



ANNUAL REPORT 2020



BOARD OF DIRECTORS

2020-2021

EXECUTIVE



Natalie Hallett
P. Eng., FEC
Chair (Elected)



Bill O' Keefe
P. Eng.
Chair-Elect (Elected)



David Goosney
P. Eng., FEC
Past Chair (Elected)



Janet Bradshaw,
P. Eng., FEC
CEO & Registrar



Mark Fewer,
GSP, FEC (Hon)
COO & Deputy Registrar



Bill Hunt,
P. Eng., FEC
Professional Standards Director



Kevina Willmott,
FEC (Hon)
Compliance Officer

DIRECTORS



Sudeshna Abbott
P. Eng.
Elected



Derek Follett
P. Eng.
Elected



Alex Gibson
CPHR
Government-Appointed



Rayna Luther
P. Eng.
Elected



Nicole Myers
P. Eng.
Elected



Andrew Peach
Operations Coordinator



Lesley Oakley-Foster
Registration Coordinator



Justin Haley
Communications Advisor



Jennifer Lane
Administrative Assistant



Louise Pinsent Parsons
Government-Appointed



Dr. Titia Praamsma
P. Geo.
Elected



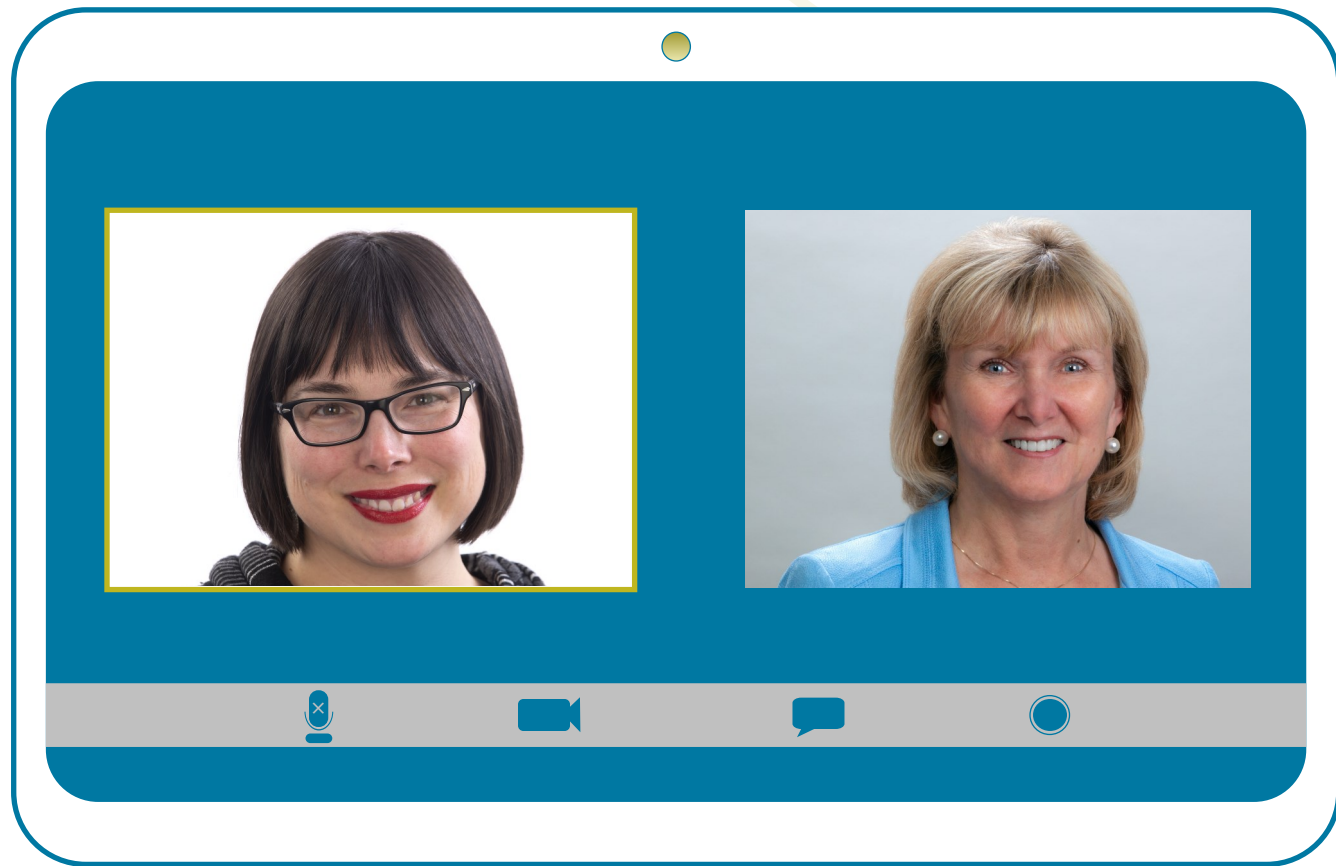
Andrea Stack
CFP, CLU, FCSI
Government-Appointed



