



Anita Thompson

PARTNER

ABOUT ME

Anita primarily advises corporations on corporate governance matters, financing, and commercial leasing.

Anita has experience in drafting, reviewing and advising on contracts, including joint venture and partnership agreements.

Anita has experience in advising Indigenous communities on trusts, governance matters, specific claims, impact benefit agreements, consultation agreements, and a variety of corporate and commercial contracts.

Anita jointly represented five Treaty 8 First Nations in the settlement of their Treaty 8 agricultural benefits claim with an approximate value of \$350 million.

Currently, Anita is representing First Nation clients in the settlement of their specific claims with a value of over \$1 billion.

Prior to establishing TLE Law, Anita was a Partner at an Edmonton firm for several years practicing in corporate and aboriginal matters.

In her spare time, Anita is an avid runner and has run a number of marathons including the New York Marathon and the Los Angeles Marathon.

CONTACT

✉ athompson@tlellp.ca

☎ 825-480-6318

AREAS OF PRACTICE

Aboriginal Law

Oil and Gas

Corporate

LANGUAGE

English

CALLED TO THE BAR

2015

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

Member, Canadian Bar Association (Alberta)

CONTACT

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☎ 825-480-6318

AREAS OF PRACTICE

Aboriginal Law

Oil and Gas

Corporate

LANGUAGE

English

CALLED TO THE BAR

2015

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

Member, Canadian Bar Association (Alberta)

EDUCATION

2019

Harvard Law School

Program on Negotiation

2014

University of Saskatchewan

Juris Doctor

2010

McGill University

Bachelor of Arts



Garry Laboucan

PARTNER

ABOUT ME

Garry has practiced law for more two decades, providing a broad range of legal advice to a multitude of First Nations in Alberta, British Columbia, and Saskatchewan. Over that time, he has represented both First Nations and Métis Settlements in Alberta, along with individual indigenous people dealing with infringements upon their rights as a sovereign people. He has appeared before all levels of Court in Alberta, the Federal Court, Indian Claims Commission of Canada, and Specific Claims Tribunal.

Garry specializes in Aboriginal Law which spans all areas that touch on the lives of indigenous people. He has extensive experience working with First Nations on drafting bylaws, policies, and codes to facilitate good governance, including the preparation of constitutions, membership codes, and election codes.

Garry has extensive experience filing, litigating, negotiating, and settling numerous specific claims, including Treaty land entitlement, illegal surrenders, right of way claims, illegal Band account dedications, mismanagement of band capital accounts, along with claims under treaty for annuities and agricultural benefits.

Garry has assisted Nations with developing business and community trusts while also advocating on issues relating to the duty to consult. He maintains a specialized criminal defense practice, focused on defending Wildlife Act charges based on Treaty and constitutional laws.

CONTACT

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AREAS OF PRACTICE

Aboriginal Law

Consultation

Band Governance

Regulatory quasi-criminal offences

LANGUAGE

English

Cree

CALLED TO THE BAR

2002

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

Member, Canadian Bar Association (Alberta)

CONTACT

✉ glaboucan@tlellp.ca

☎ 825-480-6319

AREAS OF PRACTICE

Aboriginal Law

Consultation

Band Governance

Regulatory quasi-criminal offences

LANGUAGE

English

Cree

CALLED TO THE BAR

2002

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

Member, Canadian Bar Association (Alberta)

Garry jointly represented five Treaty 8 First Nations in the settlement of their Treaty 8 agricultural benefits claim with an approximate value of \$350 million. He is currently representing Treaty 6 and Treaty 10 First Nation clients in the settlement of their specific claims with a value over \$1.5 billion.

EDUCATION

2001

University of Alberta

Bachelor of Laws

1998

University of Alberta

Bachelor of Arts (with Distinction)



Glenn Epp

PARTNER

ABOUT ME

Glenn is a civil litigation lawyer, with over 20 years of experience in all levels of provincial and federal court, as well as before a wide range of administrative boards and tribunals, including the Specific Claims Tribunal.

Before becoming a partner with TLE, Glenn was the class action practice group leader for Alberta Justice and was lead counsel on the province of Alberta's \$10 billion claim against Big Tobacco.

