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## Message From the Chair and CEO



**Bill O'Keefe**  
P. Eng.,  
Chair



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

As engineers and geoscientists, we too seldom think about the effect that our work has on the world around us. So much of what we do impacts the daily lives of everyone in so many ways, yet the contributions of engineers and geoscientists often go unnoticed. The innovations and solutions to common problems developed by our professionals have become so entrenched into our everyday lives that they are virtually invisible. If we take a moment to look around our home or workplace, we are challenged to see an item (other than the natural environment) that hasn't been touched by our professions; whether in its design, programming, assembly, construction or distribution.

It is due to the breadth, depth and impact of our work that our professions fall among those that are required to be regulated in Canada and in many other parts of the world. In Newfoundland and Labrador, the regulation of engineering began in 1952 (following on the heels of the province's Confederation with the rest of Canada in 1949). The geoscience profession was added in 1988. The association (APEN, APEGN and finally PEGNL) has seen various versions of its Act and Regulations over the years, the most recent of which became effective in 2008 and 2011 respectively.

Recently, PEGNL has undertaken a wholesale review of the Engineers and Geoscientists Regulations, 2011. A legislative document owned by the provincial government and administered by PEGNL, the Regulations hold many of the guiding principles which define our purpose and mandate. In general terms, the Regulations further specify and clarify the role and functions of PEGNL which have been established by the Engineers and Geoscientists Act, 2008. As more than a decade had passed, it was time for a review to ensure the Regulations not only reflect modern professional practice, but also fully align with the principles and values of regulatory excellence.

Having reviewed the Regulations and proposed changes, we are now calling upon members to provide feedback on the proposals. On pages 8 and 9 we provide an overview of our suggested updates, along with instructions on how to let us know your thoughts. This is a great opportunity to have a say in how the professions are regulated and we hope we can count on your valuable feedback.

Throughout the rest of this issue, we take the time to let you know more about some recent PEGNL activities, including a brief retrospective of 2021.

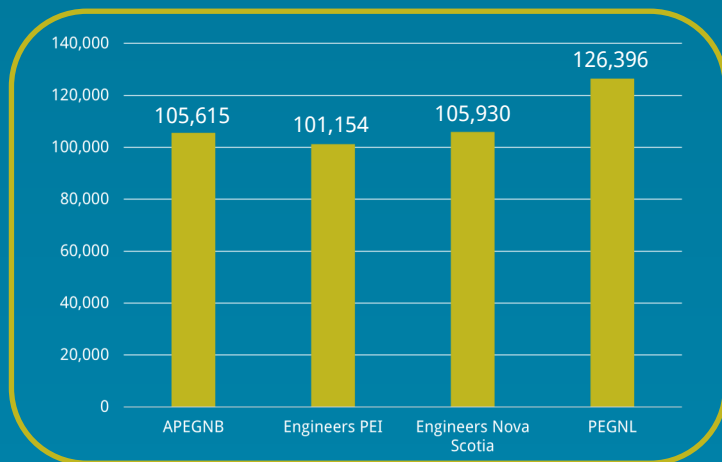
# Salary Survey

The Atlantic Salary Survey provides practitioners and employers with information on regional compensation trends in the professions. Coordinated by Engineers Nova Scotia, the survey is distributed to members in all engineering and geoscience regulatory bodies in the Atlantic provinces. The previous survey took place in 2018.

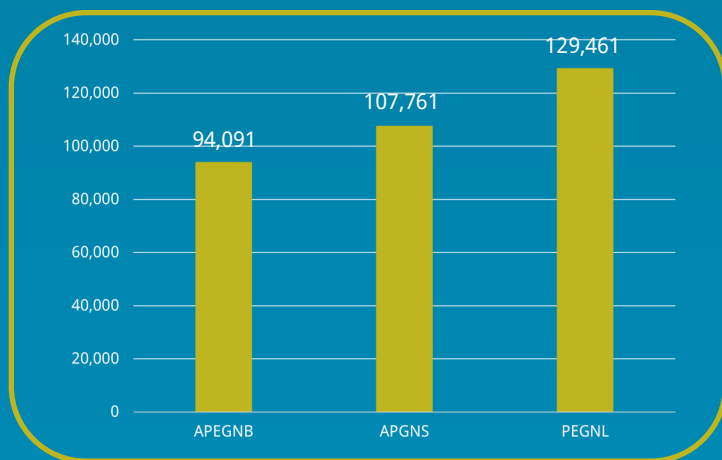
About 23% of PEGNL members responded to the 2021 survey, which was administered in May and June. Results are posted to our website.

Below, we share a sampling of key takeaways from the survey.

**Figure 1: Mean Annual Salary of Licensed Engineers**



**Figure 2: Mean Annual Salary of Licensed Geoscientists**



Figures 1 and 2 provide the mean salary of all licensed individuals by profession and province. Engineers licensed with PEGNL reported a mean annual salary (\$126,396) over \$20,000 higher than the those in the other three Atlantic provinces.

The mean annual salary of geoscientists followed a similar trend, with geoscientists registered with PEGNL making an average salary of \$129,461; again, more than \$20,000 higher than those in Nova Scotia and over \$35,000 higher than those in New Brunswick.

Further separating the data into years of experience, PEGNL members averaged higher salaries compared to counterparts in all other regulators in Atlantic Canada at each measured level of experience. (Data included in full report).

