



**Professional Engineers
Ontario**

Strategic Clarity



Annual Review 2014

PEO STAFF CONTACTS

Association staff can provide information about PEO.
For general inquiries, simply phone us at 416-224-1100
or 800-339-3716. Or, direct dial 416-840-EXT using
the extensions below.

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Senior executive assistant	
Becky St. Jean	1104
Deputy registrar, regulatory compliance	
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Manager, complaints and investigations	
Ken Slack, P.Eng.	1118
Manager, enforcement	
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Deputy registrar, licensing and finance	
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Manager, admissions	
Moody Farag, P.Eng.	1055
Manager, licensure	
Pauline Lebel, P.Eng.	1049
Manager, registration	
Lawrence Fogwill, P.Eng.	1056
Supervisor, examinations	
Anna Carinci Lio	1095
Deputy registrar, tribunals and regulatory affairs	
Johnny Zuccon, P.Eng., FEC	1081
Director, policy and professional affairs	
Bernard Ennis, P.Eng.	1079
Manager, policy	
Jordan Max	1065
Manager, tribunals	
Salvatore Guerriero, P.Eng., LLM	1080

REGULATORY SUPPORT SERVICES

Chief administrative officer	
Scott Clark, B.Comm, LLB, FEC (Hon)	1126
Manager, government and student liaison programs	
Jeannette Chau, P.Eng., MBA	647-259-2262
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Manoj Choudary, P.Eng.	1087
Director, people development	
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2014-2015 PEO COUNCIL AND EXECUTIVE STAFF

Officers

President

J. David Adams, P.Eng., MBA, FEC

Past president

Annette Bergeron, P.Eng., MBA, FEC

President-elect

Thomas Chong, MSc, P.Eng., FEC, PMP

Vice president (elected)

George Comrie, MEng, P.Eng., CMC, FEC

Vice president (appointed)

Michael Wesa, P.Eng., FEC

Executive members

Nicholas Colucci, P.Eng., MBA, FEC

Rebecca Huang, LLB, MBA

Robert Willson, P.Eng.

Councillors

Councillors-at-large

Roydon A. Fraser, PhD, P.Eng., FEC

Roger Jones, P.Eng., MBA, SMIEEE

Bob Dony, PhD, P.Eng., FIET, FEC

Northern Region councillors

Michael Wesa, P.Eng., FEC

Serge Robert, P.Eng.

Eastern Region councillors

David Brown, P.Eng., BDS, C.E.T.

Charles M. Kidd, P.Eng., FEC

East Central Region councillors

Changiz Sadr, P.Eng., FEC, CTP,

CTME, ITILv3

Nicholas Colucci, P.Eng., MBA, FEC

Western Region councillors

Ewald Kuczera, MSc, P.Eng.

Len C. King, P.Eng., FEC

West Central Region councillors

Robert Willson, P.Eng.

Danny Chui, P.Eng., FEC

Lieutenant governor-in-council appointees

Ishwar Bhatia, MEng, P.Eng., FEC

Santosh K. Gupta, PhD, MEng,
P.Eng., FEC

Richard J. Hilton, P.Eng.

Rebecca Huang, LLB, MBA

Vassilios Kossta

Mary Long-Irwin

Sharon Reid, C.Tech.

Chris D. Roney, P.Eng., BDS, FEC

Rakesh K. Shreewastav, P.Eng., AVS, FEC

Marilyn Spink, P.Eng.

Martha Stauch, MEd

Engineers Canada Directors

Annette Bergeron, P.Eng., MBA, FEC

George Comrie, P.Eng., CMC, FEC

Diane Freeman, P.Eng., FEC

Chris D. Roney, P.Eng., BDS, FEC

Rakesh Shreewastav, P.Eng., AVS, FEC

Executive Staff

Registrar

Gerard McDonald, P.Eng., MBA

Deputy registrar,

licensing and finance

Michael Price, P.Eng., MBA, FEC

Deputy registrar,

regulatory compliance

Linda Latham, P.Eng.

Deputy registrar,

tribunals and regulatory affairs

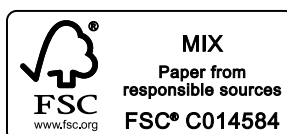
Johnny Zuccon, P.Eng., FEC

Chief administrative officer

Scott Clark, B.Comm, LLB, FEC (Hon)



Recyclable where facilities exist





J. David Adams, P.Eng.,
MBA, FEC, President

At the outset of my term as president, I indicated I was in search of answers to improve our operations. In this connection I heard from many licence holders on their priorities for a more effective PEO.

Seven principal improvements were advanced:

1. A need for enhanced government legislation

Changes are required to the *Professional Engineers Act*, and the *Ontario Building Code* to more clearly define both the responsibility and authority of a P.Eng. and of our association.

Recommendations from the Elliot Lake Inquiry:

- a) develop a new performance standard for structural inspections of existing buildings.
- b) mandate a Structural Adequacy Report for existing buildings by a P.Eng.
- c) release additional information on practitioners who have been disciplined for misconduct.

The commission did not adopt the legislation employed by British Columbia after their mall collapsed or as approved by our council nine months before the Elliot Lake collapse. Our council's approved motion was to have field reviews by an "Engineer of Record" for each discipline used and a coordinating engineer, to ensure all disciplines worked together.

2. Continuing professional development

While there has always been a requirement that practitioners maintain their competence in the work they do, PEO does not have a mandatory continuing development policy for all disciplines. Elliot Lake Commissioner Paul Bélanger recommended PEO institute such a program over the next 18 months. We are currently surveying members for input.

3. PEO strategic plan

Council has approved a new strategic plan, based on specific objectives and action plans. The 2015-2017 strategic objectives are to produce relevant regulations, standards and guidelines; optimize the complaints process; ensure practice and title provisions are enforced and engage key government regulatory ministries and industries in public policy development. Council will review annually the plan's strategic objectives as part of PEO's budget planning cycle.

4. Advocacy re-alignment

The Ontario government decreed over 10 years ago that PEO divest itself of member advocacy. This we tried to do with the transfer of personnel and start-up funding to the Ontario Society of Professional Engineers (OSPE). Because OSPE membership did not grow as expected, PEO continued to finance programs, which could be argued are outside of our mandate. These include the Student Membership Program, the Government Liaison Program, the OPEA Gala, the Engineer-in-Residence program and the Centre for Engineering and Public Policy. The annual cost to PEO of these programs in 2013 reached \$830,000, with \$976,000 budgeted this past year. Council has approved this continued financial support. This position may have to be re-visited as budget pressures increase.

5. Aptify database

The urgent need to rectify and implement our new membership database software, named Aptify, will cost an additional \$618,388 beyond budget in 2015. After a failed "go-live" attempt, PEO temporarily returned to LicensEase, our previous program. Financing the additional technical requirements to complete the installation of Aptify will force postponement of Aptify phase 2 and the re-launch of SharePoint until 2016. The additional budget to implement Aptify includes a gap analysis to identify the sources of work, data conversion and end user testing using subject matter experts,

further staff training, reports creation and a 25 per cent contingency allotment for further gap identification and user testing. Completion could take up to one year.

Some \$56,985 has already been spent in this regard on the gap analysis and a new governance structure has been implemented for the project to ensure more direct control and monitoring by senior management. The Human Resources Committee has recommended that our registrar, Gerard McDonald, take direct control of the project.

6. Federal government fast track immigration program

The federal government has implemented a fast track immigration program for technically educated immigrants.