Trina Troke
P. Eng.
Elected

Competent and ethical engineers and geoscientists safeguarding a better future for the people, environment and economy of Newfoundland & Labrador.

- PEGNL Vision



CHAIR AND CEO REPORT

2020—What a year!

Although we are all growing tired of the myriad of cliché references to the Covid-19 pandemic that has been “unprecedented” and has forced us to “pivot” and adjust to a “new normal”, our 2020 Annual Report cannot avoid its mention. The year was marked by many changes for PEGNL as well as for the professions; some that we will gladly eventually abandon but others that we have adopted as our new (and better) way of doing things. While most will agree

that the pandemic was anything but positive, a few unexpected silver linings have arisen for some.

In June of 2020 we surveyed the PEGNL membership to ask how the pandemic had affected or was projected to affect them. The reported impacts were significant, with just over 50% anticipating loss of personal income and almost 80% reporting a negative impact on their organization.

The public health restrictions were disastrous for some businesses, causing them to shut down and lay off their employees. Many others closed their doors temporarily and had their employees work from home. While this arrangement was detrimental for many, others have reported that it has worked so well that they have fully adopted the work-from-home model and abandoned their traditional office space.

We will briefly share with you some of the impacts of the pandemic on PEGNL as well as some of our resulting adaptations.

Work From Home

The PEGNL office closed to the public on March 17, 2020 and a rotating schedule for staff was adopted that saw 2-3 staff in the office at any given time. While this arrangement worked reasonably well, some functions were much more easily and efficiently performed in the office and for some staff — particularly those with young children — working from home was less than ideal. All staff were eager to return to the office environment when that was permitted by public health authorities on May 11.

To accommodate employees working from home, an upgraded Virtual Private Network as well as additional laptop computers & audiovisual equipment were needed. In addition, modifications were made to our office telephone system which now enables our employees to access it remotely. These changes made the transition to the subsequent office closure in early 2021 much more seamless.

Board and Committee Meetings

Our current Board of Directors has never yet met face-to-face.

In May of 2020, our Board welcomed two new Ministerial Appointees, and in June, three new Elected Members, none of whom have yet attended a “live” meeting. All Board meetings have been conducted virtually and while this arrangement is functional, it lacks the rapport and comradery that often develops through colleagues working side by side. On a positive note, they have had the pleasure of (virtually) meeting one another’s children and pets, and have visited each other’s kitchens, basements, closets and backyards!

For the first time in PEGNL’s history, the Annual General Meeting (AGM) was broadcast live via webcast. Members were able to attend, take part in discussions and vote on agenda items virtually. This format enabled many more members from outside the North-east Avalon area to participate. The response to the virtual meeting was very positive and it recorded the highest number of attendees in recent memory. It is planned that future AGMs will also incorporate a virtual component.

Similarly, PEGNL volunteer committees ceased meeting face-to-face and switched to virtual meetings in 2020. Again, while this arrangement has been functional, for some committees it has not been ideal with respect to fostering the typical debates and discussions held at an in-person meeting. Not only did the health restrictions change the way that these committees work, but they also seriously hampered the very work of some committees. Some National Engineering and Geoscience Month events as well as the annual PEGNL Awards Ceremony were cancelled in 2020 and will be further impacted in 2021.

At the same time there were positive outcomes. Some committees have found that they prefer the virtual format for meetings as it eliminates the need to travel and saves them time away from their professional work. These committees plan to continue to meet virtually even when restrictions are fully lifted.