Glenn has experience in numerous large scale multi-party litigation matters, including litigation involving Commercial Contracts, Tax, Breach of Fiduciary Duty and Treaty Rights. Glenn's practice is primarily focused on litigation of both Treaty and Aboriginal Rights, as well more general commercial disputes involving First Nations and Métis Settlements.

Glenn brings an experienced and pragmatic approach to legal disputes, always with a view of protecting his client rights in a timely and cost-effective manner.

In his spare time, Glenn enjoys coaching minor hockey, and is an avid fly fisherman.

EDUCATION

2001

University of Alberta

Bachelor of Laws

CONTACT

✉ gepp@tlellp.ca

☎ 825-480-6320

AREAS OF PRACTICE

Aboriginal Law

Treaty Claims

Tax

Corporate Disputes

Administrative Law

CALLED TO THE BAR

2002

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

Member, Canadian Bar Association (Alberta)

CONTACT

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☎ 825-480-6320

AREAS OF PRACTICE

Aboriginal Law

Treaty Claims

Tax

Corporate Disputes

Administrative Law

CALLED TO THE BAR

2002

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

Member, Canadian Bar Association (Alberta)

Rath & Company Barristers & Solicitors v Sturgeon Lake Cree Nation, 2022 ABKB 556: Successfully confirmed the correct interpretation of rules regarding the appointment of Review of Officer as it related to the accounts of a First Nations former legal counsel.

Goodswimmer v Canada (Attorney General), 2022 ABKB 841: Succeeded in having the court attribute a portion of the legal costs to a First Nations former legal counsel, where a series of applications brought were found to be unfounded, frivolous, and vexatious.

Canadian Natural Resources Limited v Fishing Lake Metis Settlement, 2020 ABKB 53: Successfully confirmed that a Metis Settlement's industrial tax rate was reasonable given the financial and social needs of the Settlement.



Inez Agovic

ASSOCIATE

ABOUT ME

Inez grew up in Fort McMurray but now calls Edmonton home. She articulated and worked at a mid-size law firm in Edmonton prior to joining TLE Law as an Associate in November 2022. She currently has a general practice in civil litigation with a particular focus on employment and corporate matters.

Inez assists both employers and employees on a wide range of issues, including employment agreements, workplace policies, terminations, wrongful and constructive dismissal, and human rights.

She further has experience in drafting various contracts, including unanimous shareholder agreements, joint venture agreements, service agreements, confidentiality agreements, and partnership agreements.

She has appeared before all levels of Court in Alberta on litigation matters.

Inez is a strong believer in access to justice and currently volunteers at the Edmonton Community Legal Centre providing free legal advice to low income individuals and families.

In law school, Inez was involved in various organizations. She was part of the Recruitment Committee, the Graduation Committee, an executive member of the Mental Health and Wellness Committee, and Law Show. She was a volunteer with the Edmonton Community Legal Council, Civil Claims Duty Council, and Student Legal Services while in law school.

Outside of the office, Inez can be found spending time with family, friends, and her husband, trying out new restaurants, or cuddling her cats.

CONTACT

✉ iagovic@tlellp.ca

☎ 825-480-6324

AREAS OF PRACTICE

Aboriginal Law
Employment Law
Civil Litigation
Corporate

LANGUAGE

English
Bosnian

CALLED TO THE BAR

2020

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta
Member, Canadian Bar Association (Alberta)

CONTACT

✉ iagovic@tlellp.ca

☎ 825-480-6324

AREAS OF PRACTICE

Aboriginal Law

Employment Law

Civil Litigation

Corporate

LANGUAGE

English

Bosnian

CALLED TO THE BAR

2020

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

Member, Canadian Bar Association (Alberta)

EDUCATION

2019

University of Alberta

Juris Doctor

2015

MacEwan University

Bachelor of Commerce



Eric Pentland

ASSOCIATE

ABOUT ME

Eric is an Associate at TLE working primarily in the areas of Treaty right claims, self-governance, and election appeals.