Engineers Canada has offered to make preliminary education assessments of all potential technical engineering applicants and forward them to the province of the immigrant's choice for licensure approval. Engineers Canada confirmed its academic assessment would be of a preliminary nature only. They further indicated PEO would make the final educational assessment for licensure purposes as before. Most of the other provinces intend to make use of Engineers Canada's immigration assessments, if the government designates Engineers Canada for this purpose. PEO council has declined to get involved with the program, which might put us out-of-step with the other provinces.

7. Condition of aging post-war infrastructure throughout the province

For two years, I have asked my chapter to report potential collapses of relatively old infrastructure at the end of its useful life, to local authorities. On February 27, 2015, I wrote by registered mail to the prime minister, Ontario premier and Toronto mayor concerning the problematic condition of much of Toronto's infrastructure, notably the Gardiner Expressway, the capacities of storm and sanitary sewers, and falling glass from high rise balconies.

While I stated it is not the mandate of our association to propose investigation and implementation of measures to prevent potentially dangerous infrastructure failures, I offered our and our members' assistance to evaluate and recommend necessary measures to avert potential tragic outcomes. I urge every member to do the same in their district. About two days after my letter arrived, it was reported on CBC news that a large chunk of concrete had dropped off the Gardiner Expressway to the roadway below; a week later, 12 pieces reportedly fell. Mayor Tory immediately called for an evaluation of the structural integrity of the expressway and reduced traffic to two lanes. Perhaps our presence expressed in my letter had some effect.

Thank you for having me serve as your president for the 2014-2015 council year, the third time I have had the privilege of working on your behalf to lead PEO in the past nine years. I appreciate your continuous support. Goodbye, good engineering and God bless you all.



Gerard McDonald, P.Eng., MBA,
Registrar

I'd like to thank PEO staff and volunteers, all of whom have been very welcoming and supportive in my first year at the association. Our association is fortunate to have such a tremendous group of talented individuals who share the common goal of improving the regulation of engineering in Ontario.

When I arrived at PEO last January, my priority was to establish a clear organizational direction for our association. This was to be accomplished through the development of a new strategic plan, one that would provide us and others clarity on the vision for PEO and the steps required to achieve our goals.

I'm happy to report this process went extremely well. Council approved PEO's 2015-2017 Strategic Plan at its November meeting. The Strategic Plan is a roadmap for how we will determine the priorities for PEO programs and initiatives, and will provide guidance for council, committees, task forces and staff over the next three years.

At the heart of this document lie new vision and mission statements for the association. PEO's vision is to be the trusted leader in professional self-regulation. Our mission is to regulate and advance the practice of engineering to protect the public interest.

PEO faces many challenges as we approach 100 years of regulating the engineering profession in Ontario. Our new plan provides us clarity on how we will meet these challenges and implement the required changes so that we may advance our self-regulatory role as well as the practice of engineering in our province.

During the nearly year-long consultation period that comprised the planning process, I had the pleasure of meeting many of our licence holders and volunteers. I was very impressed with the feedback I received, which was valuable in creating the framework for the final plan. The coming year will be critical as we take steps to implement the initiatives of the plan and monitor our progress.

Among the plan's strategic objectives is implementing the recommendations from the Elliot Lake Commission of Inquiry that require PEO action. PEO's submission to the Inquiry, convened to look at the partial collapse of the Algo Centre Mall's rooftop parking deck in 2012 that killed two people and injured several others, contained 11 recommendations designed to strengthen regulation of the engineering profession in Ontario with a view to helping to prevent

such tragedies in future. In his October 2014 final report, Commissioner Paul Bélanger accepted most of PEO's ideas and also recommended that PEO establish a system of continuing profession education for licence holders. Coincidentally, PEO council had already created a task force to make recommendations on how PEO might develop such a system. I presented the list of 11 volunteers to serve on the task force to council for approval at its June 2014 meeting. The task force is to make its recommendations to council by December 2015.

During the year, we also continued our efforts to increase industrial workplace safety through the repeal of section 12(3)(a) of the *Professional Engineers Act*, otherwise known as the industrial, or machinery, exception. In advance of the June 12 provincial election, several of our chapters hosted all-candidates meetings to help raise awareness of issues affecting how the public is protected through the regulation of professional engineering work. In 2010, the provincial government signalled its intention to return engineering oversight to manufacturing machinery design through including the repeal in amendments to our act that formed part of the *Open for Business Act*. The proclamation into law of this change, however, has yet to occur. Nevertheless, PEO remains committed to seeing the repeal move from Royal Assent to proclamation.

The past year was also a record-breaker for the association, with PEO issuing the highest number of P.Eng. licences to new applicants in its 92-year history. Licences were issued to nearly 2500 first-time applicants, 23 per cent more than in 2013. This achievement was the result of the dedicated efforts of staff and volunteers, combined with additional resources and changes to application processing procedures. In fact, PEO issued greater numbers of every kind of licence, certificate and designation in 2014 than in the previous year.

Contributing to this accomplishment was our Licensure Assistance Program (LAP), which celebrated its fifth anniversary in 2014. Formerly known as the Mentorship Program, LAP matches engineering interns (EITs) with professional engineers who provide valuable support and guidance throughout the pursuit of licensure. The participation of PEO chapters has more than tripled since the LAP pilot was rolled out in 2010, with 18 chapters now involved. In the past three years, approximately 700 EITs have been paired with a P.Eng. Since 2011, participation has increased by more than 60 per cent and the number of EITs in the final assessment stage has doubled.

Thank you to everyone who played a part in PEO's many achievements during 2014. I look forward to another productive year in 2015.

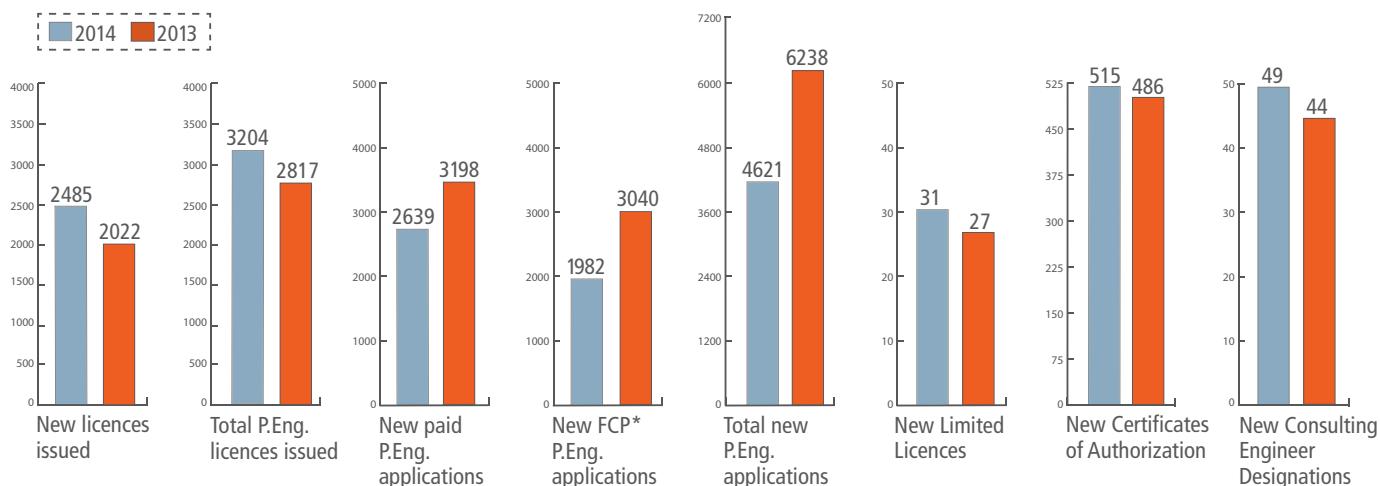
2014 PEO Committee, Task Force, Task Group Reports

Annual reports of PEO committees, task forces and task groups will be provided at the 2015 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.