**Figure 3: Mean Annual Salary by Engineering Discipline**

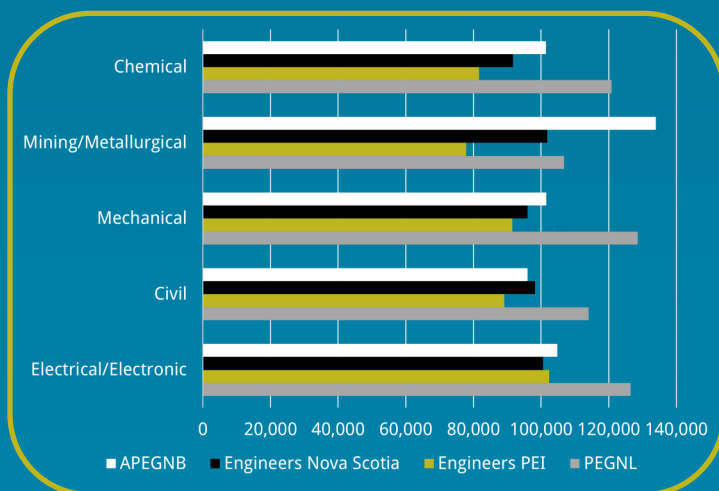


Figure 3 shows the average salary of selected engineering disciplines reported by practitioners licensed by each regulator. In the cases of Chemical (\$120,833), Mechanical (\$128,616), Civil (\$114,056) and Electrical (\$126,545) engineering, PEGNL members reported a higher average salary than their counterparts in the rest of the region.

In the case of Mining and Metallurgical engineering, PEGNL members reported an average salary of \$106,786, which was less than that reported by members of APEGNB (\$134,000). (A wider range of disciplines are featured in the full report).

The full salary reports are available to view on the [PEGNL website](#). In addition to what we have noted here, the reports include comparative salary data relating to gender, job title, education and more.

# 2021 in review

The *2021 in review* special feature takes the readers of illuminate through some of PEGNL's highlights of the past year.

## Competency Based Assessment Update

In our last issue of illuminate we featured PEGNL's adoption of the Competency Based Assessment (CBA) model, an updated method of reviewing the experience of applicants for professional licensure.

Under the model, an applicant must demonstrate competency in a number of professional core competencies (34 for engineering and 29 for geoscience).

Since that time, considerable progress has been made in the adoption of CBA.

Prior to adoption, PEGNL conducted a pilot project with existing Members-In-Training.

Participating M.I.T.s helped the Registration Committee gain familiarity with the new method of reviewing applications. They also provided volunteer Assessors (member volunteers who adjudicate the evaluation of Applicants and their personal Validators) an opportunity to demonstrate an understanding of their role in the process.

In addition, Assessors were able to test their training on a smaller pool of real applications prior to final implementation.

The feedback received from M.I.T.'s and Assessors assured us that the CBA model was ready for adoption.

As of September 1, 2021 all new applicants have been required to complete a CBA profile in order to be considered for professional licensure.

Future applicants who had been an M.I.T. with PEGNL for at least two years as of September 1, 2019 were given a grace period in which to apply using the outgoing experience review method. They have until September 1 of this year to submit their applications for licensure using the previous method.

If you have any questions about the CBA model, or would like to become a volunteer Assessor, please contact Lesley Oakley-Foster ([loakley@pegnl.ca](mailto:loakley@pegnl.ca))

# Board of Directors Election Results

In the spring, we held our annual election for the PEGNL Board of Directors. The terms of three Board members had expired as of the Annual General Meeting on June 11, 2021 (one Past Chair role and two Directors). Three individuals were to be elected for three-year terms to fill the vacancies of Chair-Elect and two Director positions.

The election opened on May 11 and closed on June 3. All members were sent an electronic ballot by our elections system provider ClearPicture. The ballot contained information on each candidate, including answers to two regulatory-related questions as posed by PEGNL.

In total, nine candidates ran in the election. The sole nominee for Chair-Elect, Dr. Jacques Guigné, P. Geo. was acclaimed to the role.



*(l-r) Dr. Jacques Guigné, P. Geo., Steven Emberley, P. Geo., and Liz Palmera-Nunez, P. Eng. were elected to the PEGNL Board of Directors.*

After his first year, Jacques will become Chair, moving to Past Chair for the third and final year of his term.

The remaining eight candidates ran for the two Director positions. Steven Emberley, P. Geo. and Liz Palmera-Núñez, P. Eng., were the successful candidates and joined Jacques on the Board in June, 2021.

We would like to once again thank all candidates who ran in the election.

To learn more about the Board of Directors, including the work that they do and how you might run in a future election, please visit [www.pegnl.ca](http://www.pegnl.ca) and click 'Board' in the "About PEGNL" section at the top of the home page.

## PEGNL Annual General Meeting

The Annual General Meeting (AGM) for PEGNL was held on June 11, and for the second straight year, the meeting was held exclusively online.

At the AGM, an overview was provided of the business and operations of PEGNL during the 2020 operational year. Over 100 individuals attended the meeting, where they had the opportunity to ask questions of presenters and special guests.

Along with standard topics such as registration, discipline, and finances, reports during the meeting also covered the changes to PEGNL business resulting from COVID-19, as well as the impacts on membership due to the pandemic.

In addition, a member-submitted agenda item relating to PEGNL becoming carbon-neutral was discussed.

Members on hand approved a motion for the Board to consider having PEGNL achieve the goal of a zero-carbon footprint. PEGNL will be providing an update on the progress of these considerations in the near future.

Next year's AGM will take place on June 10, 2022. This meeting will also be held virtually.

