DAVIES



Seann D. McAleese

Partner

Office

Toronto

Tel

416.367.6974

Email

smcaleese@dwpv.com

Expertise

Employment, Labour and Executive Compensation

Bar Admissions

Ontario, 2001

Seann strategizes with client business goals in mind, finding optimal solutions to employment challenges while mitigating risks.

Known for his in-depth employment knowledge and business-minded approach, Seann is a trusted adviser to clients on mergers, acquisitions, divestitures and other complex corporate transactions where executive, employment, labour, compliance and compensation issues materially affect deal value, execution risk and post-closing integration.

Working with boards, executives, strategic acquirers, private equity and other public and private sector clients, Seann identifies governance, compliance and engagement issues while providing practical resolutions to preserve and add value to the business. He regularly advises on executive employment agreements, incentive compensation arrangements, restrictive covenants, employment compliance, human rights, labour relations and union organizing. Seann also guides companies through the employment-related aspects of insolvency and bankruptcy proceedings to mitigate employment and labour exposure, as well as successorship risks.

Seann's approach and advice are informed by over two decades of practical experience working closely with executive leadership teams and human resources professionals and representing employers in in contentious matters before the courts, arbitration and various tribunals across jurisdictions, including class action defence.

Representative Work

Affiliate of Lone Star Funds

Acted as Canadian counsel to an affiliate of **Lone Star Funds**, in its acquisition of Alliance Ground International, a leading North American provider of airport ground handling and cargo services.

Roxmore Resources Inc.

Acting for **Roxmore Resources Inc.** on its C$712-million sale to SSR Mining Inc. by way of a court-approved plan of arrangement, for consideration of cash and shares of a newly-formed spin-out entity that will hold Roxmore's exploration properties.

McCormick & Company

Acting as Canadian counsel for **McCormick & Company** in its US$44.8-billion merger with Unilever Foods, creating a global flavour leader.

SunOpta Inc.

Acting for **SunOpta Inc.**, a provider of supply chain solutions for beverages, broths and snacks, in its US$1.1-billion all-cash sale to Refresco, a global independent beverage solutions provider majority owned by KKR, by way of a court-approved plan of arrangement under the *Canada Business Corporations Act*.

Russel Metals Inc.

Acted for **Russel Metals Inc.** in its US$119-million acquisition of seven service center locations from Kloeckner Metals Corporation, six of which are located in the U.S. South and one in the U.S. Midwest.

Barrick Mining Corporation

Acted for **Barrick Mining Corporation** in the sale of the Hemlo Gold Mine to Carcetti

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Capital Corp., which is to be renamed to Hemlo Mining Corp. upon closing of the transaction, for up to US$1.09 billion.

Atlas Holdings LLC

Acted for **Atlas Holdings LLC** in its acquisition of EVRAZ North America, a producer of steel in the United States and Canada.

Wolseley Canada Inc.

Acted for **Wolseley Canada Inc.**, the leading wholesale distributor to plumbing, HVAC/R, waterworks and industrial markets in Canada, in its acquisition of National Fire Equipment Ltd. and National Fire Fabrication Ltd., a leader of fire and fabrication products and services across Canada.

SPS Commerce Inc.

Acted for **SPS Commerce, Inc.** in its US$210-million acquisition of Carbon6 Technologies Inc., a provider of software tools to Amazon sellers.

The Bidvest Group Limited

Acted for **The Bidvest Group Limited**, a South African publicly-traded company, in its acquisition of 100% of Citron Hygiene LP, a provider of washroom hygiene products and services in the U.S., Canada and UK, from Birch Hill Equity Partners and other investors.

Birch Hill Equity Partners

Acted for **Birch Hill Equity Partners** in its sale of CCM Hockey, a leading designer, manufacturer and marketer of hockey equipment, accessories, figure skates and apparel.

A&W Revenue Royalties Income Fund

Acted for **A&W Revenue Royalties Income Fund** in its strategic combination with A&W Food Services of Canada to create a leading publicly-traded quick-service restaurant company.

The Aaron’s Company, Inc.

Acted for **The Aaron’s Company, Inc,** in its sale to IQVentures Holdings, LLC in an all cash transaction valuing Aaron’s at approximately US$504 million.

Cvent, Inc.

Acted as Canadian counsel to **Cvent, Inc.**, a portfolio company of Blackstone, in its acquisition of Splash, an event marketing technology company.

Mannarino Systems & Software Inc.

Acted for the shareholders of **Mannarino Systems & Software Inc.**, a global leader in avionics for electric aircraft and drones and certified systems for the aerospace sector, with the sale of all of their issued and outstanding shares to Scalian SAS.

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.

Atlas Holdings, LLC

Acted for **Atlas Holdings** in its US$120-million acquisition of West Fraser Timber Co. Ltd.'s Quesnel River pulp mill in British Columbia and Slave Lake pulp mill in Alberta.

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WESCO Distribution Inc.

Acted as Canadian counsel to **WESCO Distribution Inc.** in the US$350-million sale of its integrated supply business to Vallen Distribution, Inc., a portfolio company of Nautic Partners, LLC.

RelationShop Inc.

Acted as Canadian counsel for **RelationShop Inc.** in its acquisition of all of the issued and outstanding shares of Mercatus Technologies, a leading provider of eCommerce solutions for regional grocers and independents.