The Register at December 31, 2014

Total P.Eng. licences	78,422
Certificates of Authorization	5,103
Provisional licences	30
Consulting Engineer Designations	1,124
Engineering interns	11,689
Limited Licences	207

2014 Statistics at a Glance



COMPLAINTS COMMITTEE STATISTICS

Activity	2014	2013
Activity	69	66
Complaints disposed of by committee	91	74
Referred to Discipline Committee	6	3
Not referred to Discipline Committee and no other action taken	62	47
Not referred to Discipline Committee and other action taken	23	24

COMPLAINTS REVIEW COUNCILLOR (CRC) STATISTICS

Activity	2014	2013
Applications for review	8	2
Dismissals without a review	0	2
Notices to conduct a review	7	4
CRC reports issued	5	3
Caseload	6	3

ENFORCEMENT STATISTICS

Activity	2014	2013
File carry-over from previous year	338	300
Files opened	392	488
Violation type		
Title violations	95%	95%
Practice violations	3%	4%
Both title and practice violations	2%	1%
Source of inquiry		
Internal-PEO staff initiated	73%	72%
External-public inquiry	27%	28%
Files closed	432	450
Compliance achieved for closed files	96%	97%
Files to carry over at December 31	298	338

DISCIPLINE COMMITTEE STATISTICS

Activity	2014	2013
Matters referred to discipline	7	3
Pre-hearing conferences held	4	4
Matters pending (caseload)	12	9
Hearings completed	3	6
Written final decisions issued	6	10

REGISTRATION COMMITTEE STATISTICS

Activity	2014	2013
Requests For hearings	5*	1
Pre-hearing conferences held	6	1
Matters pending (caseload)	10	10
Hearings completed	2	3
Written final decisions issued	3	3

*Note: includes one premature application



Outgoing President Annette Bergeron, P.Eng., MBA, FEC, congratulates incoming President David Adams, P.Eng., MBA, FEC, at PEO's annual general meeting April 26 in Niagara Falls.

Strategic Plan

PEO ended the year on a high note with the adoption of a comprehensive and ambitious strategic plan that embraces a new vision for the association. The 2015-2017 Strategic Plan was approved by PEO council at its November meeting. It will be used to determine the priorities for PEO programs and initiatives, and guide council, committees, task forces and staff over the next three years.

PEO council authorized work to begin on a new strategic plan at its March 2014 meeting. Over the next several months, senior management, staff, volunteers and council members considered PEO's strengths and weaknesses and the opportunities and threats it would be facing over the plan period. New vision and mission statements were solicited and refined at the Penta Forum, Committee Chairs and Council workshops, and several staff sessions.

Through the strategic planning process, PEO's vision was articulated as: **The trusted leader in professional self-regulation**, its mission as: **Regulate and advance the practice of engineering to protect the public interest**. The association's core values of accountability, respect, integrity, professionalism and teamwork were reconfirmed.

Elements relating to its mission on which PEO must focus during the course of the plan to move closer to its vision were then selected. Strategic objectives for each of these goal areas, strategies for reaching the objectives, and key performance indicators for council to use to measure progress were also defined.

The plan's five goal areas are: Practitioners; Regulatory Framework; Stakeholders; Operations; and Council, Staff and Volunteers. Among the strategic objectives are that:

- recommendations from the Elliot Lake Commission of Inquiry are earnestly implemented;
- members regard PEO as their trusted advisor and advocate in matters of professional practice;
- regulations, standards and guidelines are produced through an evidence-based, integrated and streamlined policy-making process;

- the complaints process is optimized, balancing transparency, fairness and timeliness;
- the practice and title provisions of the *Professional Engineers Act* are judiciously enforced and continuously improved;
- key regulatory ministries and industry are engaged in engineering public policy development;
- public respect for the role of PEO is increased;
- PEO's governance approach is robust, transparent and trusted;
- PEO chapters are engaged in the regulatory mandate of the association;
- equity and diversity values and principles are integrated into the general policy and business operations; and
- PEO is recognized as an employer of choice.

Council will annually review and update the strategies to realize the plan's objectives as part of the association's budget planning cycle. The 2015-2017 Strategic Plan, comprehensive strategies, priorities and updates are available at: http://www.peo.on.ca/index.php/ci_id/28289/la_id/1.htm.

Elliot Lake Commission of Inquiry

Nearly all of PEO's recommendations to the Commissioner of the Elliot Lake Inquiry were endorsed in his final report, released in October. The recommendations are aimed at strengthening regulation of the engineering profession and improving building safety.

PEO had requested, and was granted, standing in the first phase of the Elliot Lake Inquiry, which dealt with events prior to the partial collapse of the Algo Centre Mall rooftop parking deck in June 2012. The collapse killed two people and injured several others. As a party with standing, PEO was provided a formal opportunity during the inquiry to recommend changes or additions to applicable legislation, regulations, standards and codes in relation to professional engineers and engineering, in areas relevant to the events leading up to the tragedy. The final report contained 33 recommendations related to the first phase of the inquiry. Nine of PEO's 11 submissions were endorsed by the Commissioner, including recommendations related to:

- availability of reports;
- public access to licensing and discipline information;
- specialist certification;
- supervision of the work of others; and
- structural review of existing buildings.

Although not proposed by PEO, the Commissioner also recommended that the association establish a system of mandatory continuing professional education for its licence holders as soon as possible and no later than 18 months from the report's release. In fact, PEO had already established a task force to make recommendations by the end of 2015 on developing a PEO continuing professional development program for licence holders.

At its November meeting, PEO council reviewed an implementation plan for the Elliot Lake recommendations requiring PEO action, and approved sending the plan for comment to the committees that would be involved in implementation. The committees' comments and recommendations were to be brought back to council in February 2015, to ensure implementation alternatives are optimized. A strategic objective of PEO's 2015-2017 Strategic Plan commits PEO to ensuring the Elliot Lake Commission of Inquiry recommendations are earnestly implemented.

PEO will work collaboratively with the Ontario government and others in implementing the recommendations. The government is to report implementation progress in October 2015.



Continuing professional development

In 2014, PEO council again discussed a continuing professional development (CPD) program for licence holders. The most recent round of discussions regarding CPD began at the September 2013 meeting, at which council unanimously supported, in principle, the development of a PEO CPD program.

As a result, during 2014 PEO finalized membership of an 11-member task force to make recommendations in the area of continuing professional development and quality assurance. At its inaugural meeting in September, the Continuing Professional Development, Competency and Quality Assurance Task Force elected Past President Annette Bergeron, P.Eng., MBA, FEC, as chair, and Councillor Chris Roney, P.Eng., FEC, BDS, as vice chair.

A review network of 54 engineers at various career stages in various employment sectors was created. The review network volunteers will be given the opportunity to read and comment on all material produced by the main task force.

Under its approved terms of reference, the task force will prepare by December 2015 a plan for "a comprehensive program of professional development and quality assurance with a strong focus on competency" for council's review and approval.

Repeal of the Industrial Exception

PEO continued making its case for the repeal of the industrial exception in light of another worker accident during the year that concerned the association, in which a worker died after machinery fell on her at a manufacturing site for plastic bottles and containers. Section 12(3) (a) of the *Professional Engineers Act*, known as the industrial or machinery exception, permits certain acts of engineering in an industrial setting to be done by non-licensed employees. PEO has long

worked to have the repeal enacted, and was close to success before the province made its June 2013 decision to postpone indefinitely the proclamation into law of the approved repeal.

