

DEVRY SMITH FRANK *LLP*

Lawyers & Mediators



DAVID HEPPENSTALL

B.COMP, J.D

Areas of Practice: Employment Law

David Heppenstall joined Devry Smith Frank LLP ('DSF') as an associate lawyer in 2022 in our Employment Law department. He graduated from University of Guelph and Osgoode Hall Law School with a J.D. He was called to the Bar in 2022.

David previously worked at DSF as both a summer student and as a student-at-law. David was deeply involved with his law school and became highly decorated during his studies. Osgoode awarded David with multiple graduation prizes and other awards for excellence beyond academic achievement; including the Honourable Paul Bentley '77 Prize for Professionalism, the Osgoode Hall Law Journal Prize, and a Student Honour Award. David also served as the Director of Production at the Osgoode Hall Law Journal, worked for three pro bono community legal clinics, and he volunteered with the Osgoode Mooting Society and the Osgoode Disability Collective. In his first year, his section awarded him the "MVP" Award.

As an employment lawyer, David assists in various risk management strategies like disability management, progressive discipline, wrongful or constructive dismissal, and mass terminations. He also audits orientation packages and policies as well as ensures that the clients have employment agreements and other agreements that protect their rights making sure both sides involved have enforceable agreements and policies.

David has been involved in a broad range of employment law matters, including employee fraud and defalcation protection and litigation, human right policies, protection of confidential information, non-competition and non-solicitation rights and obligations, workplace harassment and bullying, wrongful dismissal, constructive dismissal, breach of contract and unpaid wages, and review of termination packages.

Outside work, David is an athlete, team leader, and adventurer. He participates in triathlons, captained two-floor hockey teams, portaged the backcountry in northern Ontario, bicycled solo 600 kilometres across southern Ontario, hiked Mount Kilimanjaro, and is a hang glider pilot.

Direct: 416-446-5834

Fax: 416-446-5834

david.heppenstall@devrylaw.ca

YEAR OF CALL: 2022

EDUCATION: University of Guelph, Osgoode Hall Law School

ASSOCIATIONS: The Law Society of Ontario



95 Barber Greene Road, Suite 100
Toronto, ON M3C 3E9
Tel: 416-449-1400
Fax: 416-449-7071

85 Bayfield Street, Suite 300
Barrie, ON L4M 3A7
Tel: 705-812-2100
Fax: 705-730-6871

209 Dundas Street East, Suite 401
Whitby, ON L1N 7H8
Tel: 289-638-3171
Fax: 416-449-7071

www.devrylaw.ca

DSF is a dedicated group of legal professionals offering a broad range of legal services to our individual, business and corporate clients. We are the largest full service law firm in Toronto outside of the downtown core. We are driven by delivering value to our clients in all that we do.


INDEPENDENT MEMBER