Allstate Insurance Company of Canada

Acting as co-counsel to **Allstate Insurance Company of Canada** in defence of a class action seeking statutory overtime, vacation and holiday pay on behalf of thousands of current and former Allstate employees.

Beanfield Metroconnect

Acted for **Beanfield Metroconnect**, a portfolio company of DigitalBridge, in securing a strategic equity investment from OMERS Infrastructure.

BMS Group

Acted for **BMS Group** in its acquisition of Smith & Reid Insurance Brokers and O'Neil Insurance Brokers.

Atlas Holdings LLC

Acted for **Atlas Holdings LLC** in its acquisition of Resolute FP Canada Inc.'s pulp, newsprint, and directory paper mill operations in Thunder Bay, Ontario.

Sleep Country Holdings Inc.

Acted for **Sleep Country Canada Holdings Inc.** in its acquisition of the Canadian assets of Casper Sleep Inc.

Shaw Communications Inc.

Acted for **Shaw Communications Inc.** in the acquisition by Rogers Communications Inc. of all of Shaw's issued and outstanding Class A and Class B shares in a transaction valued at approximately C$26 billion, including debt, representing a significant premium for Shaw's shareholders. This deal won M&A Deal of the Year at the 2024 Canadian Law Awards.

GreenV B.V.

Acted for **Green V B.V.** in its acquisition of JV Energy Solutions Inc., a provider of customer-specific heating, electrical engineering and insulation for the greenhouse horticulture industry.

Sleep Country Canada Holdings Inc.

Acted for **Sleep Country Canada Holdings Inc.**, Canada's leading omnichannel specialty sleep retailer, in its acquisition of Silk & Snow Inc., a Canadian-based direct-to-consumer sleep retailer.

Kenco Group

Acted as Canadian counsel to **Kenco Group**, a top-ranked third-party logistics (3PL) company, in connection with its acquisition by private equity firm Pritzker Private Capital.

Tegus

Acted for **Tegus**, a leading research platform for investors, with its acquisition of

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Canalyst, a provider of data and analytics on listed companies.

Recognitions

Chambers Canada
Employment and Labour: Ontario

Lexpert (CLLD)
Employment Law: Employer

Best Lawyers Canada
Labour and Employment Law

External Engagements

Speaking Engagement
Law Society of Ontario, "The Employment Law Agreement: Key Clauses 2026"; Online
Feb 11, 2026

Speaking Engagement
Cowan Insurance Group, Think 2025, "Navigating Legal Change: Staying Compliant and Confident in a Shifting Legal Landscape"; Milton, ON
Nov 6, 2025

Speaking Engagement
Cowan Insurance Group, Think 2024, "Hybrid Work Environment 2.0"; Milton, ON
Nov 7, 2024

Speaking Engagement
National Association of Stock Plan Professionals, NASPP Conference, "Global equity compensation developments and issues"; San Francisco, CA
Oct 15, 2024

Speaking Engagement
Cowan Insurance Group, Think 2023, "The Hybrid Work Environment – Is it the New Normal?"; Milton, ON
Nov 1, 2023

Speaking Engagement
Law Society of Ontario, The Six-Minute Labour Lawyer, "Personal Identity and Employee Privacy at Arbitration"; Toronto, ON
Jun 21, 2018

Speaking Engagement
Twenty-Sixth Annual Police Employment Conference, Emerging Issues and Legal Developments, "Use of Force, Accommodation, and Undue Hardship"; Toronto, ON
Feb 27, 2017

Article
Contracting Out in Policing
Jun 15, 2015
H.Q. Magazine (Ontario Association of Chiefs of Police)

Insights

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Roxmore Announces $712-Million Sale to SSR Mining
Oct 15, 2026

Davies Lawyers Recognized by *Best Lawyers*
Sep 3, 2026

National Team Players Associations and Canada Soccer Ratify Collective Agreement
Apr 2, 2026

Who Owns Employee-Created IP? Lessons from a Key Ruling
Mar 31, 2026

Lexpert Affirms Davies' Position as a Leading Firm
Mar 17, 2026

Refresco to Acquire SunOpta
Feb 10, 2026

Doing Business in Canada
Nov 14, 2023

CP and Kansas City Southern Merge into First U.S.-Mexico-Canada Railroad
Dec 14, 2021

Ontario Legislation Prohibits Non-Competition Provisions and Introduces Employees' Right to Disconnect
Dec 6, 2021

TPG Real Estate Acquires Cinespace Film Studios
Nov 22, 2021

Danone Sells Vega to U.S. Private Equity Firm
Jun 21, 2021

Roxgold and Fortuna Combining to Create Premier Gold and Silver Producer
Apr 27, 2021

Transformative Deal Between Shaw and Rogers to Expedite Canada's 5G Rollout
Mar 15, 2021

Ontarians Told to Stay at Home
Jan 15, 2021

Davies Welcomes New Employment Partner Seann McAleese
Jan 4, 2021

Education

Osgoode Hall Law School, LLB, 1999
York University, BA (Hons), 1996

Bar Admissions

Ontario, 2001

Community Involvement

Ayr Minor Hockey Association, Discipline Director

Board Memberships

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YMCA of Three Rivers

Human Resources Professionals Association, Grand Valley Chapter, former president

Professional Affiliations

Canadian Association of Counsel to Employers