In 2014, PEO stepped up its argument that allowing the exception to remain in force represents a safety gap for workers in manufacturing settings. It worked with safety and health organizations and the labour ministry to gather statistics about the rates and root causes of workplace accidents and injuries. PEO also filed a freedom of information request to get more data relating to the causes of industrial injuries related to equipment.

In September, PEO reached out to officials of the Ontario branch of the Canadian Manufacturers and Exporters (CME), the group lobbying the government against the repeal, to open-up the dialogue between the two organizations. However, after a meeting at PEO headquarters, an agreement on accident rate statistics and other workplace safety data that could be used as a starting point in reducing fatalities and injuries in Ontario workplaces was not reached. PEO subsequently received

from CME a written response to the meeting, in which CME reiterated its intention to continue to advocate against repeal of the industrial exception and, consequently, declined further meetings with PEO on the subject.

PEO also used the lead-up to the June provincial election to educate the public and candidates about the need to repeal the industrial exception by putting a question on workplace safety to each candidate in all 107 Ontario ridings. It was posed in person to candidates in three chapter organized, all-candidates debates in the cities of Ottawa, Kitchener and Mississauga.

New PEO management software

In 2014, PEO took steps to implement a new licence holder management software that will allow the association to address core regulatory and licence holder functions within one system. Aptify, also used by Alberta's engineering regulator, will replace LicenseEase, an application PEO has been using since 2001. In the project's first phase in 2015, the goal is to replicate current operations using Aptify. Once Aptify is implemented, members who log into their online profile (under Pay Fees/Manage Account) at www.peo.on.ca will notice a different look and feel, and online services will be enhanced, since they will be able to update their address, change their communication preferences and pay their fees all in the same place. Previously, members were required to log in separately to pay fees. After a settling period, the project will move to its second phase, involving using the new software to enhance PEO's licensing and regulatory processes. Aptify's main benefit is that it will allow PEO greater flexibility to scale and grow by easily adapting to requirements to configure new process workflows or add new services.

Expanded Public Information Model

At its September meeting, council approved revisions to PEO's Expanded Public Information Model (EPIM) and Privacy Policy to enable disclosure of information about the educational backgrounds of members and engineering interns (EITs), and whether members are deceased. PEO Registrar Gerard McDonald, P.Eng., MBA, recommended that council approve the information "to provide the public with access to information that will allow identification of a practitioner, facilitate public safety and uphold the requirements under s. 2(3) of the *Professional Engineers Act*." Specifically, the EPIM will make public a member's degree(s) at the time of registration, the institution granting the degree(s), year of graduation, discipline of degree(s), and deceased status. For EITs, the new public information will include degree(s) at the time of registration, the institution granting the degree(s), year of graduation and discipline of degree(s). PEO's Privacy Policy was also updated by adding: "PEO discloses information concerning the death of a member to protect the public by assisting those who may have dealt with him or her professionally in the past, who are looking to work with the deceased member, to prevent others from misrepresenting themselves in respect of the deceased member and to recognize and honour the deceased member's contribution to the profession."

PEO headquarters obtains LEED Gold certification

PEO headquarters obtained Leadership in Energy and Environmental Design (LEED) Gold CI certification in 2014. Located steps from the Sheppard subway station at 40 Sheppard Avenue West in Toronto, PEO's building was evaluated according to LEED Canada-CI (for commercial interiors) by the LEED Canada Rating Systems, promoted by the Canada Green Building Council to encourage and facilitate the development of more sustainable buildings. LEED represents third-party confirmation that a building is designed and built to the highest standards for minimal energy and water consumption, indoor environmental quality and reduced greenhouse gas emissions. Renovations to the 25-year-old building after PEO purchased it in 2009 provided an opportunity to renovate to LEED standards, while also focusing on PEO's long-term vision to have an engineering centre that is a landmark for members and a centre of activity for volunteers serving on the association's committees and chapters.

PEO's official LEED score was 37 (of a possible 41 at the Gold CI level), with most points achieved in the indoor air quality category, which focuses on materials used during construction, lighting systems and thermal comfort monitoring systems.



Professional standards

In 2014, a new subcommittee of the Professional Standards Committee (PSC) was formed to update the guideline on Solid Waste Management. Other PSC subcommittees continued their work on five other guidelines: Forensic Engineering; Performance Audits and Reserve Fund Studies in Condominiums; Review of Completed Works; Structural Engineering in Buildings; and Structural Condition Assessments of Existing Buildings.

Guidelines on *Conducting Practice Reviews* and *Engineering Evaluation Reports For Drinking Water Systems* were approved by council and published on PEO's website at www.peo.on.ca.

Government Liaison Program

In 2014, PEO's Government Liaison Program (GLP) continued to host a number of key initiatives to engage provincial legislators.

Queen's Park Day reception

More than 50 members of provincial parliament, and several cabinet ministers, including Ontario Attorney General Madeleine Meilleur, attended PEO's Queen's Park reception, an annual showcase of the engineering regulator's strong ties with the provincial government. The theme for the reception was protecting public safety. Attorney General Meilleur cited PEO for its quick response to the June 2012 Algo Centre Mall collapse and for the regulator's full participation in the Elliot Lake Commission of Inquiry. The minister also highlighted the importance of PEO's role in ensuring the inquiry's recommendations are implemented. During the evening, the third annual GLP MPP Awards were given to one MPP from each party to recognize their exceptional support for PEO. The recipients were Minister of Community and Social Services Helena Jaczek, MPP (Oak Ridges-Markham), PC Deputy Opposition House Leader Julia Munro, MPP (York-Simcoe), and NDP Finance and Treasury Board Critic Catherine Fife, MPP (Kitchener-Waterloo).



Attorney General Madeleine Meilleur praised PEO for advancing the profession at the eighth annual engineering reception at Queen's Park November 5.



PEO Registrar Gerard McDonald, P.Eng., MBA, (right), with MPP Marie-France Lalonde of Ottawa-Orléans (centre) and Tracy McColl, P.Eng., chair of PEO's Algoma Chapter.



Mike Colle, MPP Eglinton-Lawrence (front), participated in PEO West Toronto Chapter's Take Your MPP to Work Day at Toronto Rehabilitation Institute on April 22. With Colle are (from left) Parvin Marzban, P.Eng., West Toronto Chapter GLP chair; Georg Kralik, P.Eng., chapter executive member; Rob Willson, P.Eng., PEO councillor; Jacob Kachuba, P.Eng.; and Jennifer Campos, PhD, the institute's chief scientist.

Take Your MPP to Work Days

Building on the success of the inaugural Take Your MPP to Work Days in 2013, three PEO chapters hosted their MPPs to learn more about the professional scope of engineering across a variety of industries. PEO's Lambton Chapter invited PC Natural Resources Critic Bob Bailey, MPP (Sarnia-Lambton), to tour Shell's Sarnia Manufacturing Centre where he and PEO members discussed how the government can assist in ensuring newly licensed engineers have the skills to succeed. PEO West Toronto Chapter hosted MPP Mike Colle (Eglinton-Lawrence), parliamentary assistant to the minister of transportation and infrastructure, at the Toronto Rehabilitation Institute, where hospital staff demonstrated new technology for injury prevention and rehabilitation. PEO's London Chapter welcomed Teresa Armstrong, MPP (London-Fanshawe), to the Upper Thames River Conservation Authority, where they discussed the role of engineers in environmental protection.



