI was a comforting next step. It offers a structured, step-by-step route into potential job security with a high salary. I reached out to people for coffee chats; I went on firm tours; I enrolled in less classes during the fall term to prepare. In short, I did all the things that I thought I was supposed to do.

The narrative, however, falls short from reality. Every year, about forty percent of U of T students do not secure employment from the Fall OCI process, taking into account those who choose not to participate in the OCI. This figure makes sense, given that OCIs present a skewed picture of the legal market. Participation is limited to only those employers that receive a high volume of annual applicants, such as big Bay Street firms and some government positions. By its very nature, OCIs obscure smaller and lesser-known firms, for whom the costs of participation outweigh the benefits. In fact, other law schools in the province (except perhaps Osgoode) do not seem to care much about OCIs for this very reason. For example, a recent graduate from Western told me that she was not expected to find summer employment in 2L, and spent her summer travelling. She successfully secured an articling position that she is happy with.

Moreover, success in the OCIs goes beyond mere grades or professional experiences. One need only read Hadiya Roderique’s “Black on Bay Street” article to understand that “fit,” a key determinant in one’s success at OCIs, can operate to disadvantage people of colour and lower socio-economic classes. How well you click with your interviewers depends heavily on the existence of shared experiences, the breadth of which is a matter of luck—luck that may start from the circumstances of your birth.

If the OCI is not applicable to almost half the student population, then why does it figure as such a significant part of the U of T psyche?

A part of it, I think, has to do with the fact that U of T is the top law school in Canada. From this status, we feel a sense of entitlement to the best employment opportunities in Canada, in spite of market realities. More problematic is the fact that the school feeds into this entitlement by normalizing the OCI process. Throughout the school year, the CDO litters our schedule with information sessions and workshops on how to improve our résumés, interview skills, and networking in order to succeed in OCIs, which are so important that they even merit cancelling a day’s classes in October—a privilege that even the worst Canadian snow storms don’t confer on us. Our colleagues casually discuss OCIs in the hallways as if it’s a universal experience. An innocuous, “Where are you working this summer?” presumes that there is some place that I should be working, and that the default is a successful OCI experience. *Ultra Vires* is not guiltless in this; we publish annual OCI recruitment specials and it is often our most read—and certainly most shared—issue of the school year.

Unfortunately, this normalization produces a sense of shame when students are unable to obtain jobs through the OCI. We believe that our lack of success reflects on some defect in our grades, application materials, or personality.

The school reinforces this shame through subtle actions and messages. In the 2018 Winter OCI information session, the CDO started off with the “good news” that there are more employers looking for summer students in the winter. The session itself felt like a big consolation session that we shouldn’t give up hope after OCIs, by way of stories from students and alumni telling us that it was possible, rather than perfectly normal, to secure jobs after OCIs.

Were we supposed to think otherwise? What was the “bad” news? Considering that a significant proportion of the class is currently without job, shouldn’t it be a given that there are still jobs left? Framing the OCI as the reference point against which the rest of our job-search experience should be measured perpetuates the idea that there is something wrong with not getting a job through OCIs, whether it’s because we were unsuccessful or chose not to participate. While I would have been happy to obtain a job from the OCI process, I shouldn’t be made to feel sad that I didn’t.

The OCI narrative is false. Striking out at OCIs does not reflect on your abilities or talents, nor does it necessarily decrease your chances of obtaining employment. Like all things in life, opportunities will come and go. The OCI process is just one of those opportunities. Let us not over-inflate its importance.

