Certified True Copy of Amendments to the Rules of the Law Society of Saskatchewan

June 25, 2021

It was moved, seconded and carried that the *Rules* of the Law Society of Saskatchewan be amended. Please note that deletions have a "line through" for identification purposes.

PROPOSED AMENDMENTS:

With the untethering of articles from the Practice Readiness Education Program (PREP), there is a gap in our Rules that could allow for stale-dated PREP education upon admission to the Bar.

To address the issue, the Benchers approved the addition of a 5-year PREP recency requirement to the Rules, which means that students-at-law must have successfully completed PREP not more than 5 years prior to applying for admission as a lawyer. This ensures consistency with our reinstatement standard, which outlines that where an applicant seeking reinstatement has not been actively practising law within the five years immediately preceding their application, there is a rebuttable presumption that the applicant lacks competence.

PART 7 – Membership and Practice Privileges

D. Lawyers

Admission as a Lawyer Following the Bar Admission Program

714 (1) A Student-at-law applying for admission as a lawyer must:

- (a) satisfactorily complete:
 - (i) the articling term;
 - (ii) the Bar Admission Program, subject to subrule (2) below; and
- (b) deliver to the Executive Director:
 - (i) an application for admission as a lawyer in a form approved by the Committee and pursuant to Rule 729;
 - (ii) a principal's affidavit in a form approved by the Committee;
 - (iii) the oath of office;
 - (iv) the lawyer admission application fee as set out in Schedule 1; and
 - (v) any other information and documents required by the Act, these Rules or requested by the Executive Director.
- (2) Where an applicant successfully completed the Bar Admission Program more than five years immediately preceding the date of the application for admission as a lawyer, the applicant shall re-take and successfully complete the current Bar Admission Program, unless, in the view of the Executive Director, exceptional circumstances exist that justify the applicant completing something other than the full Bar Admission Program.

PART 11 - Professional Responsibility

The Professional Responsibility Department spends a significant amount of time dealing with complaint files that ultimately end up being dismissed under current Rule 1102(11)(a) because they are found to be "not valid," or "trivial, frivolous or vexatious." Methods to allow Professional Responsibility Counsel ("PRC") to more transparently and efficiently categorize

these types of complaints is one of the department's priorities and a focus of legal regulators across the country.

Amendment to Rules 1101, 1102 and 1103 to establish Summary Dismissal and Repetition Rules were approved by the Benchers.

A. Definitions

Definitions

1101 In this Part:

"competence" means bringing adequate skill and knowledge to the practice of law including the management of a practice, as more particularly set out in Chapter 3 of the Code;

"complainant" means a person who has made a complaint about a member to the Society;

"complaint" includes:

- (a) a complaint made by a complainant pursuant to clause 40(1)(a) or (c) of the Act; and
- (b) an allegation of conduct by a member as described in clause 40(1)(b) or (d) of the Act;

"Designated Complaints Counsel" means a person designated by the Benchers who has the same investigative powers as Professional Responsibility Counsel, to review the conduct of members where Professional Responsibility Counsel is in a conflict of interest;

"Designated Representative" means a member appointed by the firm to act as liaison with the Society pursuant to Part 9 of these Rules;

"Hearing Committee Roster" means the pool of persons eligible to be appointed to a Hearing Committee pursuant to Rule 1118;

"Discipline Counsel" means the individual assigned to prosecute a Formal Complaint;

"Formal Complaint" means the document outlining the allegations against a member of conduct unbecoming served pursuant to subrule 1110(4);

"Hearing Committee Appointment Coordinator" means the person appointed pursuant to Rule 1115:

"member" means a member of the Society as set out in clause 2(1)(h) of the Act and includes:

- (a) a member of the governing body of the legal profession in another Canadian Province or Territory who is eligible to practise interjurisdictionally pursuant to the National Mobility Agreement 2013 and Interjurisdictional Practice Protocol pursuant to Rule 804 or holds an interjurisdictional practice certificate issued pursuant to Rule 805 except where this is inconsistent with the National Mobility Agreement 2013, the Interjurisdictional Practice Protocol or with the Act;
- (b) a member as designated by the Regulations made pursuant to subsection 2(2.1) of the Act; and
- (c) except where the context requires otherwise, includes a firm;

"Practice Advisor" means a person designated by the Benchers for the purposes of subrule 1108(1)(b);

"Professional Responsibility Counsel" means a person designated by the Benchers pursuant to subsection 40(1) of the Act to review the conduct of members and includes the Director of Professional Responsibility, Professional Responsibility Counsel and Designated Complaints Counsel where applicable.