Gerard McDonald, P.Eng., MBA, PEO registrar (left); Annette Bergeron, P.Eng., MBA, FEC, PEO president; Barry Steinberg, P.Eng., CEO, Consulting Engineers of Ontario (centre); and Mark Dietrich, then CEO, Ontario Society of Professional Engineers (right) joined Glen Murray, then minister of transportation and infrastructure, at the Residential & Civil Construction Alliance of Ontario's PreBudget Roundtable February 13, 2014.

GLP Academies and Congresses

Over the course of the year, PEO hosted three academies and congresses across the province for GLP chairs and other chapter members to develop their local GLP plans and meet with their local MPPs. The Western Region Academy and Congress was held on March 1 in London. Guest speakers were PC Transportation Critic Jeff Yurek, MPP (Elgin-Middlesex-London), and London City Councillor Harold Usher, P.Eng. The Eastern Region Academy and Congress was held on November 15 in Belleville. Guest speakers were PC Pan and Parapan American Games Critic Todd Smith, MPP (Prince Edward-Hastings), Belleville Mayor-elect Taso Christopher, and Belleville Chief Administrative Officer Rick Kester, P.Eng. The East Central and West Central regions Academy and Congress was held on December 6 in Toronto. Guest speakers were Parliamentary Assistant to the Minister of Citizenship, Immigration and International Trade Cristina Martins, MPP (Davenport), PC Intergovernmental Affairs, Francophone Affairs and Greater Toronto Area Issues Critic Gila Martow, MPP (Thornhill), and NDP Attorney General, Government and Consumer Services Critic Jagmeet Singh, MPP (Bramalea-Gore-Malton). Attendees discussed best practices in government relations.

OCEPP engages profession

The Ontario Centre for Engineering and Public Policy (OCEPP) continued to increase the engagement of the engineering profession in the development of public policy in 2014.

The centre kicked off the year hosting a half-day workshop that explored the implications of climate change for engineers, particularly in the planning, design, construction and maintenance of sustainable infrastructure. The centre also co-sponsored two events organized by PEO's West Toronto Chapter: a one-day transit symposium and a seminar on how to build infrastructure in a climate of NIMBY thinking.

OCEPP's sixth Engineering and Public Policy Conference offered an opportunity to gain insight into important

engineering and policy issues, to share ideas, and to meet and network with engineers, policy advisors and other professionals from around the province. Held on May 30 at St. Andrew's Club & Conference Centre in Toronto, the conference dealt with such topics as Ontario's Long-Term Energy Plan, lessons learned from the Algo Centre Mall tragedy, and development of the Ring of Fire in northern Ontario. Keynote speakers Carol Wilding, then-president and CEO, Toronto Region Board of Trade, and Stephan Schott, associate professor, School of Public Policy & Administration, Carleton University, explored policy issues that included how to advance policy in an election year, and the move from values-based policy to evidence-based policy.

Six policy engagement articles were published in *Engineering Dimensions* on such topics as adapting engineering for climate change, funding municipal water infrastructure and the politics of power plants.

The centre received a record 19 entries for its sixth annual Student Essay Competition. Co-winners in the undergraduate category were Sajjan Singh, a first-year student at Western University, and Connor Smith, a first-year University of Toronto student. Singh's essay explored why Canada should consider renewed investment in nuclear energy, while Smith analyzed recommendations regarding the 2012 collapse of the Algo Centre Mall in Elliot Lake. The co-winners received \$500 each and an invitation to attend the centre's 2014 Engineering and Public Policy Conference. No winner was declared in the graduate student category.



OCEPP Director Bernard Ennis, P.Eng. (left), and PEO Councillor Chris Roney, P.Eng., BDS, FEC, discussed lessons learned from the Elliot Lake mall collapse of 2012 at the OCEPP annual conference May 30 in Toronto.

New award

A new award to recognize engineering projects and achievements was announced at the 2014 Ontario Professional Engineers Awards gala. The Ontario Professional Engineers Award for Engineering Project or Achievement will pay tribute to an endeavour that has made a significant, positive impact on society, industry and/or engineering, and that was conceived, designed and executed with significant input by Ontario engineers. The inaugural award will be presented in November 2015. The award selection criteria, modeled after Engineers Canada's national engineering project or achievement award, focus on a project's impact on society and/or industry and/or engineering, ingenuity, project complexity, environmental impacts and client expectations. The Ontario Professional Engineers Awards is a joint program of PEO and the Ontario Society of Professional Engineers.

Abbreviated Financials

BALANCE SHEETS

as at December 31, 2014

(Restated–Note2)

BALANCE SHEETS			2014	2013
as at December 31, 2014				
ASSETS	CURRENT	Cash in interest-bearing accounts	\$ 1,739,886	\$ 3,052,243
		Marketable securities at fair value	6,331,704	5,350,515
		Accounts receivable	498,159	379,240
		Prepaid expenses and deposits	204,332	173,193
		Other assets	443,952	285,412
			9,218,033	9,240,603
	Capital assets (Note 4)		37,062,729	36,729,079
	TOTAL ASSETS		46,280,762	45,969,682
LIABILITIES	CURRENT	Accounts payable and accrued liabilities (Note 16)	1,385,054	1,660,977
		Fees in advance and deposits	8,843,131	8,919,164
		Current portion of long-term debt (Note 6)	901,000	878,000
			11,129,185	11,458,141
	LONG TERM	Long-term debt (Note 6)	8,467,000	9,368,000
		Employee future benefits (Note 7)	11,153,100	11,352,200
	TOTAL LIABILITIES		30,749,285	32,178,341
	Net assets (Note 8)		15,531,477	13,791,341
	Total liabilities and net assets		46,280,762	45,969,682

Approved by the Board

STATEMENTS OF CASH FLOWS

year ended December 31, 2014

(Restated–Note2)

			2014	2013
	OPERATING	Excess of revenue over expenses	\$ 1,349,236	\$ 1,434,896
		Add (deduct) items not affecting cash		
		Amortization	1,790,891	1,761,531
		Amortization—other assets	56,323	32,896
		Employee future benefits expensed	1,418,300	2,579,200
		Change in unrealized losses on marketable securities	(68,450)	(17,415)
		Loss (gain) on disposal of marketable securities	37,612	(12,322)
			4,583,912	5,803,430
		Change in non-cash working capital items (Note 11)	(502,014)	588,271
			4,081,898	6,391,701
	FINANCING	Repayment of mortgage	(878,000)	(854,000)
		Contributions to employee future benefit plans	(1,226,500)	(1,418,300)
			(2,104,500)	(2,272,300)
	INVESTING	Proceeds of disposal of marketable securities	4,083,963	1,857,745
		Acquisition of marketable securities	(5,034,314)	(2,005,587)
		Additions to capital assets	(2,124,541)	(2,023,542)
		Additions to other assets	(214,863)	(259,448)
			(3,289,755)	(2,430,832)
	(Decrease) increase in cash		(1,312,357)	1,688,569
	Cash, beginning of year		3,052,243	1,363,674
	Cash, end of year		\$ 1,739,886	\$ 3,052,243

STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS
year ended December 31, 2014

(Restated--Note2)