# Two Local Geoscientists Bestowed FGC Designation

Two local geoscientists were recently awarded Fellowship with Geoscientists Canada. The distinction, which comes with the ability to use the professional designation FGC, is awarded to individuals who have made noteworthy contributions to the Geoscience profession in Canada.

Dr. Scott Schillereff, P. Geo. and Dr. Jim Wright, P. Geo. were bestowed the honour in a small ceremony at PEGNL's office on September 23, 2021.

Dr. Schillereff was recognized for having contributed more than a decade of service to PEGNL, including having served on the Eastern Chapter (now Connections East), the PEGNL Board as well as his continuing service on the PEGNL Guidelines Committee.

Dr. Wright, who received the award posthumously, also served on PEGNL's Board of Directors, on the Board of Examiners (now Registration Committee), on the Canadian Geoscience Standards Board, and in several other roles.

Carolyn Anstey-Moore, P. Geo., PEGNL's Director on the Geoscientists Canada Board and Dr. Jacques Guigné, P. Geo., Chair-Elect of PEGNL's Board of Directors presented a certificate and gold pin for each FGC recipient. Dr. Wright's wife Elsie and son Dr. Richard Wright - who is also a geoscientist - accepted the honour on Dr. Wright's behalf.



***Carolyn Anstey-Moore, P. Geo. (left) presents the FGC designation and certificate to Dr. Scott Schillereff, P. Geo., FGC.***



***Dr. Jacques Guigné, P. Geo. (left) presents the FGC designation and certificate for Dr. Jim Wright, P. Geo. to wife Elsie Wright, (center), and son Dr. Richard Wright, P. Geo. (right).***

# PEGNL Moves to New Office Space



*The lobby area of PEGNL's new office.*

On August 9, PEGNL officially opened the doors to its new office space.

After 21 years in the Baine Johnston Centre, PEGNL moved to the Prince Charles Building at 120 Torbay Road.

The move was prompted by several factors:

- The lease at the Baine Johnston Centre was expiring;
- Better access to parking for volunteers was needed;

- The digitizing of paper administrative and member files permitted a reduction in our total space requirements;
- The high vacancy rate in many commercial office buildings led to a lessor's market and provided the opportunity for a reduced lease rate.

The search for new office space took place throughout 2020, with renovations of the new space beginning in early 2021.

We would like to thank our members, applicants and partners for their patience and understanding during the transition.



*The Board Room*

# PEGNL Conducting Member Consultation

PEGNL is seeking feedback from members and permit holders on proposed changes to the Engineers and Geoscientists Regulations, 2011 (the Regulations).

One of the guiding documents on the regulation of the professions, the Regulations provide parameters for key PEGNL functions and processes. Registration (licensure) of professionals, disciplinary matters, membership administration, compliance and many more aspects of the regulation of engineering and geoscience are set out in the Regulations.

As such, it is important for both PEGNL and the Government of Newfoundland & Labrador - who owns the legislation and who tasks PEGNL with its administration - to periodically review such guiding documents to ensure they are current and that they reflect the ever-changing nature of the regulation of our evolving professions.

A critical component of this review is the feedback received from those practicing in the professions to ensure that the suggested changes both work “in the field” and represent what is best for the protection of the public.

Member and permit holder consultations began in February with recorded presentations available for your viewing on our website (more details below). Please take the time to provide your thoughts on the changes that are being considered. We have outlined some of the key changes below for your convenience:

**Removing the requirement to issue a permit-to-practice by engineering and/or geoscience discipline.** Individual engineers and geoscientists are NOT licensed by discipline but rather must confine practice to their personal areas of competence as per the PEGNL Code of Ethics. An individual’s area of competence does not necessarily fall fully within the confines of a single discipline, nor does it fully encompass a given discipline. The area of competence of a permit holder is simply the sum total of the competencies of the professional members who work for that permit holder. This evolves over time as individuals gain and lose competencies and as employees come and go. Licensing a company for a specific discipline can give the false impression that the company is competent to practice all aspects of that discipline.

**Amending the definition of a member-in responsible-charge (MIRC).** A permit holder will no longer require a MIRC for each discipline practiced.

Rather they will only require one for each profession (engineering or geoscience) practiced. The removal of this requirement does not preclude the permit holder from continuing to have as many MIRCs as it desires to appropriately oversee its practice and its compliance with legislation.

**Removing from the Regulations the prescribed years of experience required for licensure.** The requirements relating to years of experience to obtain licensure will be removed from Regulations and instead be placed in guidelines and/or by-laws. The adoption of the new Competency Based Assessment Model emphasizes professional competencies attained and demonstrated rather than time logged. By placing this in guidelines or bylaws, it provides flexibility to the Board of Directors to adjust this requirement in future if deemed necessary.

**Adding the ability to register students.** Many of our counterpart organizations across the country maintain student membership categories. Engaging post-secondary students as they are completing their degrees gives PEGNL an opportunity to properly inform future engineers and geoscientists on regulatory and licensure requirements and their responsibilities to the public.

**Adding the ability to prescribe practice standards.** Practice standards are currently addressed by PEGNL through the issuance of Guidelines. While guidelines are critical documents which inform both professionals and the public of expectations of practice, following a guideline can be viewed as optional. A practice standard however is more easily enforced and some PEGNL guidelines are more appropriately classified as standards (E.g. Authentication [stamping] guideline). The Engineers and Geoscientists Act permits PEGNL to set such performance standards through the Regulations.