Administrative Processes

The temporary closure of the office led to changes in many internal processes — from the processing of accounts payable to the administration of candidate examinations. Applicants for licensure could no longer visit the office to discuss their applications and drop off original documents. The year-end license renewal was conducted online with all annual Professional Development (PD) reports being entered by members through the PEGNL log-in portal. While the switch to full online renewals had begun in 2019, the ongoing pandemic restrictions emphasized the need for these changes which was understood by the membership. Once again, some changes are more permanent than others. While we will eventually welcome applicants and examination candidates back into the PEGNL office, we will not be reverting back to paper PD submissions.

Membership Impacts

The renewal of PEGNL licenses occurs at the end of each calendar year. Therefore, by the time the pandemic hit in March, our membership had already renewed for 2020. However, as our member survey on COVID-19 indicated, many PEGNL members were impacted negatively by the combined effects of the pandemic, the downturn in the oil and gas industry and the winding down of some large industrial projects. This led to some uncertainty as to the potential impact on total membership going forward.

Due to the hardships being faced by some, PEGNL accommodated record numbers of members through fees abatement for 2021 and professional development (PD) exemptions for 2020. We sincerely hope that these members will rebound quickly from the adversities they have been facing.

In order to assist members who had lost access to many of their traditional PD opportunities, PEGNL sought out and promoted an abundance of online (many free of charge) professional development opportunities in our regular “Member Announcements” emails.

Contributions to Society

Unlike health care professionals, our members are not typically found on the front lines battling the pandemic, however some engineers and geoscientists have played an integral role in finding solutions to needs that have arisen due to the disease. These include:

- Fabrication and testing of personal protective equipment,
- Development of robotic nursing assistants,
- Advising on industrial disinfection techniques, and
- Assessing the privacy and security of contact tracing applications.

The contributions of engineers and geoscientists to initiatives such as these is one way that they protect the public interest and contribute to societal well-being. In addition, their work in the more traditional areas has been impacted and they have responded accordingly to the changes required in telecommunications, software development, manufacturing, shipping, mineral and resource development and so many more facets of everyday life.

We also know that when the pandemic is finally “over”, engineers and geoscientists will play a pivotal role in economic recovery locally and globally.

Pandemic aside, here is a summary of three of PEGNL’s key regulatory functions for 2020:

Registration

Registration statistics remained relatively unchanged from 2019 with a slight drop (1.2%) in individual memberships and a slight rise (0.7%) in company permits. An in-depth report on Registration can be found on page 14.

Discipline & Enforcement

PEGNL’s Complaints Authorization Committee (CAC) was busy in 2020 dealing with seven allegations of conduct deserving of sanction. Details on our discipline and enforcement efforts are provided in the Professional Standards Director’s Report on Page 13.

Professional Development

After an early-2020 member consultation, the Board of Directors approved several amendments to the Professional Development Guideline, the most notable of which was a requirement for all licensed members to complete at least two PD hours in the new Ethical Practice category annually.

In tandem with this change, a new educational module was developed on Diversity & Inclusion, which, together with ethics, respectful workplace and sustainable development, is one of the topics eligible to be claimed in the Ethical Practice category. The new module was made available free of charge to members in early December 2020. The module received over 800

views in its first month and is the third ethics module released by PEGNL after previous installments on Introductory Ethics and Conflict of Interest.

It is planned that three more modules will be released by 2023, all of which will be made available to members and will be eligible to be claimed each year towards PD reporting.

Conclusion

What might 2021 bring for PEGNL? While we have definite plans and strategies, after the year that we just experienced our expectations are somewhat tempered. We understand better than we ever have just what an impact external events can suddenly have on everyone and everything. While 2020 was not what we may have hoped it would be, we have come out of it with heightened patience, resilience, and adaptability; skills that can only serve us well in our rapidly changing professions in the years to come.