"public emergency period" means the period during which an order of the chief medical health officer mentioned in subsection 2-59.1(2) of *The Employment Standards Act*, or an emergency declaration ordered pursuant to *The Emergency Planning Act*, is in force.

"Summary Dismissal" means a dismissal of a complaint that occurs where one or more criteria, set out in 1102(6), are met that indicate that the complaint should be dismissed.

B. Complaints

Examination of Complaints

- 1102(1) Any person may deliver to the Society a complaint against a member or firm.
- (2) Professional Responsibility Counsel shall investigate either or both of the conduct or competence of the member when the Society:
 - (a) receives a complaint with respect to a member;
 - (b) otherwise becomes aware of either conduct by a member that is or may be conduct unbecoming or may display incompetence, or both; or
 - (c) becomes aware that a firm fails to, or refuses to:
 - (i) pursuant to Rule 907, either cooperate with the Society representative conducting a firm visit or comply with all reasonable requests of the Society representative;
 - (ii) pursuant to Rule 908, address deficiencies in policies, practices or systems that raise a concern about the ability of its members to meet their ethical obligations under the Code.
- (3) Professional Responsibility Counsel may require that a complaint be reduced to writing.
- (4) When a complaint that is received is determined by Professional Responsibility Counsel, in their sole discretion, to be a repetition of, or substantially the same as, one or more previous or current complaints, Professional Responsibility Counsel may notify the complainant that the information has been classified as repetition and no further action will be taken in regard to their complaint.
- (4-5) Professional Responsibility Counsel may make or authorize a preliminary inquiry into the conduct of the member in order to determine the validity of a complaint.
- (6) Upon completion of a preliminary inquiry under subrule (5), Professional Responsibility Counsel may direct the Summary Dismissal of a matter when one or more of the following criteria are met:
 - (a) the complaint falls outside the Society's jurisdiction;
 - (b) the complaint is premature;
 - (c) the complaint alleges a technical breach of the Act, the Rules or the Code of Conduct but has no substantive consequence or is of insufficient regulatory concern;
 - (d) the complaint is made for a collateral or improper purpose, including:
 - (i) for the purpose of harassing a member of the Society;

- (ii) for the purpose of seeking relief which is more appropriately available through civil litigation;
- (iii) by a party adverse in interest to a client of the member complained-of:
 - i. for the purpose of harassing such client or the member; or
 - ii. as a form of discovery or for the gathering of information in another proceeding;
- (e) the complaint lacks substance or a factual basis;
- (f) there has been significant delay in bringing the complaint forward; or
- (g) the complaint is about the Society, or other, regulatory processes.
- (5-7) Subject to subrule (6-8), Professional Responsibility Counsel shall deliver to the member and to the Designated Representative, a copy of the complaint or, where in the opinion of Professional Responsibility Counsel it is not practicable or appropriate, a summary of it.
- (6 8) If Professional Responsibility Counsel considers it necessary for the effective investigation of the complaint, notification of the member and the Designated Representative pursuant to subrule (5 7) may be postponed.
- (7-9) Professional Responsibility Counsel may require a response to the complaint from the member referred to in subrule (1).
- (8-10) The response to the complaint shall:
 - (a) be in writing unless Professional Responsibility Counsel instructs otherwise;
 - (b) respond substantively to the complaint; and
 - (c) be delivered to Professional Responsibility Counsel as soon as practicable, and in any event by the date set by Professional Responsibility Counsel.
- (9-11) Professional Responsibility Counsel may deliver to the complainant a copy of the response to the complaint or, where in the opinion of Professional Responsibility Counsel it is not practicable or appropriate, a summary of it.
- (10-12) If, on completion of a review pursuant to subrules (4) to (11), Professional Responsibility Counsel is of the opinion that:
 - (a) the matter raises an issue of competence, Counsel shall refer the matter to the Chairperson of the Competency Committee;
 - (b) the matter raises an issue of discipline, Counsel shall refer the matter to the Conduct Investigation Committee; or
 - (c) the matter does not raise an issue of competence or discipline, Counsel may:
 - (i) refer the matter to the Ethics Committee; or
 - (ii) direct that no further action be taken in the circumstances described in subrule (40 13).
- (11–13) After the investigation or other action pursuant to subrules (4) to (10–11), Professional Responsibility Counsel:
 - (a) shall take no further action on the complaint if satisfied that:
 - (i) the complaint <u>meets any of the criteria listed under subrule (6)</u> does not fall within the Society's jurisdiction;
 - (ii) the complaint is not valid;