**Changing reference of “seals” to “stamps”, and clarifying language regarding issuance of stamps.** The Regulations currently require some clarification on when a member or permit stamp must be used. Also, not all members require a stamp, yet the Regulations prescribe that all members must receive one. Finally, as the embossed seal is no longer utilized in practice, the reference to the “seal” will be changed to “stamp”.

**Wording changes relating to parental or other temporary leave.** Currently, the Regulations do not permit a member to practice if they are exempt from the PD program due to a temporary leave. While someone who is on parental, illness, compassionate or other type of leave has a legitimate reason to be exempt from fulfilling PD

requirements, they may also reasonably participate in some work-related activity during that time. The new language relating to this item would provide flexibility in how practice is restricted during leave.

**Miscellaneous items that provide either clearer language or have been updated based on current practice or societal norms.**

There are other relatively minor edits that have been suggested to the Regulations which mainly are proposed to ensure understanding and alignment with the evolving professions.

These include:

- Clarifying timelines for the Complaints Authorization Committee;
- Clarifying structure of the Registration Committee;
- Removal of gendered language in favour of gender-neutral language;
- Removal of reference to “registering” examination candidates (exam candidates are not registered by PEGNL; they are considered applicants);

Some of the suggested changes would have some impacts on PEGNL operations. For example the change from issuing permits by discipline will see amendments to the permit fee structure.

As noted above, throughout February, we held informational sessions with members and permit holders. These recorded sessions provide detailed information on the changes that PEGNL is currently suggesting. Members can access the videos by visiting the [PEGNL website](#).

Also available on the same webpage is the suggested edited Regulations document. This version features a mark up of all proposed changes. Members are able to review the document to see the wording of the suggested amendments.

Any and all feedback received related to these proposed changes will be provided to the PEGNL Board of Directors who will consider the feedback in advance of furthering the Regulatory amendment process with Government.

All feedback can be provided to Heather Appleby, P. Eng., Special Projects Manager by emailing [happleby@pegnl.ca](mailto:happleby@pegnl.ca).

Members are asked to provide their feedback by April 8. Participation in the consultation process can be claimed as an activity on a member’s annual Professional Development report under the Participation category.

# Discipline Case Study

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In the fall of 2019, the Complaints Authorization Committee (CAC) considered an allegation against a professional engineer (Respondent) in which the Complainant alleged that the Respondent wrote “an extremely defamatory email that was unprofessional in tone and content (and completely fabricated)” to an Executive member of a non-government body, which resulted in negative consequences for the Complainant.

The CAC considered the applicability of sections 1.2(e) and 2.1(c) of the PEGNL Code of Ethics to the allegation and made the following determinations:

**Code of Ethics Section 1.2(e) “professional engineers and geoscientists shall...conduct themselves with equity, fairness, courtesy and good faith towards clients, colleagues and others, give credit where it is due, and accept, as well as give, honest and fair professional criticism”:**

It was the view of the CAC that the Respondent did not make any representations in the subject email based on their status as a professional engineer or member of PEGNL and there was no professional context for the matters alleged in that email. The matters alleged in the email appeared to be solely related to the Complainant’s and Respondent’s involvement with the non-government organization.

Given the lack of any professional context for the alleged conduct, the CAC was of the view that section 1.2(e) of the PEGNL code of Ethics had no applicability to the allegation. The CAC was also of the view that, given the lack of professional engineering context for the alleged conduct, it did not have the mandate to investigate or assess whether the subject email was or was not defamatory.

It appeared to the Committee that this was a dispute or disagreement, involving the Complainant, the Respondent and perhaps others, in the context of the governance of the non-governmental organization. The Committee was of the view that it would be inappropriate for PEGNL, as a professional regulator, to involve itself in the governance matters of another entity.

**Code of Ethics Section 2.1(c) “Conduct of a professional member or permit holder that... harms or tends to harm the standing of the profession of engineering or of geoscience generally... constitutes professional misconduct”:**

Given that the Respondent did not identify as a professional engineer in the course of this dispute or disagreement and the matter occurred within a societal rather than a professional context, the Committee was of the view that there was no question of the alleged conduct harming, or tending to harm, the standing of the profession generally, so as to potentially engage section 2.1(c) of the PEGNL Code of Ethics.

With respect to the allegation of the Complainant against the Respondent, the CAC was of the opinion that there were not reasonable grounds to believe that the Respondent engaged in conduct deserving of sanction. In accordance with subsection 24(2) of the Engineers and Geoscientists Act, the allegation was therefore dismissed.

# New License Holders

Since our last issue of *illuminate*, the individuals below have become License Holders or Members-In-Training with PEGNL