Firm	2017 Total	U of T	Osgoode	Western	Queens	Ottawa	Windsor	McGill	Dalhousie	Other
Aird & Berlis LLP	10	4	1		3	1				1
Baker & McKenzie LLP	5		1				2	2		
Bennett Jones LLP	17	4	5	1	3		1		1	2
Bereskin & Parr LLP	2		1				1			
Blake, Cassels & Graydon LLP	37	15	8	3	2	2	2	1	1	3
Borden Ladner Gervais LLP	30	7	7	2	4	2	3	3	1	1
Brauti Thorning Zibarras LLP	3		3							
Cassels Brock & Blackwell LLP	13	4	1	3	1		3		1	
Dale & Lessmann LLP	2		1		1					
Davies Ward Phillips & Vineberg LLP	10	3	3	1	1	1		1		
Dentons LLP	11		3			3	3		1	1
Dickinson Wright LLP	3	1		1		1				
DLA Piper (Canada) LLP	7	2	1	1	2	1				
DOJ Ontario Region	9		1		1	3		1		3
Fasken Martineau DuMoulin LLP	16	4	4		1	1	3		2	1
Filion Wakely Thorup Angeletti LLP	4	1	1		2					
Fogler, Rubinoff LLP	6	1		2	1		2			
Gardiner Roberts LLP	4	1	2	1						
Gilbert's LLP	2	1							1	
Goodmans LLP	15	4	6	4		1				
Gowling WLG (Canada) LLP	14	3	6	1		3			1	
Hicks Morley Hamilton Stewart Storie LLP	6	2		1	1	1	1			
Koskie Minsky LLP	5	2	1		2					
KPMG Law	1	1								
Legal Aid Ontario	11		3	1	1	2	2			2
Lenczner Slaght Royce Smith Griffin LLP	7	3	1	1		1			1	
MAG - Crown Law Office - Civil	7		4			1	2			
MAG - Crown Law Office - Criminal	Did not respond									
MAG - Ministry of Labour	3	1	2							
Mathews Dinsdale & Clark LLP	Did not respond									
McCague Borlack LLP	6		1		1	1	3			
McCarthy Tetrault LLP	26	10	2	5	3	2		2		2
McMillan LLP	9	4	2	2	1					
Miller Thomson LLP	14	4	3	3	1	2				1
Norton Rose Fulbright Canada LLP	18	6	4	1	3	1			2	1
Office of the Ontario Ombudsman	1		1							
Ogletree, Deakins, Nash, Smoak & Stewart, P.C.	2		1	1						
Osler, Hoskin & Harcourt LLP	30	10	6	2	3		2	4	2	1
Owens Wright LLP	2			2						
Paliare Roland Rosenberg Rothstein LLP	4	1	1		2					
Paul, Weiss, Rifkind, Wharton & Garrison LLP (Toronto Office)	1		1							
Polley Faith LLP	1	1								
Public Prosecution Service of Canada (Ontario Regional Office)	4	1	1	1			1			
Ridout & Maybee LLP	0									
Shearman & Sterling LLP (Toronto Office)	0									
Shields O'Donnell MacKillop LLP	2			1	1					
Skadden, Arps, Slate, Meagher & Flom LLP (Toronto Office)	1				1					
Smart & Biggar LLP	3	1						2		
Stieber Berlach LLP	3		2					1		
Stikeman Elliott LLP	18	2	5	5	3	1	1	1		
Thorsteinssons LLP	0									
Torkin Manes LLP	3			1	1	1				
Torys LLP	15	5	3		4	1		1		1
Wilbeoer Dellelce LLP	5	1		2		2				
Total	428	110	99	49	50	35	32	19	14	20
Count of employers	54									
% Employers Responding	96%									
Approximate Class Size		205	290	175	200	310	245	180	170	
% with Toronto Jobs		54%	34%	28%	25%	11%	13%	11%	8%	
Previous Years	Total	U of T	Osgoode	Western	Queens	Ottawa	Windsor	McGill	Dalhousie	Other
2016	375	93	83	42	44	30	33	20	14	16
2015	420	106	84	49	48	32	40	25	18	18
2014	398	97	83	48	46	35	26	27	15	21
2013	351	94	75	44	43	30	23	13	13	16
2012	379	89	89	43	43	39	28	18	14	16
2011	403	96	83	53	47	36	27	27	18	16
2010	444	104	99	55	43	44	44	25	15	15
2009	427	100	98	48	53	31	31	21	20	25
2008	406	85	92	42	49	34	37	23	18	26
2007	435	88	93	43	48	42	37	19	32	33
2006	409	91	86	47	42	35	34	26	25	23
2005	355	96	74	39	32	30	33	15	16	20
2004	361	91	80	41	36	24	32	23	18	16
2003	312	77	73	28	33	18	28	16	17	22