(iii) the complaint is trivial, frivolous or of a vexatious nature; or

(iv-iii) the complaint does not raise an issue of ethics, competence or discipline; or

(iv) it is otherwise in the public interest to do so.

- (b) may attempt to mediate a resolution to a complaint which raises an issue of ethics, competence or discipline; or
- (c) may issue a formal caution, providing advice to the member in relation to the member's conduct.
- (12 14) Professional Responsibility Counsel may act pursuant to subrules (10 12) or (11 13)(c), notwithstanding that the matter giving rise to the complaint has been resolved.
- (43_15) The member referred to in subrule (1) shall be given an opportunity to respond to the complaint before Professional Responsibility Counsel makes a determination pursuant to subrules (40_12) or (41_13)(c) except, where in the opinion of Professional Responsibility Counsel, there is a danger that the best interests of the public or the profession would be compromised by so doing;
- (14_16) Where another complaint regarding the same member is already referred to a Committee and it would be appropriate to have all matters reviewed concurrently by the same Committee, Professional Responsibility Counsel may refer a matter prior to requesting the member's response.
- (15_17) If the Chairperson of the Committee to which a matter is referred pursuant to subrule (10_12) is of the opinion that the matter is more appropriately dealt with by another Committee mentioned in subrule (10_12), the Chairperson may be referred to that other Committee.
- (<u>16_18</u>) Notwithstanding subrule (<u>10_12</u>)(a), where the conduct of a member raises an issue of competence, it may nevertheless be referred by Professional Responsibility Counsel or the Chairperson of the Competency Committee to the Conduct Investigation Committee to be dealt with through the discipline process.

Notification to the Parties

- **1103**(1) Professional Responsibility Counsel shall advise the member, the Designated Representative of the member's firm, and the complainant, in writing, of the disposition pursuant to subrule 1102(10 12).
- (2) If Professional Responsibility Counsel decides to take no further action on the complaint, the Professional Responsibility Counsel shall, unless it was previously done pursuant to subrule 1102(9 11)

PART 11 - Professional Responsibility

Amendments to Rules 1101 and 1114 – 1124 were approved to establish the new Hearing Administrator position.

A. Definitions

Definitions

1101 In this Part:

"competence" means bringing adequate skill and knowledge to the practice of law including the management of a practice, as more particularly set out in Chapter 3 of the Code;

"complainant" means a person who has made a complaint about a member to the Society;

"complaint" includes:

- (a) a complaint made by a complainant pursuant to clause 40(1)(a) or (c) of the Act; and
- (b) an allegation of conduct by a member as described in clause 40(1)(b) or (d) of the Act;
- "Designated Complaints Counsel" means a person designated by the Benchers who has the same investigative powers as Professional Responsibility Counsel, to review the conduct of members where Professional Responsibility Counsel is in a conflict of interest;
- "Designated Representative" means a member appointed by the firm to act as liaison with the Society pursuant to Part 9 of these Rules;
- "Hearing Committee Roster" means the pool of persons eligible to be appointed to a Hearing Committee pursuant to Rule 1118;
- "Discipline Counsel" means the individual assigned to prosecute a Formal Complaint;
- "Formal Complaint" means the document outlining the allegations against a member of conduct unbecoming served pursuant to subrule 1110(4);
- "Hearing Committee Appointment Coordinator" means the person appointed pursuant to Rule 1115;
- "Hearing Administrator" means a person appointed by the Benchers to:
 - (a) assist the Benchers in the creation and maintenance of the Hearing Committee Roster;
 - (b) develop and deploy programming to train the members of the Hearing Committee Roster including programming needed to maintain necessary competencies over time;
 - (c) verify that the members of the Hearing Committee Roster have completed the required training programs or, in exceptional circumstances, verify that a member of the Hearing Committee Roster has obtained appropriate training elsewhere or is appropriately trained by way of practical experience;
 - (d) manage the appointment of Hearing Committee Roster members to all Hearing Committees;
 - (e) administer the case management process on all discipline matters set for hearing with a view to expediting the hearing process;
 - (f) within the case management process, create a forum for settlement discussion between the parties;
 - (g) manage the scheduling of hearings and preliminary motions before the Hearing Committee; and
 - (h) monitor and encourage the timely completion of Hearing Committee decisions.
- "member" means a member of the Society as set out in clause 2(1)(h) of the Act and includes:
 - (a) a member of the governing body of the legal profession in another Canadian Province or Territory who is eligible to practise interjurisdictionally pursuant to the National Mobility Agreement 2013 and Interjurisdictional Practice Protocol pursuant to Rule 804 or holds an interjurisdictional practice certificate issued pursuant to Rule 805 except where this is inconsistent with the National Mobility Agreement 2013, the Interjurisdictional Practice Protocol or with the Act;
 - (b) a member as designated by the Regulations made pursuant to subsection 2(2.1) of the Act; and
 - (c) except where the context requires otherwise, includes a firm;
- "Practice Advisor" means a person designated by the Benchers for the purposes of subrule 1108(1)(b);

