

**NICOLE M. BYRES**

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Areas of Practice

Labour & Employment and Energy & Natural Resources.

Profile

Nicole Byres is a partner with Clark Wilson LLP; she joined the firm in February 2005, and Chairs the firm's Labour and Employment Practice Group. Prior to joining the firm, Nicole spent 13 years as in-house counsel with an integrated mining, refining, and energy generation company, and 9 years in private practice with a focus on business litigation.

Nicole has appeared before various administrative tribunals, the British Columbia Utilities Commission, and at all levels of courts in BC. Nicole also has extensive experience in the regulation, generation, transmission, sales and export of electrical energy, and is one of the founding directors of British Columbia Transmission Corporation.

Through her years of experience as in-house counsel, and through her service to various Boards and Committees, Nicole understands the importance of delivering cost-effective and practical legal advice and solutions, and regularly provides strategic business and corporate governance advice. Nicole has been recognized in "Women in the Lead" (2004, 2006 and 2008), a Canadian directory of women whose professional expertise and experience recommend them as candidates for corporate board appointments.

Nicole obtained her Bachelor of Laws degree from the University of British Columbia in 1982, and in addition has had in-depth business management training, including completion of the Executive Program at the Richard Ivey School of Business in 1995.

Board and Public Service

Director, **British Columbia Transmission Corporation** (2003-2010); Chair, Corporate Governance Committee (2006-2010)

Director, **UBC Investment Management Trust Inc.** (2005-2009), Member, Governance Committee (2008-2009); Member, Human Resources Committee (2005-2008)

Board of Governors, **University of British Columbia** (2002-2008); External Vice-Chair (2005-2008) and Member, executive committee (2003-2008); Chair, Finance Committee (2005-2008); Chair, Governance Committee (2006-2008); Chair, Property and Planning Committee (2003-2005); Member, Board of Governors-GVRD Joint committee (2003-2005); Member, President Selection Committee (2005-2006), Vice President & Provost Selection Committee (2003); Member, External Advisory Committee, Faculty of Education (2004-2005)

Member, **St. Michael's Catholic School Council** (1997-2002); Chair (1999-2001)

Director, **Catholic Independent Schools**, Nelson Diocese Society (1999-2001)

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Legal Memberships & Associations

Member, Law Society of British Columbia (1983-)
Member, Canadian Bar Association (1983-); Corporate Counsel Association (1986-)
Member, BC Human Resources Management Association (2009-)
Canadian Association of University Solicitors (2008-present)
Canadian Association of Counsel to Employers (2007-present)
Women Lawyers Forum Executive, CBA, BC Branch (2009-present)
Chair, CBA, BC Branch, Work Life Balance Committee (2004-2006)
Co-Chair, CBA, BC Branch, Childcare Special Committee (2002-2004)
Member, Steering Committee 2001 President's Forum CBA, BC Branch
Member, Kootenay Bar Association (1984-2005); Secretary (1985-1986); Treasurer (1986-1987)
Member, VSE/CDNX Chairperson Committee for Discipline hearings (1997-2000)

Publications & Papers

"Legalist" employment blog for BCBusiness Online (January 2010 to present)
"Corporate Governance", (Chapter 33A) Due Diligence Deskbook, The Continuing Legal Education Society of British Columbia (2006-2009)
"Almost happy endings; minimizing the hidden costs of restructuring a business", Business in Vancouver (April 21-27, 2009 edition)
"How to minimize the hidden costs of restructuring a business", The Lawyers Weekly (March 6, 2009)
"Retirement agreements may signify next frontier in employment contracts", The Lawyers Weekly (February 29, 2008)
"Legal Considerations in Structuring Renewable Energy Projects: a Multidisciplinary Approach", Western Canada Renewable Energy Forum (December 10-11, 2007)
"The End of Mandatory Retirement: Understanding the Changes to the BC Human Rights Code", Clark Wilson LLP (October 2007)
"Human Rights Code Update & Preparing for the end of Mandatory Retirement in BC", Chaired and presented, Kateeya Corporation Training (October 2007)
"Labour and Employment Law Update", BC Legal Management Association, Human Resources Subsection (January 2007)
"Claims Management – Legal Perspectives", Occupational Health and Safety & Return to Work Strategies, Canadian Information Exchange (February and October 2006)
"Corporate Governance for British Columbia's Public Sector Organizations", CLE Corporate Governance (October 2005)
Numerous articles for Clark Wilson LLP's *Work Place Post* and *Campus Counsel* newsletters