Eric is part of the Treaty rights negotiations and Treaty rights litigation teams at TLE with experience drafting claims for submission to the Specific Claims Branch and litigating Treaty claims in the Specific Claims Tribunal and Federal Courts.

Eric's practice includes supporting our First Nation clients with their self-governance by advising on jurisdictional issues and potential constitutional/legal challenges and assisting with the drafting of Codes, bylaws, Trusts, contracts, and other instruments.

Eric serves First Nation clients by responding to election appeals and to judicial review applications in the Federal Courts.

Eric has appeared before the Alberta Court of Kings Bench, Federal Court, Federal Court of Appeal, and Specific Claims Tribunal and made written submissions to the Supreme Court of Canada.

Eric has experience working on a wide range of Specific Claims including Agricultural Benefits, Treaty Land Entitlements, illegal surrenders of reserve lands, Treaty annuities, Ammunition and Twine, and TOPGas. Eric is currently working on dozens of Specific Claims for our Treaty 6, 7, 8, and 10 clients including numerous claims that are valued at or above 150 million.

CONTACT

✉ epentland@tlellp.ca

AREAS OF PRACTICE

Specific Claims
Treaty Rights Claims
Self-Governance
Election Appeals

CALLED TO THE BAR

2018

PROFESSIONAL ASSOCIATIONS

Instructor at the University of Alberta, Faculty of Law teaching Law 590: Indigenous Peoples and the Law

EDUCATION

2021

University of Alberta

Master of Laws, Thesis: Infringement of Treaty Rights

2016

University of Alberta

Juris Doctor (with Distinction)

2009

University of Alberta

Bachelor of Arts (with Distinction)

CONTACT

✉ epentland@tlellp.ca

AREAS OF PRACTICE

Specific Claims
Treaty Rights Claims
Self-Governance
Election Appeals

CALLED TO THE BAR

2018

PROFESSIONAL ASSOCIATIONS

Instructor at the
University of Alberta,
Faculty of Law teaching
Law 590: Indigenous
Peoples and the Law

EDUCATION

2021

University of Alberta

Master of Laws, Thesis:
Infringement of Treaty Rights

2016

University of Alberta

Juris Doctor (with Distinction)

2009

University of Alberta

Bachelor of Arts
(with Distinction)

Eric's legal practice is grounded in a strong academic foundation. While completing his law degree Eric taught the foundations of legal reasoning through LSAT seminars, taught legal research and writing to first-year law students and internationally trained lawyers through the Faculty of Law, worked as an editor at the Constitutional Studies Center, and worked as a legal researcher for three different law professors, assisting with research into topics such as the Crown's assertion of its criminal law jurisdiction in Alberta during the late 1800's when the numbered Treaties were being negotiated.

Eric completed a thesis based LLM in addition to his JD. Eric's Master's in Law was focused on Aboriginal Law and in addition to writing his thesis on the insufficient protection afforded by the legal test for justifying an infringement of Treaty rights he wrote an award-winning term paper arguing that the application of legal restrictions on relief available against the Crown breaches Treaty rights.

In addition to a strong theoretical understanding of that law that has been recognized by numerous scholarships and awards, such as the Trevor Anderson Prize in Jurisprudence, Eric has a developed a thorough practical understanding of Aboriginal Law that has been both recognized and further developed by his appointment as a sessional instructor of Law 590: Indigenous Peoples and Law by the University of Alberta Faculty of Law.

In his spare time, Eric cycles, kayaks, and cross-country skis. He also likes coffee, coniferous trees, strong winds, and trudging through snow.

Philippe Johnson

ASSOCIATE

ABOUT ME

Philippe is an associate at TLE Law. Before attending law school, Philippe had a rewarding career working in Alberta government and politics. This experience encouraged him to enter the legal profession.

As Chief of Staff to Alberta's Minister of Indigenous Relations, Philippe worked closely with leadership from many Indigenous communities, working as an advocate for their issues within the Alberta government. In this role, he had the privilege of traveling with the Minister of Indigenous Relations to nearly every First Nation and Metis community in the province.

