

## Employment, Labour and Executive Compensation

For forward-looking companies, attracting and retaining talent is a strategic imperative, underpinned by sound compensation and benefit plans. When high-stakes events affect those elements, leaders need to make confident decisions based on facts, experience and judgment. That's where our team comes in.

For critical events, board directors overseeing human resources and compensation committees turn to us to tackle intricate governance matters as well as transaction and reorganization-related employment issues. Whatever the challenge, from sensitive executive compensation arrangements to the impact of an acquisition, outsourcing or allegations targeting the leadership team, we quickly grasp the issues and design workable solutions.

Grounded in experience, we represent employers on virtually every employment law issue facing businesses today, from management-side labour relations matters, including grievance arbitration and negotiation of collective agreements, to employment matters such as discrimination and harassment issues, wrongful dismissal, pay equity, workers' compensation, workplace health and safety, human rights issues and pension plan management.

Our clients include leading public and private companies in Canada, the United States and across the globe, who rely on us to provide practical solutions as well as ongoing counsel. We work collaboratively across practices to advise on the employment aspects of domestic and cross-border commercial transactions, including international employment law, executive compensation, employment agreements, employee transfers and terminations, pension and benefit obligations, directors' and officers' liability and strategic planning.

We advocate for clients before tribunals and courts at all levels, resolving disputes efficiently and with minimal business disruption. We draw on our legal and market expertise to develop strategies that withstand regulatory and shareholder scrutiny, while advancing our clients' long-term objectives.

### REPRESENTATIVE WORK

#### **Bureau Veritas**

Acting for Bureau Veritas with the EUR\$360-million sale of its food testing business to Mérieux NutriSciences.

#### **Blackstone Inc.**

Acted for Blackstone in its US\$3.5-billion take-private acquisition of Tricon Residential Inc., an owner, operator and developer of a portfolio of approximately 38,000 single-family rental homes in the U.S. Sun Belt and multi-family apartments in Toronto.

#### **Mondi plc**

Acted for Mondi plc, a global leader in the production of sustainable packaging and paper, in its acquisition of the Hinton Pulp mill from West Fraser Timber Co. Ltd. (West Fraser) and its long-term partnership with West Fraser to access local, high-quality fibre from well-established wood basket, as well as with Mondi plc's plans to invest €400 million in the expansion of Hinton.

# DAVIES

## **Oxford Properties Group and Canada Pension Plan Investment Board**

Acted for Oxford Properties Group and Canada Pension Plan Investment Board with the negotiation of sale and purchase agreement, disclosure schedules and terms and conditions of employment in connection with the C\$325-million sale of Les Galeries de le Capitale, a super regional enclosed shopping centre located in Quebec City, to Primaris Real Estate Investment Trust.

## **Mastermind Toys**

Acted for Mastermind Toys in its proceedings under the *Companies' Creditors Arrangement Act*, which included liquidating 18 stores and the sale of majority of its locations to Mastermind Toys Inc., a subsidiary of Unity Acquisitions Inc.

## **RECOGNITION**

*The Legal 500 Canada*—Labour and Employment