Vishal Abhishek, E.I.T.  
Nashat Abualnadi, E.I.T.  
Austin Achuo, E.I.T.  
Tyler Adams, P. Eng.  
Stephanie Adey, E.I.T.  
Sidum Adumene, E.I.T.  
Nima Agh, E.I.T.  
Reza Aghakhani, E.I.T.  
Hafizuddin Ahmed, P. Eng.  
Chibuikem Ajaero, E.I.T.  
Haydar Al Dahhan, P. Eng.  
Afaf Al Azzawi, P. Eng.  
Dr. Al-Abbass Al-Habashneh, P. Eng.  
Hasanain Al-Rubaye, P. Eng.  
Mohannad Aldamanhour, E.I.T.  
Ahmed Mohamed Ahmed Ali, P. Eng.  
Arthur Altoe, P. Eng.  
Mohammad Ansari, P. Eng.  
Chukwuma Anthony, E.I.T.  
Keerthika Ashokkumar, E.I.T.  
Troy Austrins, P. Eng.  
Aswin Babu, E.I.T.  
Madison Bailey, E.I.T.  
Shauna Bailey, E.I.T.  
Nicholas Baird, G.I.T.  
Neil Balan, P. Eng.  
Kyle Balsom, E.I.T.  
Jessica Banfield, P. Eng.  
Amirreza Bastani, P. Eng.  
Martin Bates, P. Geo.  
Christian Beaulieu, P. Geo.  
Philippe Bertrand, P. Eng.  
Pradeep Bhatwadekar, P. Eng.  
Nigel Bickford, E.I.T.  
Christopher Blackwood, P. Geo.  
Andrew Blagdon, G.I.T.  
John Blanchflower, P. Geo.  
James Bltyh, E.I.T.  
Nicholas Bonderoff, P. Eng.  
Samantha Boudreau, P. Eng.  
John Bowles, P. Eng.  
William Bradbury, P. Eng.  
Arnab Brahma, E.I.T.  
Jeremy Brett, P. Geo.  
Guillaume Brown, P. Eng.  
William Brown, P. Eng.  
Matthew Browne, P. Eng.  
Loryn Bruce, P. Geo.  
Daniel Brule, P. Eng.

Meghan Burke, E.I.T.  
Brandon Burt, E.I.T.  
Kendra Bursey, P. Eng.  
Melissa Burton, P. Eng.  
Samantha Butler, E.I.T.  
Adnan Butt, P. Eng.  
Michael Button, P. Eng.  
Michael Canam, P. Eng.  
Peter Campbell, P. Eng.  
Anh Cao, P. Eng.  
Michael Canam, P. Eng.  
Jennifer Careen, E.I.T.  
Andrew Clarke, E.I.T.  
Jonathan Cashin, E.I.T.  
Kevin Cashin, E.I.T.  
William Chaisson, E.I.T.  
Keyur Chauhan, E.I.T.  
Ripal Chovatia, E.I.T.  
Lars Christensen, P. Eng.  
Steven Chu, P. Eng.  
Maher Chaudhary, P. Eng.  
Afamefuna Chidolue, E.I.T.  
Tudorel Ciuculescu, P. Geo.  
Richard Clark, P. Eng.  
Brandon Clarke, E.I.T.  
Matthew Clarke, P. Geo.  
Heidi Coish, E.I.T.  
Kaytlin Cole, E.I.T.  
Milan Colovic, P. Eng.  
Benjamin Collingwood, P. Eng.  
Samuel Collins, P. Eng.  
Alyssa Comerford, E.I.T.  
Reid Connors, E.I.T.  
Kaylea Cook, G.I.T.  
James Cooper, P. Eng.  
Martin Corbett, P. Eng.  
Jean Cormier, P. Eng.  
Stephen Crant, E.I.T.  
Ryan Cunningham, P. Eng.  
Bahman Daee, P. Eng.  
Jean-Francois Daigle  
Nekoda Daniels, P. Eng.  
Benjamin Danquah, E.I.T.  
Suprio Das, E.I.T.  
Bradley Dawe, E.I.T.  
Laura Daye, P. Eng.  
Nick De Ridder, P. Eng.  
Bentotage De Silva, P. Eng.  
Morteza Dehghani, P. Eng.

Thomas Denine, G.I.T.  
Robert Des Rivières, P. Eng.  
Scot DeYoung, P. Eng.  
Colin Dominic, P. Eng.  
Kyle Doody, P. Eng.  
Kathy-Lee Doyle, G.I.T.  
Adelaide Drake, E.I.T.  
Derrick Drake, P. Eng.  
Renee Drew, P. Eng.  
Chelsea Drover, E.I.T.  
Jennifer Duff, P. Eng.  
Ryan Dyke, P. Eng.  
Trevor Eagles, P. Eng.  
Reynolds Edokpayi, P. Eng.  
Kourtney Edwards, P. Eng.  
Fady El Mohandes, P. Eng.  
Manal Elgallal, E.I.T.  
Sonya Ellis, P. Eng.  
Hashem Elsaraf, E.I.T.  
Lance Engelbrecht, P. Eng.  
Tyler Evans, P. Eng.  
Matthew Facchini, P. Eng.  
Wenchao Fang, P. Eng.  
Omid Farajisarkati, P. Eng.  
Lucas Feehan, P. Eng.  
Marley Field, P. Eng.  
Thomas Fingas, P. Geo.  
Conor Flanagan, P. Eng.  
Lindsey Flynn, E.I.T.  
Jennifer Forbes, P. Eng.  
Felix-Antoine Fournier, P. Eng.  
Dion Gallant, P. Eng.  
Alexandre Garipey, P. Eng.  
Jeremy Gates, E.I.T.  
Kaveh Geramifar, P. Eng.  
Broderick Germain, P. Eng.  
Ali Ghafari, P. Eng.  
Seyyedeh Ghodsi, E.I.T.  
David Giddings, P. Eng.  
Manjot Gill, P. Eng.  
Sam Girgulis, P. Eng.  
Ellen Gleadow, E.I.T.  
Marco Grande, P. Eng.  
Adam Grandy, P. Eng.  
Emile Grant, P. Eng.  
Tristan Grech, E.I.T.  
Keegan Gregory, P. Eng.  
Joshua Grouchy, E.I.T.  
Amit Gujrati, E.I.T.