"Professional Responsibility Counsel" means a person designated by the Benchers pursuant to subsection 40(1) of the Act to review the conduct of members and includes the Director of Professional Responsibility, Professional Responsibility Counsel and Designated Complaints Counsel where applicable.

"public emergency period" means the period during which an order of the chief medical health officer mentioned in subsection 2-59.1(2) of *The Employment Standards Act*, or an emergency declaration ordered pursuant to *The Emergency Planning Act*, is in force.

D. Discipline

Hearing Committee Roster

1114(1) The Benchers, in consultation with and with the assistance of the Hearing Administrator, shall establish a roster of persons eligible to be appointed to sit on a Hearing Committee, consisting of:

- (a) Benchers;
- (b) former Benchers:
- (c) members; and
- (d) any other person who has reached the age of majority and has had appropriate tribunal hearing training or experience.
- (2) In establishing the roster mentioned in subrule (1), the Benchers shall not include any member of the Conduct Investigation Committee.
- (3) The Hearing Administrator shall review the qualifications and training of Hearing Committee Roster members to ensure that they are qualified and or trained prior to being appointed to sit on a Hearing Committee.

Hearing Committee Appointment Coordinator

1115 The President shall appoint a Hearing Committee Appointment Coordinator responsible for appointing a Hearing Committee in accordance with Rule 1118 and a Review Panel pursuant to Rule 1123.

Conduct Investigation Committee to Direct Prosecution

1116 The Conduct Investigation Committee, or a designated subcommittee thereof, shall direct the prosecution of a Formal Complaint.

Amendment to Formal Complaint Before Hearing

- **1117**(1) The Conduct Investigation Committee, or a designated subcommittee thereof, may amend the recommendation set out in its original motion made pursuant to subrule 1110(3)(e) at any time before the hearing.
- (2) Amendments made pursuant to subrule (1) will form part of the Formal Complaint and may include, but are not limited to, removal or revision of allegations set out in the original motion.
- (3) Notice of any amendments made pursuant to this Rule shall be served on the member not less than 30 days before the commencement of the hearing, unless the member consents in writing to a shorter period.

Appointment of Hearing Committee

- **1118**(1) The Hearing Committee Appointment Coordinator Administrator shall, after receiving notice of a motion pursuant to Rule 1110(3)(e), appoint a Hearing Committee and designate a Chairperson to hear and determine a Formal Complaint.
- (2) Unless the Hearing Committee Appointment Coordinator Administrator concludes that there are extraordinary circumstances that make it impractical to appoint a Bencher as Chairperson of a Hearing Committee, the Chairperson of the Hearing Committee appointed in accordance with subrule (1) shall be a Bencher.