		2014	2013
REVENUE	P.Eng. revenue	\$ 14,840,457	\$ 14,630,128
	Application, registration, examination and other fees	5,884,172	5,788,072
	Building operations (Note 5)	2,083,065	2,937,867
	Advertising income	355,572	426,567
	Investment income	219,885	183,296
		23,383,151	23,965,930
EXPENSES	Staff salaries and benefits/retiree and future benefits	10,303,016	10,849,476
	Building operations (Note 5)	2,362,885	2,383,229
	Purchased services	1,090,528	1,069,658
	Amortization	978,437	950,980
	Engineers Canada	901,420	867,094
	Computers and telephone	773,951	644,523
	Volunteer expenses	761,264	852,302
	Occupancy costs (Note 5)	732,760	902,378
	Chapters (Note 14)	722,121	610,795
	Contract staff	666,368	506,580
	Legal (corporate, prosecution and tribunal)	649,465	461,735
	Transaction fees	508,034	487,760
	Postage and courier	424,151	357,372
	Consultants	240,431	353,962
	Recognition, grants and awards	187,667	187,326
	Printing	161,002	152,244
	Office supplies	121,723	121,376
	Professional development	109,170	156,409
	Insurance	97,304	98,600
	Staff expenses	91,355	85,283
	Advertising	90,348	198,040
		21,973,400	22,297,122
Excess of revenue over expenses before the undernoted		1,409,751	1,668,808
Council discretionary reserve expenses (Note 9)		60,515	233,912
Excess of revenue over expenses		1,349,236	1,434,896
Remeasurement and other items		390,900	6,533,200
Net assets, beginning of year		13,791,341	5,823,245
Net assets, end of year (Note 7)		\$ 15,531,477	\$ 13,791,341

*The above information is an abbreviated version of PEO's 2014 financial statements. The full report appears in the May/June 2015 issue of *Engineering Dimensions* and on PEO's website.

Chapter Highlights

PEO chapters—36 in total, organized into five regions across the province—were formed more than 50 years ago to link members-at-large with PEO council, and to be a local presence for engineering. In 2014, they organized licence certificate ceremonies, hosted technical seminars and social events, provided a forum for members to exchange knowledge and ideas, and offered professional networking opportunities. Members involved in PEO chapter activities also continued a long-standing tradition of donating their time, energy and expertise to promoting awareness among grade school students of the role of math and science in their daily lives and engineering as a career.

- During **National Engineering Month (NEM)**, a national celebration of engineering excellence in March that encourages young people to consider engineering as a career, PEO chapter volunteers inspired thousands of elementary and high school students and promoted awareness of the profession in communities across the province through a variety of activities. Chapters organized, sponsored and participated in such events as bridge-building competitions, interactive workshops, field trips and math competitions. More than 180 NEM events were held across the province in 2014 with nearly one quarter of those being staged by PEO volunteers.
- Breakthroughs in 3-D laser imaging were the focus of the **2014 Engineering Innovations Forum (EIF)** held March 6 at the Ontario Science Centre. The EIF is a key part of each National Engineering Month celebration. Presenters outlined novel applications for laser scanners and associated processing software. This technology could have significant practice implications for professional engineers involved in building inspection and maintenance, forensic investigation, and the design and use of health-care products. The goal of the annual forums, of which PEO is an organizing sponsor, is to raise public awareness of engineering innovations and their impact on the quality of life. CBC journalist Steven D'Souza moderated the event.



PEO Councillor Len King, P.Eng., FEC, was moderator at the 2014 Penta Forum.

Jeanette Biemann, P.Eng., of PEO's Algoma Chapter, led discussion of equity and diversity practices at the April 25 Penta Forum.

- The **2014 Penta Forum** solicited grassroots input from membership while promoting best practices and information sharing among chapters. Held April 25 in Niagara Falls, the event included an opportunity for chapter representatives to offer feedback to the association as it drafted a new strategic plan. The forum

also included a hands-on demonstration of the Etobicoke Chapter's highly popular Engineering Idol competitions, which pit teams of high school students in engineering design challenge competitions; discussion on chapter support for PEO's structured engineering intern program; presentations on PEO's equity and diversity guidelines; and an examination of recent council discussions on continuing professional development.

- The **West Toronto Chapter's** Women in Engineering Committee teamed up with the Toronto Rehabilitation Institute and the Ontario Brain Institute in the summer to host the Women in Engineering and Science Design Competition. Culminating August 9, the competition was held over one month and challenged girls in grades 6 to 8 to design a device to prevent falls, or injuries from falls. The competition paired young girls with an engineer mentor to design new products, prototype them using Tinkercad 3D modeling software, and use a state-of-the-art falls lab. Participants presented their final designs at the Toronto Rehabilitation Institute. The competition aims to increase female enrolment in all engineering disciplines by providing an accessible format to introduce young women to engineering concepts and an opportunity to meet professional role models.



PEO President David Adams, P.Eng., MBA, FEC, presents Elise Idnani, P.Eng., Sudbury Chapter chair, with the trophy for the best chapter success story at the 2014 Chapter Leaders Conference. PEO Registrar Gerard McDonald, P.Eng., MBA, is at right.

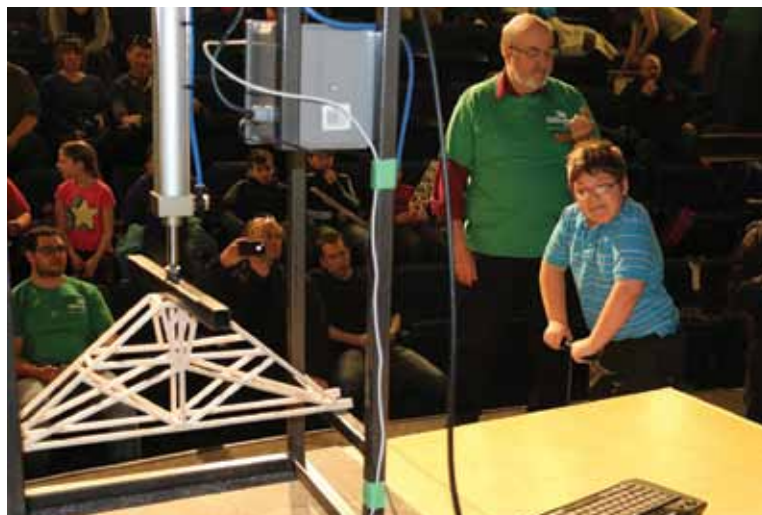
- PEO's annual **Chapter Leaders Conference** draws delegates from all 36 of PEO's chapters for a day of networking and sharing ideas. The 2014 installment was held in conjunction with the Ontario Professional Engineers Awards gala in November under the theme: "Who are we?", which was chosen to encourage volunteers to reflect on ways engineers can become leaders in the local community and more involved in the governance of their association. Guest speaker David Meslin—described in Toronto's alternative media as one of the city's top 10 activists—encouraged the volunteers to rethink notions of apathy and estrangement from their communities or associations.



Jane Wilson, EIT, the Grand River Chapter's EIT Committee chair, helps students to design their own buttons at the "Career Pathways" event in October.

- The **Grand River Chapter** participated in the "Career Pathways" event hosted by the Career Education Council. Four volunteers from the chapter volunteered at the October gathering showcasing various professions to grade 8 students in the Guelph and Wellington County area. Approximately 1400 students attended the day-long event and were engaged by chapter volunteers who promoted the profession and encouraged them to design and build their own button at the booth.
- In May, the **Oakville Chapter** partnered with the Oakville Chamber of Commerce to stage a symposium on transportation issues. Titled "Moving Today for Tomorrow", the day featured presentations and moderated panel discussions on the four modes of transport: air, ground, water and rail. The partnership brought a balance between business and technical issues that made for a very strong program, which drew 325 guests. Keynote addresses were given by Bruce McCuaig, President and CEO of Metrolinx; Lisa Raitt, federal minister of transport; and Glen Murray, then minister of infrastructure and minister of transportation for Ontario.