As Chief of Staff, Philippe advised the Premier and other ministers on engaging with Indigenous communities and the successful implementation of billions of dollars worth of new initiatives aimed at implementing the United Nations Declaration on the Rights of Indigenous People and the Truth and Reconciliation Commission's Calls to Action. These initiatives included Alberta's Sixties-Scoop Apology, the signing of Protocol Agreements with Treaty organizations, the creation of the Water-to-Reserve Program, the Indigenous Renewable Energy Program, the Indigenous Climate Leadership Program, and the Indigenous Housing Capital Program. Philippe also advised on the implementation of cooperative management protocols with Indigenous communities concerning new provincial parks, Alberta's interpretation of Treaty rights, renewal of Alberta's Métis Harvesting Policy, implementation of the Métis Settlements and First Nations Consultation Policies, and more.



CONTACT

✉ pjohnson@tlellp.ca

☎ 825-480-6395

AREAS OF PRACTICE

Aboriginal Law

Administrative Law

Civil Litigation

Employment/Labour Law

Environmental Law

CALLED TO THE BAR

2024

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

CONTACT

✉ pjohnson@tlellp.ca

☎ 825-480-6395

AREAS OF PRACTICE

Aboriginal Law

Administrative Law

Civil Litigation

Employment/Labour Law

Environmental Law

CALLED TO THE BAR

2024

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

EDUCATION

2023

University of Alberta

Juris Doctor (with distinction)

2008

University of Toronto

Bachelor of Science (with Honours)

Philippe assisted with the successful negotiation of several land-based agreements between Alberta, Canada (where applicable), and Indigenous communities. This includes the Lubicon Land Claim, Highway 1A Agreement, and other agreements aimed at the protection of culture, economic development, and fulfillment of Treaty rights.

Philippe also learned a great deal from assisting the Minister of Indigenous Relations in his review of Alberta's First Nations Consultation Policy and negotiations towards the creation of a province-wide Métis consultation policy.

As Ministerial Assistant to Alberta's Minister of Energy, Philippe worked with energy-related agencies, boards, and commissions to appoint more Indigenous people to board and hearing commissioner positions. Philippe advised the Minister of Energy during the creation of many successful programs, such as Alberta's ongoing Petrochemical Diversification Program. Philippe also worked with the Alberta Energy Regulator to improve how it collaborates with Indigenous communities when dealing with major incidents such as large oil spills.

Philippe completed his Juris Doctor degree (with distinction) at the University of Alberta. He also holds a Bachelor of Science (Honours) in International Development Studies (with high distinction) from the University of Toronto, where he researched the impact of microfinance while living in Sri Lanka during his cooperative placement year.

While in law school, Philippe worked as a consultant lobbyist, lobbying the Alberta and British Columbia governments on behalf of several Indigenous governments, municipalities, and non-profit associations.

Raised in Lac La Biche, Alberta, Philippe enjoys spending time with his family, volunteering, camping, fishing, snowboarding, and cycling. He also enjoys traveling, having spent considerable time volunteering, and studying in the Middle East, East Africa, Southeast Asia, and Central America.



Skye Macdonald

ASSOCIATE

ABOUT ME

Skye is a proud member of Smith's Landing First Nation in Treaty 8 Territory. She obtained her Juris Doctor from the University of Alberta and joined TLE Law as an articling student in 2025.

Her interests are primarily in the areas of Aboriginal law and child welfare, areas she is passionate about and committed to advancing.

Before pursuing her legal career, Skye served as a Band Councillor for Smith's Landing First Nation where she gained valuable insight into Indigenous governance and advocacy.

During her time in law school, Skye volunteered with Student Legal Services where she assisted low-income individuals navigate the human rights complaint process.

In her spare time, Skye enjoys rock-climbing, beading, and hiking.

EDUCATION

2024

University of Alberta

Juris Doctor

CONTACT

✉ smacdonald@tlellp.ca

☎ 825-480-6396

AREAS OF PRACTICE

Aboriginal Law

Will and Estates

Governance

PROFESSIONAL ASSOCIATIONS

Member, Law Society of Alberta

EDUCATION

2024

University of Alberta

Juris Doctor