- (3) If the Hearing Committee Appointment Coordinator Administrator concludes that there are extraordinary circumstances that make it impractical to appoint a Bencher as Chairperson of a Hearing Committee, a former Bencher or member may be appointed as the Chairperson of the Hearing Committee.
- (4) Unless the Hearing <u>Administrator</u>Committee <u>Appointment Coordinator</u> concludes that there are extraordinary circumstances that make it impractical to appoint a public representative Bencher as one member of a Hearing Committee, one member of any Hearing Committee should be a public representative Bencher.
- (5) If the Hearing Committee Appointment Coordinator Administrator concludes that there are extraordinary circumstances that make it impractical to appoint a public representative Bencher as one member of a Hearing Committee, the Hearing Committee Appointment Coordinator Administrator may appoint a public representative volunteer from the Hearing Committee roster.
- (6) If the Hearing Committee Appointment Coordinator Administrator concludes that there are extraordinary circumstances that make it impractical to appoint a public representative Bencher or volunteer as one member of a Hearing Committee, the Hearing Committee Appointment Coordinator Magninistrator may appoint a hearing panel which does not include a public representative Bencher.
- (7) If a member of a Hearing Committee appointed pursuant to this Rule is absent or unable to continue:
 - (a) the Hearing Committee Appointment Coordinator Administrator may appoint another person to fill the vacancy; or
 - (b) the Hearing Committee may continue in the absence of that member.
- (8) A Hearing Committee appointed pursuant to this Rule is not a Committee within the meaning of section 7.1 of the Act and the duties of the Chairperson of a Hearing Committee to hear and determine a Formal Complaint shall not be delegated to any other person.

Notification of Parties

1119 The Society shall promptly serve the member with and notify the complainant and the Designated Representative in the member's firm, in writing, of any Formal Complaint and appointment of a Hearing Committee pursuant to Rule 1118.

Confidentiality

1120(1) Any of the following information considered or decisions made or action taken prior to the service of a Formal Complaint on the member pursuant to subrule 1110(4) and the appointment of a Hearing Committee pursuant to Rule 1118 shall be kept confidential and, unless otherwise ordered by the Chairperson of the Hearing Committee, or otherwise set out in the Rules, shall not be disclosed except for the purpose of complying with the objects of the Act or in responding to an enquiry made for the purpose of a potential judicial appointment:

- (a) information and documents considered; and
- (b) reports prepared, other than publication of anonymous Conduct Review Reports mentioned in subrule 1113(4).
- (2) A discipline matter becomes public as soon as a Hearing Committee is appointed pursuant to Rule 1118 and a Formal Complaint has been served on the member pursuant to Rule 1110.
- (3) Notwithstanding subrule (1), the Executive Director, in the Executive Director's sole discretion may, at any time, disclose to a law enforcement authority any information about possible criminal activity on the part of a member that is obtained during an investigation or audit pursuant to the Act.

Suspension of Member by Conduct Investigation Committee

1121(1) The Conduct Investigation Committee may suspend a member from practice pending:

(a) the completion of an investigation and report; or

- (b) the decision of a Hearing Committee appointed pursuant to Rule 1118 to determine the matter.
- (2) Subject to subrule (3), a suspension imposed pursuant to this Rule expires:
 - (a) if the Conduct Investigation Committee directs that no Hearing Committee be appointed, on the day on which the Conduct Investigation Committee makes that direction; or
 - (b) if a Hearing Committee is appointed pursuant to Rule 1118, on the completion of the hearing, unless the Hearing Committee continues the suspension beyond that day.
- (3) Where a suspension is imposed pursuant to this Rule, the Conduct Investigation Committee may direct the Society to apply pursuant to section 61 of the Act for the appointment of a trustee.

Interim Suspension

1122(1) Subject to subrule (2), a Conduct Investigation Committee shall, before suspending a member pursuant to Rule 1121:

- (a) ensure that notice has been given to the member that consideration is being given to suspending the member, for the reasons specified in the notice; and
- (b) ensure that the member has a reasonable opportunity to make representations to the Conduct Investigation Committee respecting the suspension.
- (2) A Conduct Investigation Committee may act pursuant to section 45 of the Act without complying with subrule (1) if it is satisfied that such action is necessary to protect the public or the member's clients, or both.
- (3) If a Conduct Investigation Committee orders an oral hearing in relation to subrule (1)(b):
 - (a) the hearing shall be conducted in private, unless the Committee orders otherwise; and
 - (b) the proceedings shall be recorded by a court reporter and any person may obtain, at the person's expense, a transcript of any part of the hearing that the person was entitled to attend.
- (4) If a Conduct Investigation Committee concludes that a member should be suspended pursuant to section 45 of the Act, the Committee shall promptly advise:
 - (a) the member and the Designated Representative of the member's firm in writing that the member is suspended and the reasons for it, and that the member has the right to request a review of the suspension pursuant to Rule 1123; and
 - (b) the Deputy Minister of Justice pursuant to subsection 54(1) of the Act.