MPP candidates attended a June 4 all-candidates debate organized by PEO's Mississauga Chapter. Front row (left to right) Michelle Bilek, Mississauga-Erindale (NDP); Bob Delaney, MPP, Mississauga-Streetsville (Liberal); Amrit Mangat, MPP, Mississauga-Brampton South (Liberal); Nina Tangri, Mississauga-Streetsville (PC); Pauline Thornham, Bramalea-Gore-Malton (Green); and Vivek Gupta, Mississauga-Erindale (Green). Back row, Colin Moore, P.Eng., FEC, former PEO councillor; Phil Maka, P.Eng., FEC, former PEO councillor and then Engineers Canada director; Art Kirnichansky, P.Eng., PEO Mississauga Chapter past chair; Khaled El-Rahi, P.Eng., Mississauga Chapter GLP chair; Paul Acchione, P.Eng., OSPE acting CEO; Lisa MacCumber, P.Eng., Mississauga Chapter chair; Gerard McDonald, P.Eng., PEO registrar; Thomas Chong, P.Eng., FEC, then PEO president-elect; and Jeannette Chau, P.Eng., PEO manager of student and government liaison programs.



A student puts his bridge to the test at the 18th Annual Bridge Building Competition in Sudbury, a joint event presented by PEO's and OACETT's Sudbury chapters.



Phil Sullivan, PhD, P.Eng. (centre), accepts a volunteer appreciation award for his many efforts with PEO's York Chapter. With him are fellow York Chapter volunteers Liz Daher, P.Eng., and Paymon Sani, P.Eng. Sullivan spoke at the chapter's September 27 licence certificate presentation ceremony about his role in the Apollo 13 mission.





Heather Murdock, EIT, was presented with the G. Gordon M. Sterling Engineering Intern Award at PEO's 2014 Professional Engineers Ontario Order of Honour gala April 25 in Niagara Falls. As an EIT, Murdock has gained experience with a wide range of water management and transportation-related projects with engineering consulting firm Hatch Mott MacDonald. Apart from her work, she has volunteered with Engineers Without Borders, the Water Environment Association of Ontario Young Professionals and PEO's West Toronto Chapter. The annual G. Gordon M. Sterling Award provides up to \$3,500 to support leadership development pursuits and is available to participants in PEO's Engineering Intern Program.



Ten professional engineers were inducted into PEO's Order of Honour at the April 25 gala in Niagara Falls for providing exceptional volunteer service to the profession. Recognized were, back row, left to right: David Euler, P.Eng., FEC, PMP (companion) and Colin Moore, P.Eng., FEC (companion). Centre row, left to right: Dennis Pupulin, P.Eng., FEC (member), Robert Hindle, BSc (Hons), P.Eng., FEC (officer) and Vasilj Petrovic, P.Eng., PgMP, PMP, FEC (member). Front row, left to right: Wanda Juricic, P.Eng. (member), Diane Freeman, P.Eng., FEC (companion), Ross Judd, BSc, MEng, PhD, P.Eng., FEC (officer) and Amanda Froese, P.Eng., FEC (member). Glenn Richardson, P.Eng., FEC (officer) is absent from the photo. Heather Murdock, EIT (centre, in red), was honoured with PEO's 2014 G. Gordon M. Sterling Engineering Intern Award.



Rachel Bryan, P.Eng., accepted PEO's 2014 V.G. Smith Award, which is given annually to a professional engineer who was licensed during the past year by writing technical exams and who achieved the highest mark in any three examination papers. Trevor Day, P.Eng., was awarded PEO's 2014 S.E. Wolfe Thesis Award but, was unable to attend the luncheon to receive it. The award is given to a professional engineer licensed during the year whose engineering thesis was judged to be the best of the reports received.



November 22 was a special evening as 11 of the engineering profession's world-class researchers, teachers, entrepreneurs, innovators and mentors received honours at the 67th annual Ontario Professional Engineers Awards (OPEA) gala, hosted jointly by the Ontario Society of Professional Engineers and PEO. The 2014 OPEA winners are, back row, left to right:

Gerald Chaput, P.Eng., Todd Arthur J. Young, P.Eng., David Hunter Purvis, P.Eng., Bin Wu, PhD, P.Eng., Brian Garrod, P.Eng., and Raafat Mansour, PhD, P.Eng. Front row, left to right: Sigmund Soudack, P.Eng., Frank Vecchio, P.Eng., Márta Ecsedi, P.Eng., FEC, Natalie Enright Jerger, PhD, P.Eng., and David Naylor, PhD, P.Eng.

At the association's AGM luncheon, Past President Annette Bergeron, P.Eng., MBA, FEC, presented Steve Paikin, OC, with PEO's 2014 President's Award for promoting science, education, the environment and the engineering profession over the course of his career. As the anchor and senior editor of TVO's flagship current affairs program, *The Agenda*, Paikin has provided a forum for PEO to increase awareness of the need for licensure in engineering, as well as the profession's representation in the political arena. The award is given annually to outstanding Canadians, non-engineers, who have shown continuous support of, and made significant contributions to, advancing the engineering profession in Ontario.



Throughout its history, PEO has relied heavily on the participation and contribution of volunteers in both its governance and operation. In 2014, approximately 1000 professional engineers, engineering interns and non-engineers volunteered their time to work on behalf of the association. This list includes those who have served on PEO committees and their subcommittees; task forces; chapter executives; the Government Liaison Program; as well as those who have represented PEO on external

boards and advisory groups and volunteered for chapter-sponsored programs. PEO is fortunate to have so many individuals with a strong desire to serve and improve the profession. PEO council gratefully recognizes and thanks all those who have served the profession in a wide variety of activities and events throughout the year. For more information on the many opportunities available to participate in PEO, contact Viktoria Aleksandrova, MEd, committee coordinator, at valeksandrova@peo.on.ca.

A

Samuel A.L. Abd el Malek, P.Eng.
Galal Abdelmessih, P.Eng.
Paul Acchione, P.Eng.
Sarah Ackert-Ferguson, EIT
J. David V. Adams, P.Eng.
Joe Adams, P.Eng.
Steven Adema, P.Eng.
Vivender Adunuri, P.Eng.
Nanda Affonso, P.Eng.
Ali Afshar, P.Eng.
Umar Afzaal, P.Eng.
Ankit Agrawal, EIT
Haris Ahmadzai, P.Eng.
Rashid Ahmed, P.Eng.
Mohanad Al-Ajaj, EIT
Mohammad Alam, EIT
Md Shah Alamgir, P.Eng.
Behzad Alavi, P.Eng.
Luminata Carmen Aldea, P.Eng.
Abel Aleman Chavez, P.Eng.
Sulaf Ali
Duraid Al-Jailawi, P.Eng.
Dan Allen, P.Eng.
Greg A. Allen, P.Eng.
William (Bill) C. Allison, P.Eng.
Luigi Alvisi, P.Eng.
Anmol Amamd, EIT
Lucy Amankwah, P.Eng.
Ryszard (Richard) J. Ambroz, P.Eng.
Shereen Amin
James H. Amson, P.Eng.
Anmol Anand, EIT
Ross Anderson, P.Eng.
Gheorghe (George) Apostol, P.Eng.
Nanjappan Ardhanarismy, P.Eng.
Michael M. Arthur, P.Eng.
Fabio Arza, EIT
Narayana Asogan, P.Eng.

Mukul Asthana, P.Eng.
Suhad Ateia, EIT
Jon Atkinson, P.Eng.
Behrouz (Bruce) Atrie, P.Eng.
Magdy Milad Attia, P.Eng.
Sandra Ausma, P.Eng.
Richard Elliott Austin, LL.B.
Oscar Avila, P.Eng.
Afshin Azadmanesh Samimi, P.Eng.
Arshad Azhar, P.Eng.
Maryam Azhin, EIT
Naeim Azizi Tavakkoli, P.Eng.