INDEPENDENT AUDITOR'S REPORT

To the Members of Professional Engineers and Geoscientists Newfoundland and Labrador

Opinion

We have audited the financial statements of Professional Engineers and Geoscientists Newfoundland and Labrador (the Association), which comprise the statement of financial position as at December 31, 2020, the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2020, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

The financial statements for the year ended December 31, 2019 were audited by another auditor who expressed an unqualified opinion on those financial statements dated May 4, 2020.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are

appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Power & Associates

STATEMENT OF FINANCIAL POSITION

FOR THE YEAR ENDED DECEMBER 31, 2020

	DECEMBER 31, 2020	DECEMBER 31, 2019
ASSETS		
CURRENT		
Cash	\$2,213,988	\$1,426,987
Investments	\$874,318	\$1,052,622
Accounts Receivable	\$6,178	\$13,007
Prepaid Expenses	\$32,060	\$26,015
Interfund Receivables	\$10,594	\$8,490
SUBTOTAL	\$3,137,138	\$2,527,121
Long-Term Investments	\$532,537	\$900,857
Capital Assets	\$251,920	\$227,530
TOTAL ASSETS	\$3,921,595	\$3,655,508
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts Payable & Accrued Liabilities	\$212,104	\$146,720
Deferred Revenue	\$1,248,479	\$1,132,193
Interfund Payable	\$10,594	\$8,490
SUBTOTAL	\$1,471,177	\$1,287,403
NET ASSETS		
Unrestricted	\$1,053,920	\$897,836
Capital Asset Fund	\$251,438	\$214,462
Legal & Miscellaneous Contingency Fund	\$599,577	\$673,229
Externally Restricted	\$545,483	\$582,578
SUBTOTAL	\$2,450,418	\$2,368,105
TOTAL	\$3,921,595	\$3,655,508

Approved on Behalf of The Board of Directors:

Natalie Hallett

Natalie Hallett,
P. Eng., FEC,
Chair

Janet Bradshaw

Janet Bradshaw
P. Eng., FEC,
CEO & Registrar

STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2020

	2020 TOTAL	2019 TOTAL
REVENUE		
Membership Fees	\$1,184,785	\$1,118,105
Permit Fees	\$416,255	\$443,941
Registration Fees	\$111,033	\$101,878
Seals & Examinations	\$57,119	\$69,796
Other	\$79,823	\$68,212
Chapter Revenue	\$48,235	\$49,766
Interest & Investment Revenue	\$70,953	\$70,716
Unrealized Gain (Loss) on Investment	(\$71,334)	\$113,635
Donations	\$16,845	\$9,766
TOTAL	\$1,913,714	\$2,045,815
EXPENSES		
Administration	\$525,367	\$516,461
Amortization of Capital Assets	\$96,299	\$59,379
Board Governance	\$51,204	\$157,455
Chapter Expense	\$12,288	\$42,062
Engineers Canada/Geoscientists Canada	\$66,361	\$78,668
Internal & External Communications	\$35,953	\$76,643
Meetings Expense	\$4,044	\$19,429
Member Services	\$20,350	\$21,135
Other	\$36,711	\$15,426
Professional Fees	\$95,356	\$146,447
Salaries & Wages	\$807,257	\$789,884
Scholarships & Student Support	\$35,289	\$51,064
Seals & Examinations	\$42,212	\$60,768
Travel	\$2,709	\$13,948
TOTAL	\$1,831,400	\$2,048,769
Excess (Deficiency) of Revenues Over Expenses	\$82,314	(\$2,954)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31

	2020	2019
CASH FLOWS FROM (USED BY) OPERATING ACTIVITIES		
Cash Receipts From Members	\$1,914,095	\$1,822,392
Cash Paid to Suppliers & Employees	(\$1,702,433)	(\$2,010,464)
Interest & Dividends Received	\$70,953	\$74,351
TOTAL	\$282,615	(\$113,721)
CASH FLOWS FROM (USED BY) INVESTING ACTIVITIES		
Purchase of Investments	(\$63,899)	(\$167,984)
Proceeds on Disposal of Investments	\$688,974	\$296,522
Acquisition of Capital Assets	(\$120,689)	(\$136,738)
TOTAL	\$504,386	(\$8,200)
TOTAL CASH FLOWS		
Net Increase (Decrease) in Cash	\$787,001	(\$121,921)
Cash, Beginning of Year	\$1,426,987	\$1,548,908
CASH, END OF YEAR	\$2,213,988	\$1,426,987

Professional Engineers and Geoscientists Newfoundland & Labrador (PEGNL) is the operating name of The Association of Professional Engineers and Geoscientists of Newfoundland & Labrador.