# New License Holders

Since our last issue of *illuminate*, the individuals below have become License Holders or Members-In-Training with PEGNL

Samaka Gunasekera, E.I.T.  
Catalin Gunea, P. Eng.  
Zhongcheng Guo, E.I.T.  
Rupert Gushue, P. Eng.  
Yaghoub Haghighi, P. Eng.  
Behzad Haghighi, P. Eng.  
Darren Hallas, P. Eng.  
Jesse Halle, P. Geo.  
Faiz Hammadi, P. Eng.  
Jillian Hancock, P. Eng.  
Syed Hashmi, P. Eng.  
Aritn Hassas, P. Eng.  
Rabih Haydar, P. Eng.  
Colin Hayes, P. Geo.  
Evan Hayes, P. Eng.  
Jun He, P. Eng.  
Stephanie Hearn, P. Eng.  
Brandon Heath, P. Eng.  
Kent Heath, P. Eng.  
Sandeep Hegde, P. Eng.  
Nicholas Henderson, P. Eng.  
Mark Hibbs, P. Eng.  
Joachim Hinzer, P. Geo.  
Riley Hodder, E.I.T.  
Riley Hogan, E.I.T.  
Seamus Hogan, P. Eng.  
Dawn Hodgins, P. Geo.  
Nicholas Hosek, G.I.T.  
Yaomin Hou, P. Eng.  
Jonathan Howse, P. Eng.  
Bramwell Hunt, P. Eng.  
Jordan Hull, P. Eng.  
Jesse Hutchins, P. Eng./P. Geo.  
Voung-Jolie Huynh, P. Eng.  
Ulasi Ifenna, E.I.T.  
Terrence Ijeomah, E.I.T.  
Muhammad Imran, P. Eng.  
Nevil Jacob, E.I.T.  
Syed Jaffri, P. Eng.  
Akhtar Jahan, P. Eng.  
Gabriel Jean, P. Eng.  
Robert Jewer, P. Eng.  
Reethu Jimmy, E.I.T.  
Brian Johnson, P. Eng.  
Robert Johnson, P. Eng.  
Tony Jones, P. Eng.  
Travis Jones, P. Eng.  
Guillaume Joyal, P. Eng.

Reema Kalani, E.I.T.  
Jalal Kahnamouei, E.I.T.  
Imtiyaz Kazi, P. Eng.  
Nadine Kelly, P. Eng.  
Paul Kent, P. Eng.  
Jahanshah Khaledan, P. Eng.  
Sajid Khayer, E.I.T.  
Rachel Kieley, E.I.T.  
Anand Kiklawala, E.I.T.  
Angela Koch, P. Eng.  
Anil Kumar, P. Eng.  
Dikshat Kumar, P. Eng.  
Tjaart Labuscagne, E.I.T.  
Etienne Laberge, P. Eng.  
Martin Lajeunesse, P. Eng.  
Pierre Landry, P. Geo.  
Christopher Laporte, P. Eng.  
Hicham Lazaar, P. Eng.  
Jonathan Leahey, P. Eng.  
Elizabeth LeBlanc, P. Geo.  
Lloyd Lee, P. Eng.  
Yong Joon Lee, P. Eng.  
Luc Lefebvre, E.I.T.  
Sylvain Lemay, P. Eng.  
Etienne Leroux, P. Eng.  
Nancy Letarte-Tremblay, P. Eng.  
Marie Levesque, P. Eng.  
Richard Levesque, P. Eng.  
Michael Lewis, E.I.T.  
Yuet Li, E.I.T.  
Devin Lidster, E.I.T.  
Puay Lim, P. Eng.  
Lebing Liu, P. Eng.  
Tyler Locke, P. Eng.  
Alexander Lornie, P. Eng.  
Tiuri Lomond, E.I.T.  
Philippe Losier, P. Eng.  
Ian Lunt, P. Geo.  
Allan MacDonald, P. Eng.  
Benjamin MacDougall, G.I.T.  
Maria Mackenzie, P. Eng.  
Brittany MacLean, P. Eng.  
Mithun Madhukumar, E.I.T.  
Zsuzsanna Magyarosi, P. Geo.  
Kelsey Mah, G.I.T.  
Bernardo Majano, P. Eng.  
Ali Ahmad Manzoor, P. Eng.  
Laura Marciniwe, P. Eng.

Tiago Marques, P. Eng.  
Natasha Marshall, P. Eng.  
Nicholas Martin, P. Eng.  
Tonino Matassa, P. Eng.  
Jillian Matterface, P. Eng.  
Andrew Mattson, P. Eng.  
Somkene Mbakwe, P. Eng.  
Janice McCarthy, P. Eng.  
Andrew McGrath, P. Eng.  
William McGuinty, P. Geo.  
Jeff McKay, P. Eng.  
Jenna McKenzie, P. Geo.  
Brody McKeown, E.I.T.  
Vanessa McLean, E.I.T.  
Alexander McNeil, E.I.T.  
Stanley McPhee, P. Eng.  
Rowan Meaney, E.I.T.  
Anmol Mistry, E.I.T.  
Grant Moffatt, P. Eng.  
Michael Moore, P. Geo.  
Michael Morin, P. Eng.  
Maxine Morris, P. Eng.  
Mahmood Movahedan, P. Eng.  
Tinotenda Mudunge, E.I.T.  
Andrew Murphy, E.I.T.  
Vinod Myana, P. Eng.  
Aren Nazari, P. Eng.  
Jacob Newman, G.I.T.  
Julianne Nezgoda, P. Eng.  
Trung Nguyen, E.I.T.  
Kayne Normore, G.I.T.  
Nancy Normore, P. Geo.  
Brian Noseworthy, P. Eng.  
George Nowak, P. Eng.  
Chibuzor Nwabunike, E.I.T.  
Allison O'Brien, P. Eng.  
Rory O'Brien, P. Eng.  
Caroline O'Leary, P. Eng.  
John O'Malley, P. Eng.  
Magnus Oake, G.I.T.  
Justin Ogden, P. Eng.  
Adedeji Ogunbela, P. Eng.  
Olutayo Ogunmilua, P. Eng.  
Bestman Okonkwo, E.I.T.  
Candice Ying Woei Ooi, G.I.T.  
Sodienye Opusunju, E.I.T.  
Aaron Oram, P. Eng.  
Eduardo Ortiz de Zarate, P. Eng.

