



Seann D. McAleese

Partner

Office

Toronto

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416.367.6974

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Expertise

Employment, Labour and Executive Compensation

Bar Admissions

Ontario, 2001

Seann strategizes with clients' business goals in mind, helping to mitigate risk and find optimal solutions to their employment challenges.

Known for his in-depth employment knowledge and business-minded focus, Seann advises clients on the full spectrum of employment challenges, from restrictive covenants and employment standards to workplace policies, successor rights and executive compensation. A trusted adviser to clients across the public and private sectors, he offers strategic counsel on employment issues arising from all types of commercial transactions, including mergers and acquisitions, private equity deals, restructurings and outsourcings.

Based in Toronto, Seann works closely with the Employment, Labour and Executive Compensation team and collaborates across practices to deliver tailored solutions to complex employment matters. He brings high-level expertise to the management of employment law matters which intersect with the growing prevalence of ESG investor criteria, including through advice on corporate governance, compensation practices, employee engagement, diversity and human rights.

Before joining Davies, Seann practised at a national law firm and a leading labour and employment boutique.

REPRESENTATIVE WORK

The Bidvest Group Limited

Acting 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.

A&W Revenue Royalties Income Fund

Acting 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.

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

DAVIES

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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.

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.

The Aaron's Company, Inc.

Acting for The Aaron's Company, Inc., in its proposed sale to IQVentures Holdings, LLC in an all cash transaction valuing Aaron's at approximately US\$504 million.

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.

RECOGNITIONS

Chambers Canada: Canada's Leading Lawyers for Business—Employment and Labour: Ontario

The Canadian Legal Lexpert Directory—Employment Law: Employer

The Best Lawyers in Canada—Labour and Employment Law

INSIGHTS

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

Doing Business in Canada 2023, contributor
Nov. 14, 2023

THINK, Annual Client Conference, "The Hybrid Work Environment – Is it the New Normal?"; Milton, ON
Nov. 01, 2023

Ontario Legislation Prohibits Non-Competition Provisions and Introduces Employees' Right to Disconnect
Dec. 06, 2021

Ontarians Told to Stay at Home
Jan. 15, 2021

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Law Society of Ontario, The Six-Minute Labour Lawyer, “Personal Identity and Employee Privacy at Arbitration”; Toronto, ON

June 21, 2018

Twenty-Sixth Annual Police Employment Conference, Emerging Issues and Legal Developments, “Use of Force, Accommodation, and Undue Hardship”; Toronto, ON

Feb. 27, 2017

Contracting Out in Policing

June 15, 2015

EDUCATION

Osgoode Hall Law School, LLB, 1999

York University, BA (Hons), 1996

PROFESSIONAL AFFILIATIONS

Canadian Association of Counsel to Employers

BOARD MEMBERSHIPS

YMCA of Three Rivers

Human Resources Professionals Association, Grand Valley Chapter, former president

COMMUNITY INVOLVEMENT

Ayr Minor Hockey Association, Discipline Director