PROFESSIONAL STANDARDS REPORT

Allegations and Disciplinary Activities

At the start of 2020, there were four active discipline files before the Complaints Authorization Committee (CAC). During the year, three new allegations were received by the Registrar and all were referred to the CAC. Four cases were decided by the CAC during the year with all four cases resulting in dismissals. Three active cases remained before the CAC at the end of 2020.

Compliance and Enforcement Activities

Compliance and enforcement activities are mainly proactive and are focused on ensuring individuals and firms are aware of the requirement to obtain appropriate licensure. Companies and individuals that appear to be practicing the professions, and/or using protected titles, but who are not licensed by PEGNL are contacted and made aware of the legislative requirements. Most compliance issues are resolved on initial contact but in some cases follow-up is required and, in those cases, a compliance file is opened. In 2020, 40 compliance files were opened with 36 being successfully resolved by year-end.

National Discipline and Enforcement Activities

The Discipline and Enforcement (D&E) staff at Engineers Canada and the D&E representatives from the provinces and territories met virtually in March, June and November of 2020. These meetings and the relationships built foster a high level of collaboration among D&E officials

which is invaluable for the sharing of best practices across the country.

Practice Standards and Guidelines

In 2020 PEGNL updated two existing guidelines: the **Environmental Stewardship & Sustainable Development Guideline** as well as the **Practice Guideline for Authenticating Professional Documents**. In addition, a new guideline was developed covering the requirements for the **Preparation of Drawings and Specifications**.

Ethics and Professional Practice Seminars

An introductory *Professionalism and Ethics in the Workplace* lecture was delivered twice (winter and fall semesters) to first year engineering students about to embark on their first work term and an *Ethics and Professionalism* lecture was delivered to Term 5 engineering students during the winter semester.

Most allegations of conduct deserving of sanction received by PEGNL relate to unethical and/or unprofessional conduct. To make ethics information more widely available to professional members and members in training, the suite of online Professionalism and Ethics modules was expanded to include one entitled Introduction to Diversity and Inclusion. All three modules are available through the member portal and can be utilized to fulfill the minimum mandatory requirement in the Ethical Practice category.



Bill Hunt, P. Eng., FEC,
Professional Standards
Director

REGISTRATION REPORT

Committee Purpose

The Registration Committee determines the eligibility of new applicants for the right to practice engineering and geoscience in the province. It does so through the assessment of applications for registration under the following categories: Professional Engineer, Professional Geoscientist, Engineer-In-Training, Geoscientist-In-Training, Limited Licensee, and Permit to Practice.

Pandemic Impacts

The impacts of COVID-19 in 2020 have been felt by many, including those in the engineering and geoscience professions. While the number of licenses and permits renewed in 2020 were comparable to 2019, the renewal process had already concluded just prior to the pandemic hitting the province. In contrast, there was significant change in the number of new applications received. New applications decreased in 2020 by approximately 14%. Applications for professional licensure were down 22% compared to 2019, while member-in-training applications were down 4%. New permit applications were consistent with last year.

Statistics

Overall PEGNL experienced a net decrease in membership of 1.2%, whereas the number of permits increased by 0.7%. The Registration Committee evaluated a total of 327 applications in 2020, with 152 of those for professional licensure and 175 for Member-in-Training registration. The committee also evaluated 62 applications

for permits to practice and 85 requests for revisions to permits.

The Experience Review Committee (ERC) and Limited License Assessment Committee (LLAC), both sub-committees of the Registration Committee, assessed 8 and 4 files respectively in 2020.

The Registration Committee also endorsed 198 transfer applications for professional licensure as required under the Canadian Free Trade Agreement. Transfer applicants are those that hold a professional license in good standing in another province or territory.

Competency-Based Assessment

PEGNL is moving to a national competency-based framework for the assessment of engineering and geoscience experience for new applicants. The transition to this framework began in late 2020 and we are on target for full implementation by fall of 2021.