# New License Holders

Since our last issue of *illuminate*, the individuals below have become License Holders or Members-In-Training with PEGNL

Charles Aimiwu Osaretin, E.I.T.  
Nicholas Osmond, E.I.T.  
Bernice Oyedeji, P. Eng.  
Michael Pace, P. Eng.  
Mithilesh Pai, P. Eng.  
Rene Panazan, P. Eng.  
Avinash Pandey, E.I.T.  
Niravbhai Pandya, E.I.T.  
Jeong Park, P. Eng.  
Alan Parker, P. Eng.  
Julia Parker, P. Eng.  
Dwayne Parsons, E.I.T.  
Alpesh Patel, P. Eng.  
Gregory Patey, E.I.T.  
Hardikkumar Patel, E.I.T.  
Ellen Patrick, P. Eng.  
Louis Pauze, P. Eng.  
Joseph Pelley, P. Eng.  
Kyla Penney, P. Geo.  
Ryan Penney, E.I.T.  
Michael Perreault, P. Eng.  
Jeffrey Perry, P. Eng.  
Karen Phillips, P. Geo.  
Joshua Pidgeon, P. Eng.  
John Pike, P. Eng.  
Michael Piper, P. Eng.  
Olga Polzounova, P. Eng.  
Leah Power, G.I.T.  
Michael Power, P. Geo.  
Joanne Price, P. Geo.  
Ravikumar Pugashetti, P. Eng.  
Brandon Quann, P. Eng.  
Karishma Quraishi, E.I.T.  
Salman Qureshi, P. Eng.  
Shirishchandra Radia, P. Eng.  
Mike Radulescu, P. Eng.  
Bethany Randell, P. Eng.  
Pietro Ranieri, P. Eng.  
Ayham Rayya, E.I.T.  
Jason Reid, P. Eng.  
Melissa Render, P. Geo.  
Muhammad Riaz, E.I.T.  
Kurt Rickard, P. Eng.  
Howard Rideout, P. Eng.  
Jonathan Rivard, P. Eng.  
Stephane Roche, P. Eng.  
Felix Rogers, E.I.T.  
Elisabeth Ronacher, P. Geo.

Moin Roohparvarzadeh, P. Eng.  
Jonathan Rowe, E.I.T.  
Robert Rowe, P. Eng.  
Zachary Russell, E.I.T.  
Aaron Ryan, P. Eng.  
Tim Ryan, P. Eng.  
Farshid Saadatmand, P. Eng.  
Riju Saha, E.I.T.  
Walid Salman, P. Eng.  
Walter Santarelli, P. Eng.  
Andre Santoso, E.I.T.  
Karina Sarabia, P. Geo.  
Bibhas Sarker, P. Eng.  
Adam Scott, P. Eng.  
Albino Sebastian, E.I.T.  
Nader Seirafianpour, P. Eng.  
Jung Seo, P. Eng.  
Khai Ming Seow, P. Eng.  
Racheal Seymour, P. Eng.  
Md Shaheen Shah, E.I.T.  
Tomas Shea, P. Eng.  
Priyanka Shirsat, P. Eng.  
Momen Siam, P. Eng.  
Justin Simms, P. Eng.  
Gabriel Sindol, G.I.T.  
Narendra Singh, E.I.T.  
Wahegurupal Singh, E.I.T.  
Shane Slaney, E.I.T.  
Andrew Smith, G.I.T.  
Ian Smith, P. Eng.  
Joshua Smith, E.I.T.  
Shahab Soltaninia, P. Eng.  
Claire Somers, P. Geo.  
Alexander Snyder, P. Eng.  
Jarad Squires, E.I.T.  
Luc St-Hilaire, P. Eng.  
Brian Stonehouse, P. Eng.  
Julie Story, P. Eng.  
Victoria Strickland, E.I.T.  
Suneesh Suhasini, P. Eng.  
Lianjie Sun, P. Eng.  
Tonse Suresh, E.I.T.  
Nancy Sutherland, P. Eng.  
Zhanæ Sutherland, G.I.T.  
Shahab Tahmasebi, E.I.T.  
Colin Tait, P. Eng.  
Sebastien Talbot, P. Eng.  
Olga Telecka, P. Eng.