B

Nimesh Bahl, P.Eng.
Devinder S. Bahra, P.Eng.
Shahzad Baig, P.Eng.
John D. Bailes, P.Eng.
Jim Bailey, P.Eng.
Steven Bailey, P.Eng.
Jack Baker, P.Eng.
Michael A. Ball, P.Eng.
Stella Harmantas Ball, LL.B.
Paul R. Ballantyne, P.Eng.
Vajahat Banday, P.Eng.
Pregrad Banjanin, P.Eng.
Souheila Bardakji, P.Eng.
Douglas R. Barker, P.Eng.
Mike Barker, P.Eng.
Roger F. Barker, P.Eng.
Emma Barlow, EIT
Sharon Barr, P.Eng.
Chuck Barsony, P.Eng.
Hafiz Liagat Bashir, P.Eng.
Harmail Basi, P.Eng.
Norbert (Norm) Karl Becker, P.Eng.
Bozena Bednarska, P.Eng.
Nazifa Beganovic, EIT
Mike Bell, P.Eng.
Christian G.V. Bellini, P.Eng.
Mark L. Bendix, P.Eng.
James E. Bennett, P.Eng.
J.E. (Tim) Benson, P.Eng.

Annette Bergeron, P.Eng.
Ray Bernatchez, P.Eng.
Larry Betuzzi, P.Eng.
Ishwar Bhatia, P.Eng.
Satyendra Bhavsar, P.Eng.
Sanjiwan D. Bhole, P.Eng.
Md Soharab U. Bhuiyan, P.Eng.
Jeanette Biemann, P.Eng.
Tarun Bijou, P.Eng.
George Biljan, P.Eng.
Jeremy Bishop, P.Eng.
Shiva Bissoon, P.Eng.
Duncan E.F. Blachford, P.Eng.
Michael Blair, P.Eng.
Victor Blandon, P.Eng.
Maziyar Bolour, P.Eng.
Trevor Bolt, P.Eng.
Alice Bom, P.Eng.
Dave Boogaart, P.Eng.
Guy Boone, P.Eng.
Spiridon Bot, P.Eng.
Jo-Anne Boucher, P.Eng.
Mike Bouillon, EIT
Mohamed Boutazakhti, P.Eng.
Roger Boutette, P.Eng.
Andrew J. Bowers, P.Eng.
Peter R. Braund, LL.B.
John R.S. Bray, P.Eng.
Robert Bressan, P.Eng.
Brian Breukelman, P.Eng.
Peter J. Broad, P.Eng.
Helmut G. Brosz, P.Eng.
David Brown, P.Eng., C.E.T.
Keith Brown, P.Eng.
Randal G. Brown, P.Eng.
Dave Buck, P.Eng.
Jeff Bueckert, P.Eng.
Ruben A. Burga, P.Eng.
Michael P. Burrell, P.Eng.
Brian Buss, P.Eng.
Betty Anne Butcher, P.Eng.

C

Dan Cacciotti, P.Eng.
Ian Cameron, P.Eng.
Darla Dee W. Campbell, P.Eng.
Colin S. Cantlie, P.Eng.
Diego Cardenas, P.Eng.
Jeremy S. Carkner, P.Eng.
Denis A. Carlos, P.Eng.
Matt Carson, P.Eng.
David B. Caryll, P.Eng.
V. Pelegrino Castaldo, P.Eng.
Jamie J. Catania, P.Eng.
Carlo Ceccarelli, P.Eng.
Anthony (Tony) A. Cecutti, P.Eng.
Kevin Champion, P.Eng.
Karen Chan, P.Eng.
Kwok-Wai (Michael) Chan, P.Eng.
Tak Yin Chan, P.Eng.
Raju Chander, P.Eng.
Jian Ming (Jimmy) Chang, P.Eng.
Michael A. Chapman, P.Eng.
George Charitou, P.Eng.
Shormila Chatterjee, P.Eng.
V. George Chelvanayagam, P.Eng.
Jason Chen, P.Eng.
Ian Cheng, P.Eng.
Kevin C. Chessman, P.Eng.
Anna-Lyn Cheung, P.Eng.
Stephane Chiasson, EIT
Jim Chisholm, P.Eng.
Myles Chisholm, EIT
Peter Chisholm, P.Eng.
Cornelius E.E. Chisu, P.Eng.
Brett Chmiel, P.Eng.
Richard Chmura, P.Eng.
Damien Ch'ng, EIT
Raymond Chokelal, P.Eng.
Thomas Chong, P.Eng.
Naser Choudhury, EIT

Wan Tat (Vincent) Chu, P.Eng.
Che-Wing (Danny) Chui, P.Eng.
Gheorghe (George) Ciobanu, P.Eng.
Bruce E. Clarida, P.Eng.
Ronald Clarkin, P.Eng.
John Clayton, P.Eng.
Gary Closson, P.Eng.
Kenneth E. Clupp, P.Eng., C.Tech.
Parvaneh (Gina) Cody, P.Eng.
Nicholas (Nick) P. Colucci, P.Eng.
Brendan Colven, EIT
Frederick (Rick) Comrie, P.Eng.
George R. Comrie, P.Eng.
Adam Core, EIT
Steve Cormier, C.E.T
Marie Corriveau
Dan Cosmin, P.Eng.
Daniel P. Couture, P.Eng.
Joseph Cozzolino, EIT
Michelle Croal
Jonathan Crocco, EIT
Daniel Crosthwaite, P.Eng.
Mike Crutchley, P.Eng.
Adriana Csiba, P.Eng.

D

Liz Daher, P.Eng.
Darlene Daigle, P.Eng.
Greg Dalton, P.Eng.
Bogdan Damjanovic, P.Eng.
Michael Dang, P.Eng.
Farid N.F. Danial, P.Eng.
Gordon Danson, P.Eng.
Humberto DaSilva, P.Eng.
Fred Dato, P.Eng.
Valerie J. Davidson, P.Eng.
William D. De Angelis, P.Eng.
Ingrid de Buda, P.Eng.
Roger E.E. De Gannes, P.Eng.

- Benjamin de Haan, P.Eng.
J. Charles De la Riviere, P.Eng.
Jordan De Mello, EIT
Laura Deakin
Lenny D'Elia, P.Eng.
Dan Demers, P.Eng.
Andrew Demeter, EIT
David Dengler, P.Eng.
Peter M.A. DeVita, P.Eng.
Mervin J. Dewasha, P.Eng.
Rup Dhawan, P.Eng.
David Dias, P.Eng.
Katherine Diep, EIT
Milorad Dimitrijevic, P.Eng.
Yehoudith (Judith) Dimitriu, P.Eng.
Levente Laszlo Diosady, P.Eng.
Denis Dixon, P.Eng.
Andrew J. Donlan, P.Eng.
Robert (Bob) D. Dony, P.Eng.
Hitesh Doshi, P.Eng.
M. Andrew Dowie, P. Eng.
Mircea I. Dreve, P.Eng.
Linda Drisdelle, P.Eng.
Joseph D'souza
Ryan D'Sylva, EIT
Ryan Dube, EIT
Laura Duncan, P.Eng.
Robert A. Dunn, P.Eng.
Sean Dunne, P.Eng.
- E**
Lise Eamer, EIT
Afshin Ebtekar, P.Eng.
Márta J. Ecsedi, P.Eng.
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