As is the case with other PEGNL committees, the Registration Committee had to significantly shift how meetings and application assessments were conducted in 2020. Many of these changes had to be made swiftly and required patience and hard work from staff and volunteers alike. PEGNL would like to thank the Registration Committee, ERC and LLAC not only for their usual dedication, but also for their positivity and adaptability during this shift in process.

SUMMARY OF REGISTRATIONS FOR THE YEAR ENDED DECEMBER 31

Membership Category	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Non-Practicing Members	226	238	244	271	298	330	356	371	519	427
Professional Engineers	2,755	3,108	3,362	3,614	3,808	3,795	3,956	3,962	3,727	3,743
Professional Geoscientists	252	294	296	306	325	320	332	341	307	323
Dual P. Eng./P. Geo.	13	13	14	15	12	12	13	14	13	15
Engineers-In-Training	360	398	482	523	523	532	529	523	515	517
Geoscientists-In-Training	42	51	58	55	58	74	62	77	85	82
Limited Licensee, Eng. L.	0	0	2	8	11	13	13	15	16	15
Limited Licensee, Geo. L.	0	0	0	0	0	0	1	1	1	1
TOTAL MEMBERS	3,648	4,102	4,458	4,792	5,035	5,076	5,262	5,304	5,183	5,123
ANNUAL GROWTH (%)	12.0	12.5	8.7	7.5	5.1	0.8	3.7	0.8	-2.3	-1.2

Permit Category	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Engineering	366	426	486	510	534	544	578	595	559	562
Geoscience	22	26	26	28	31	28	25	27	24	25
Engineering & Geoscience	11	11	12	14	15	16	18	19	18	18
TOTAL PERMITS	399	462	524	552	580	588	621	641	601	605
ANNUAL GROWTH (%)	12.7	16.0	13.2	5.3	5.1	1.4	5.6	3.2	-6.2	0.7



Dr. Steve Piercey,
P. Geo., FGC, Chair -
Registration Committee



Mark Fewer, GSP,
FEC (Hon), COO &
Deputy Registrar

PROFESSIONAL DEVELOPMENT

The PD Committee oversaw the audit of 117 member reports and held several meetings to discuss potential improvements to the PD program.

The Diversity & Inclusion Committee prepared and released an ethics module available to all members and completed planning on improving D and I for PEGNL.

DIVERSITY & INCLUSION

NATIONAL ENGINEERING & GEOSCIENCE MONTH

Despite COVID-19, the NEGM committee conducted a successful bridge event and also introduced an online geoscience scavenger hunt.

VOLUNTEER COMMITTEES

The Endowment Committee gave bursaries amounting to \$24,000 to students at Memorial University, while the Awards Committee gave out four awards on behalf of PEGNL.

AWARDS & ENDOWMENT

CONNECTIONS EAST

The Committee switched to online events for its monthly member luncheons and, in the process, increased attendance at some events by as much as 500%.

The Guidelines Committee updated two existing guidelines, and introduced one new guideline. The committee also began drafting several others for consultation in 2021.

GUIDELINES

PEGNL VOLUNTEERS 2020

Colin Abbott, P. Eng.
Michael Abbott, P. Eng.
Sudeshna Abbott, P. Eng.
Carolyn Anstey-Moore, P. Geo.
Heather Appleby, P. Eng.
Matthew Appleby, P. Eng.
Michelle Baikie
Sheldon Baikie, P. Eng.
Robert Baker, P. Eng.
Ray Bailey, P. Eng.
Joanna Barnard, P. Eng. (Retired), FEC
Stephen Barnes, J.D.
Scott Batt, P. Eng.
Darryl Benson, P. Eng., FEC
Byron Bennett, P. Eng.
Andrew Blundon, P. Eng., FEC
Lorne Boone, P. Eng., P. Geo., FEC, FGC
Virginia Borges, P. Eng.
Ann Bridger, P. Eng. (Retired)
Derek Brown, P. Eng. (Retired), FEC
Alex Bugden
George Butt, E.I.T.
Ken Butt, P. Eng. (Retired)
Dr. Susan Caines, P. Eng.
Deric Cameron, P. Geo.
Alex Campbell
Nic Capps, P. Geo.
Jeff Card, P. Eng., FEC
Gary Caul, P. Eng.
Rod Churchill, P. Geo., FGC
Ben Collingwood, E.I.T.
Melissa Cook
Ryan Cooper, P. Eng.
Steve Corbett, P. Eng.
Cassidy Cunliffe
Dr. Claude Daley, P. Eng., FEC
Sarah Dalton, P. Eng.
Frank Davis, P. Eng. (Retired), FEC
Tony Dawe, P. Eng., FEC
Paul Deering, P. Eng., P. Geo.
Peter Dimmell, P. Geo., FGC
Troy Duffy, P. Eng.
Liam Dunphy