Dr. Lalita Thakali, P. Eng.  
Sherin Thomas, E.I.T.  
Christopher Thorne, E.I.T.  
Gary Thorpe, P. Geo.  
David Tilley, P. Eng.  
Rachel Tobin, E.I.T.  
Manuel Torres, P. Eng.  
Matthew Tracey, P. Geo.  
Jeffrey Tucker, P. Eng.  
Dimitrios Tsapos, P. Eng.  
Tyler Tyomkin, P. Eng.  
Ronald Usaty, P. Eng.  
Muhammad Usman, P. Eng.  
Luke Van Der Meer, P. Geo.  
Mark Vanderheyden, P. Eng.  
Kishan Vekariya, E.I.T.  
Normand Villeneuve, P. Eng.  
Angel-Cristian Vinatoru, P. Eng.  
Kathleen Wadden, P. Eng.  
Chenel Waight, P. Eng.  
Michael Walsh, E.I.T.  
Stephen Warford, P. Eng.  
Suyen Warford, P. Eng.  
Cassidy Warren, E.I.T.  
Herbert Wax, P. Eng.  
Scott Whalen, P. Eng.  
Lucas Whelan, P. Eng.  
Gregory Whyte, E.I.T.  
Prasan Wickremasinghe, P. Eng.  
Mackenzie Wicks, P. Eng.  
Isaac Wilkinson, P. Eng.  
Candice Williams, P. Eng.  
Jesse Wilson, P. Geo.  
Jonathan Winsor, E.I.T.  
Jemina Wodike, E.I.T.  
Guobin Wu, P. Eng.  
Peiwei Xin, P. Eng.  
Jonathan Yick, E.I.T.  
Taiwo Yinusa, E.I.T.  
Melanie Yip Woon Sun, P. Eng.  
Julie Young, E.I.T.  
Alaina Younge, E.I.T.  
Dr. Shabnam Zadeh, P. Eng.  
Zia Zaidi, P. Eng.  
Firas Zantout, P. Eng.  
Xiaodong Zhai, P. Eng.  
Daniyar Zhussupov, P. Eng.  
Robert Zirnheld, P. Eng.

# Endowment Fund Sees Increase in Donations

The PEGNL Endowment Fund has seen a considerable increase in donations by members in the last two years.

The fund enables PEGNL to provide scholarships and bursaries to students in the Earth Sciences and Engineering programs at Memorial University.

In 2021, a total of \$16,301 was donated to the fund. This was up from \$15,345 in 2020 and \$9,776 in 2019, year over year increases of over 6% and 57% respectively.

Donations to the fund are normally made by members during annual renewals.

Persons donating to the fund receive a charitable donation receipt for income tax purposes.

Annual donations help to build the endowment fund which is managed by an experienced Financial Advisor and is set up to last in perpetuity by only paying out awards up to the amount of fund earnings in the year. As such it will continue to help students for many years to come.

Since its inception, the endowment fund has resulted in over \$325,000 being awarded to students attending engineering and earth sciences programs at Memorial University.

In the article below, we provide information on this year's awards and bursaries, as well as further details around the selection process.

We would like to express our tremendous thanks to all who have donated to the endowment fund in the past and particularly to those who continue to donate annually.

With the rising costs of living and tuition expenses, these donations are needed and appreciated more than ever. Please consider including a tax-deductible donation when completing your next renewal.

## PEGNL Endowment Fund Helps 16 Local Students

In November, PEGNL awarded its annual bursaries to local post-secondary students.

This year, a total of \$24,000 was awarded from the PEGNL Endowment Fund. Awards of \$1,500 each were provided to 16 students attending either the Earth Sciences or Engineering program at Memorial University.

Eligible students apply directly to MUN for these bursaries which are awarded based on need. In order to be eligible, a student must be either completing an Earth Sciences degree or registered in Engineering One or

Academic Term 3 of the Engineering Program and must not have completed a paid work term. Applicants are asked to provide a brief statement on how the bursary might make a difference to them in completion of their studies.

Representatives from PEGNL and MUN faculty review applications received and prepare a short list of potential recipients for a predetermined number of bursaries (dependent on fund performance). The PEGNL volunteer Awards Committee then makes the final selection of bursary recipients.

The bursaries are not the only financial support provided to post-secondary students by PEGNL. Each semester, PEGNL sponsors the Cossitt Award, which is given to the senior work term student who demonstrated the most important contribution to their employer (as nominated by employers).

PEGNL also issues two scholarships from our annual operating budget and two more from a fund administered by MUN. We also provides annual funding to the profession-specific student societies.

# *Let's tell you about...* **connectionseast**

A PARTNER OF **pegnl**

Connections East is a voluntary membership organization available to PEGNL members in the Avalon region.

Run by a group of volunteers, Connections East offers opportunities to attend a host of professional development and networking events.



## professional development

Connections East regularly holds professional development sessions, the majority of which are available exclusively to Connections East members.

Typically held on the last Friday of the month, in 2021 Connections East organized 10 PD sessions with special guests speaking on an array of topics.

Connections East provides an opportunity for members to meet while also participating in fun and interesting social and recreational activities.

In 2021 members were able to avail of in-person and virtual events such as golf, curling, dinner theatre, cooking lessons, an array of family-related events and more!



## networking events

All Connections East events are either free or offered at a significantly reduced rate. Members get access to all opportunities for an annual fee of only \$25!

If you live in the Avalon Region and would like to join Connections East, please email [east@connectionsnl.ca](mailto:east@connectionsnl.ca).

*There are 4 other Connections regions in Newfoundland & Labrador (Central—Burin/Bonavista, Central—Gander/Grand Falls, Labrador and West. If you would like to become involved in your local Connections committee to help deliver events like these to your area, please contact [main@pegnl.ca](mailto:main@pegnl.ca).*



## **Contribute to illuminate!**

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you'd like to see  
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**Contact Heather  
Appleby, Special  
Projects Manager  
Advisor for PEGNL at  
[happleby@pegnl.ca](mailto:happleby@pegnl.ca)  
to share your idea or  
article!**