

T E M P L E M A N

Our Municipal Team is Growing!

We value our relationship with our municipal clients.

That is why we wanted to take this opportunity to introduce you to some new members of our team and reintroduce you to the group and our areas of specialty. While we have overlapping areas of specialty, here is a summary of our key areas of practice.

MUNICIPAL, PLANNING & ENVIRONMENTAL

Our Municipal, Planning & Environmental group focuses on issues relating to municipal governance, land use planning and development and environmental issues.

Wayne Fairbrother



Wayne is a senior partner and head of the firm's Municipal and Planning Law Department. Wayne has practiced exclusively in the areas of municipal and planning law for over 40 years.

- land development agreements
- LPAT hearings
- legal opinions respecting municipal and planning issues
- conflicts of interest

Rolf Renz

Rolf is a senior partner whose practice focuses on real estate matters.



- environmental compliance issues
- brownfield development
- land development agreements
- condominium law

Jennifer Savini



Jennifer is a partner with the firm and is a Certified Specialist in Municipal Law (Local Government/Land Use Planning and Development)

- land development agreements
- LPAT hearings
- Building Code and zoning enforcement
- by-law drafting and review
- legal opinions respecting municipal and planning issues
- by-law prosecutions

T E M P L E M A N

Templeman offers a broad range of services to assist municipalities in all aspects of municipal governance.

Please feel free to contact us or visit our website at www.tmlegal.ca for more information.

Suzanne Hunt

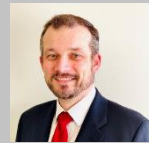


Suzanne is a partner with the firm with a background in public and private sector senior management positions and a Masters in Public Administration.

- labour & employment (see below)
- Council governance and procedure
- Council conflicts of interest
- privacy and MFIPPA issues
- expropriations
- legal opinions respecting municipal issues
- insurance defence on behalf of municipalities

Darrell Mast

Darrell joined the firm as a senior associate this spring. Darrell's broad experience in municipal law issues comes from nearly a decade working as in-house counsel to two large Ontario Municipalities.



- land development agreements
- LPAT hearings
- legal opinions respecting municipal and planning matters
- brownfield development and community improvement
- condominium law

Kevin Walsh



Kevin is an associate who can provide our municipal clients with advice pertaining to real estate matters and municipal tax sales.

- tax sales
- registration of compliance orders
- general real property matters

T E M P L E M A N

Our Labour Relations and Human Rights Group has earned a reputation for being a strong and reliable advocate for management in all areas of labour and employment law.

From representation at the Ontario Labour Relations Board to assisting in the resolution of a grievance or work stoppage, we emphasize proactive, preventive policies and sound negotiation strategies.

LABOUR, EMPLOYMENT AND HUMAN RIGHTS

Our Labour, Employment and Human Rights group handles all facets of labour and employment relationships relating to employment, labour relations and human rights issues.

Maureen Houston



Maureen is a senior partner with extensive experience in representing municipalities in all matters relating to employment, labour relations and human rights issues.

- labour & employment
- human rights
- drafting employee agreements
- regulatory compliance issues
- collective agreement negotiation
- advising clients on administering their collective agreements
- Ontario Labour Relations Board hearings

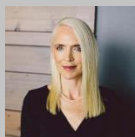
Suzanne Hunt

Suzanne is a partner with the firm with a background in public and private sector senior management positions and a Masters in Public Administration



- Employment Law (workforce restructuring, employment contracts, policies/procedures, post-employment litigation)

Kristin Eliot



Kristin is a senior associate with a background as a Provincial Labour Arbitrator.

- labour & employment
- human rights
- Ontario Labour Relations Board hearings
- mediation
- collective agreement negotiation
- workplace investigations

TEMPLEMAN

The experienced lawyers in our Corporate / Commercial Law Practice Area think and act like they are part of your management team.

Our lawyers have experience in corporate governance and can help with setting up or managing municipal corporations and Municipal holding corporations, procurement issues, and complex capital projects including P3 partnerships.

Cristy Nurse

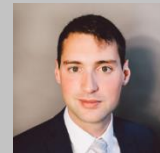


Cristy is an associate with the Labour, Employment and Human Rights group. Before joining Templeman, Cristy was an Olympian and six-time world medalist in the sport of rowing.

- labour & employment
- human rights
- Ontario Labour Relations Board hearings
- collective agreement negotiation
- workplace investigations

Kent Williams

Kent is an associate in our Labour, Employment and Human Rights Group.



- labour & employment
- human rights
- Ontario Labour Relations Board hearings
- cemeteries
- municipal capital facilities
- litigation

CORPORATE AND COMMERCIAL

Our Corporate and Commercial group provides advice on a breadth of complex agreements, leases and contracts along with guidance on municipal corporations and non-profit organizations.

Harold Van Winssen



Harold is the firm's managing partner, with a practice that focuses on corporate/commercial issues.

- agreement, lease and contract drafting and negotiation
- structure and governance issues respecting corporations and not-for profits
- municipal procurement policies and issues
- complex transactions including public sector private sector partnerships
- bankruptcy and insolvency issues

T E M P L E M A N

We love to hear from our municipal clients about how we can serve them better and are happy to talk to you more about how we are growing to meet your needs.

Visit our website at www.tmlegal.ca

or contact any of our lawyers directly.

Belleville:

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Suite 200
Belleville, Ont. K7K 6Y3

Tel: (613) 966-2620

Kingston:

366 King Street East,
Suite 401
Kingston, Ont. K7K 6Y3

Tel: (613) 542-1889

The information and comments herein are provided for general information only and do not constitute a solicitation.

Angela Brown



Angela is a partner with a background in the financial industry.

- agreement, lease and contract drafting and negotiation
- structure and governance issues respecting corporations and not-for-profits
- real estate transactions
- renewable energy projects

Mark Noble

Mark is a partner with the firm. Mark began his career as a commercial realtor before making the switch to law.



- real estate transactions
- registration of compliance orders
- leases and agreements

CONSTRUCTION LAW

Our Construction Law group assists municipalities with municipal procurement and construction lien issues.

Todd Storms



Todd is a partner with the firm and our senior commercial litigator.

- Procurement disputes
- tender issues
- contract disputes
- litigation and arbitration

Kerri Malcolm

Kerri is an associate in the Construction Law Group.

- contract disputes
- litigation