Sherry Dunsworth, P. Geo.
Henry Jordan Elliot
Justin Elliott, E.I.T.
Geoff Emberley, P. Eng. (Retired), FEC
Dawn Evans-Lamswood, P. Geo.
Dr. Ahmed Ewida, P. Eng.
Don Finch, P. Eng., (Retired), FEC
Marie Flanagan
Derek Follett, P. Eng.
Bob Forbes, P. Eng. (Retired)
Mike Furey, P. Eng.
Terry Gardiner, P. Eng., FEC
Caroline Gehue
Michael Gehue, P. Eng.
Dr. Glyn George
Dr. Hassan Gharahbagheri, P. Eng.
Alex Gibson, CPHR
Dr. Eric Gill, P. Eng.
Randy Gillespie, FGC
Nick Gillis, P. Eng.
David Goosney, P. Eng., FEC
Dr. Ray Gosine, P. Eng., FEC
Brad Greene, P. Eng.
Nathan Guimont
Terry Gulliford, P. Eng.
Dr. Robert Hall, P. Eng.
Natalie Hallett, P. Eng., FEC
Dorothea Hanchar, P. Geo.
Dr. Kelly Hawboldt, P. Eng.
Natasha Healy
Jill Henderson, P. Eng.
Susann Hickey, P. Eng., FEC
Dr. Alana Hinchey, P. Geo.
Michael Hogan, P. Eng., FEC
Grant Horwood, P. Eng.
Mark Howell, P. Eng.
Stewart Hughes, P. Eng.
Michelle Hung, P. Geo.
Dr. Amgad Ahmed Hussein, P. Eng.
Salman Jamal
Nathan James
Jack Jarvi, P. Eng.
Hayley Johnson

Sarah Johnson
Kim Kieley, P. Eng., FEC
Alan Kirby, P. Eng. (Retired), FEC
Brent Lackey, P. Eng.
Rob Langridge, P. Geo.
Amanda Langille
Dr. Graham Layne, P. Geo.
Darin LeBlanc, FEC
Bill Legge
Amy Lester, P. Eng.
Timothy Little, P. Eng.
Gavin Luffman
Rayna Luther, P. Eng.
Dr. Leonard Lye, P. Eng. (Retired), FEC
Kayla Lynn
Dragon Malesevic
Omega Malisa
Andrew Martin
Bill Maybee, P. Eng., FEC
Chris McKean
Rob McKeown, P. Geo.
Andrea Mills, P. Geo.
Shafiul Mintu, P. Eng.
Paul Murphy, P. Eng.
Gary Murray, P. Eng., FEC
Tendai Mudunge, P. Eng.
Thomas Mullins
Jennifer Murray, P. Eng.
Nicole Myers, P. Eng.
Jenna Neville
Bill Newton, P. Eng. (Retired), FEC
Camryn Nichols
Bill O'Keefe, P. Eng.
Jeff O'Keefe, P. Eng., P. Geo., FGC
Ian Osmond, P. Eng., FEC
Muhammad Humza Pasha, P. Eng.
Kimberley Pearce, P. Eng.
Elizabeth Percy, P. Eng.
Gerard Piercey, P. Eng.
Dr. Steven Piercey, P. Geo., FGC
Louise Pinsent Parsons
Doug Power, P. Eng.

Kevin Power, P. Eng., FEC
Dr. Titia Praamsma, P. Geo.
Dr. John Quaicoe, P. Eng., FEC
Kent Randell, P. Eng., FEC
Paul Reid, P. Eng.
Amanda Rietze, P. Geo.
Dr. Scott Schillereff, P. Geo.
Nola Sharpe, P. Eng.
Cameron Shaw
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