Review of Interim Suspension

- **1123**(1) A member who is suspended from practice pursuant to this Rule may, at any time during the period of suspension, by notice in writing to the Hearing Committee Appointment Coordinator, request a review of the suspension.
- (2) On receipt of a request pursuant to subrule (3), the Hearing Committee Appointment Coordinator shall appoint up to three Benchers as a Review Panel to conduct a review hearing.
- (3) The Review Panel shall consider:
 - (a) the record of materials before the Conduct Investigation Committee and its reasons;
 - (b) any additional information as they see fit; and
 - (c) any arguments from the member and Discipline Counsel as they see fit regarding the suspension.
- (4) A review hearing shall be commenced as soon as practicable and, in any event, not later than 7 days after the date on which the request was received by the Hearing Committee Appointment Coordinator, unless the member consents to a longer time.

- (5) No Bencher who was one of the following members shall participate as a panelist in a review pursuant to this Rule:
 - (a) a member of the Conduct Investigation Committee that suspended the member pursuant to section 45 of the Act;
 - (b) a member of a Conduct Review Committee that reviewed the matter; or
 - (c) a member of a Complainants' Review Committee that reviewed the matter.
- (6) A review of the suspension pursuant to this Rule shall be conducted in private, unless the Review Panel orders otherwise.
- (7) All proceedings at a review pursuant to this Rule shall be recorded by a court reporter and any person may obtain, at the person's expense, a transcript of any part of the hearing that the person was entitled to attend.
- (8) The Review Panel appointed pursuant to subrule (2) shall determine the practice and procedure to be followed at the hearing.
- (9) The Review Panel shall inform the member of the decision and the reason for the decision.
- (10) In the absence of a material change in circumstances, the decision of the Review Panel shall be final.
- (11) Where a material change in circumstances is alleged, a new Review Panel shall be appointed to:
 - (a) consider the prior decision of the Review Panel;
 - (b) hear evidence in relation to the alleged material change in circumstances; and
 - (c) determine whether a modification of the prior decision of the Review Panel is appropriate.

Fixing a Date for Hearing

1124(1) The Chairperson of the Hearing Committee Hearing Administrator shall, in consultation with all participants, fix the date, time and place of the hearing.

- (2) Discipline Counsel shall notify the member, the Designated Representative of the member's firm and the complainant, in writing, of the date, time and place of the hearing.
- (3) The Society shall publish the date, time and place of the hearing on the Society website.

PART 23 - Withdrawal from Practice

Our current mandatory succession plan Rules specifically contemplate that succession plans should address temporary or long-term disability and death, however, they do not specify that the plan should also address discipline, or membership-related incapacity, though successors are regularly called upon to act under such circumstances, such as when a member is suspended. The Benchers approved amendments to Rule 2302 to be more transparent and inclusive.

Succession Plan

2302(1) A member who practices with a firm shall maintain a written succession plan for the member's law practice.

- (2) a member's succession plan shall contemplate the unique arrangements that will be necessary in the event of each of the following:
 - (a) temporary disability;
 - (b) long term disability; and

- (c) death of the member .; and
- (d) any other event resulting in the invalidation of the member's licence to practise.

PART 12 - Insurance

In the process of considering the above Succession Plan Rule amendments, it was noted that a housekeeping amendment also needed to be made to Rule 1204 to include reference to administrative suspensions under Rule 1612.

This relatively new form of administrative suspension was not added to the Rule relating to the impact of administrative suspensions on insurance liability coverage when it was created during the 2019 Rule overhaul.

Liability Insurance Coverage

1204 A member who becomes disqualified pursuant to Rule 721, or 724 or 1612 and who is reinstated as an active member prior to March 1 of the current practice year is deemed to have been insured, while a disqualified member, for errors or omissions occurring before the member became, or while the member was, disqualified.



CERTIFIED to be a true copy of the resolutions passed by the Benchers of the Law Society of Saskatchewan at their meeting held June 25, 2021.

TIMOTHY J. BROWN, Q.C. Executive Director