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Message From the Chair and CEO

Many of the decisions made by the PEGNL Board of Directors and staff are done so with the feedback of members and the public in mind.

This issue of *illuminate* centers around some of the feedback that informs the future of the organization.



Natalie Hallett,
P. Eng., FEC
Chair



Janet Bradshaw
P. Eng., FEC
CEO & Registrar

You may remember that PEGNL recently conducted a member survey on how COVID-19 has affected members and their workplaces. We share an in-depth look at the results from that survey on pages 2 and 3.

Members have also been asking questions and providing comment on other issues related to COVID-19. As a result, we talk a little more about a common topic — Professional Development — on page 11.

This issue of *illuminate* also gives us a chance to celebrate several milestones in PEGNL's year, and to recognize the work and service of some of our members. Our Board of Directors Election results (pg. 4), Annual General Meeting (pg. 6), and PEGNL Awards (pg. 5) are all featured this month.

In addition, we would like to acknowledge the many people who have achieved their professional or member-in-training status on pages 9 through 11. As there has been some time since our last issue there are more names than usual, so please take a look to see if there's anyone you know!

Finally we once again are sharing some insight into the discipline process by providing an overview of a discipline case study which took place last year.

Thank you for reading!

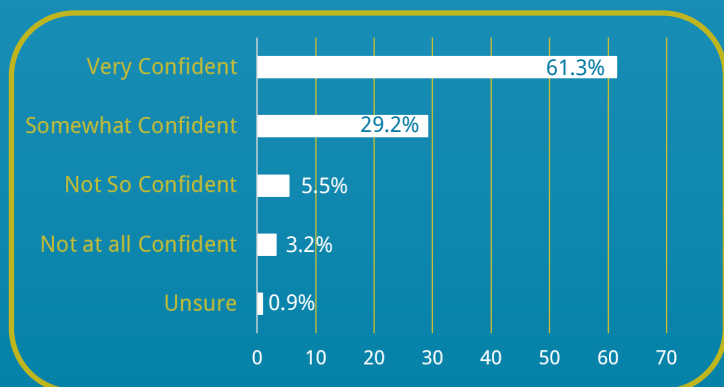
Special Feature: *COVID-19 Survey Results*

In June, members were invited to share their thoughts on how COVID-19 has affected their career, workplace and outlook for the future. PEGNL was interested in gathering this information to gauge how the professions might be affected overall by the pandemic, and in turn, how PEGNL memberships might be impacted.

A total of 1,351 responses were received. 4,969 individuals were sent the survey which resulted in a response rate of 27.2%

Below, we share some of the key takeaways from the survey.

Figure 1: Confidence in Maintaining Employment - Overall (% - One Response)



Employed respondents were asked about their confidence in maintaining employment for the rest of the year.

There was significant difference among industries when determining high levels of confidence. Respondents in Utilities (81.3%) were most likely to say they were “Very Confident” in maintaining employment until the end of December. Those in Oil & Gas (27.6%) and Water Resources (38.5%) were the least likely to state a high level of confidence for this question.

In total, however, it was determined that the majority of respondents from all sectors had some level of confidence (“Very” or “Somewhat”) they would maintain employment until the end of the year.

Overall, males were more likely than females to report a high level of confidence in maintaining employment (62.7% to 54.7%)

Confidence levels demonstrated by industry are noted in Figure 2.

Figure 2: Confidence in Maintaining Employment - By Industry (%)

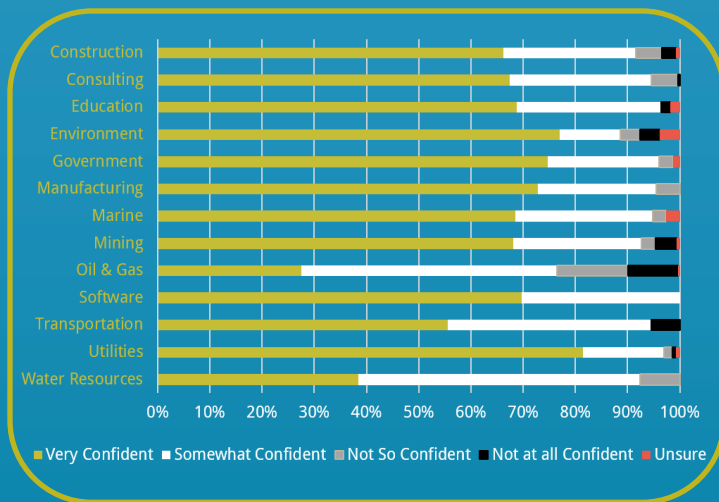
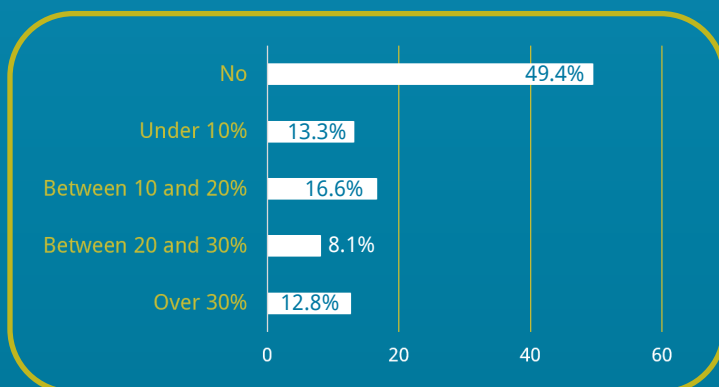
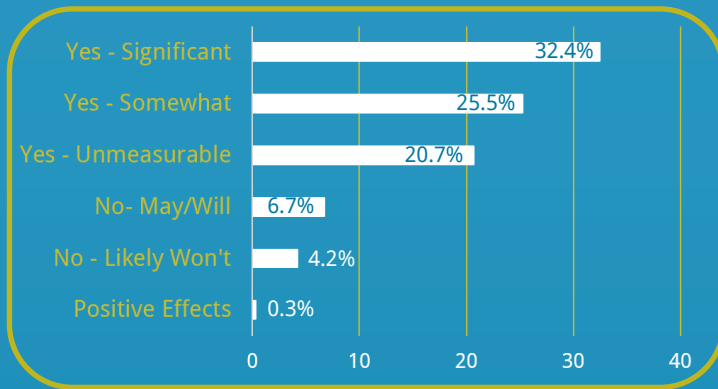


Figure 3: Projected Change in Income (% - One Response)



When asked if they anticipated a loss of income due to issues related to COVID-19, just under half of respondents (49.4%) expected no loss in income. Of those who did think they would have a decrease in earnings, the estimated amount was varied, with the most (16.4% of all respondents) expecting to lose at least 10% but no more than 20%. Those in Government were the least likely to anticipate a loss of income (89.9%) followed by Utilities (78.7%) and Education (75.8%). Only 25.5% of those in Oil & Gas expected no reduction in earnings. Consulting (37.6%), Manufacturing (44.0%), Construction (46.2%) and Mining (46.7%) all saw less than half of respondents expect no loss of income due to COVID-19.

Figure 4: Effect on Workplace (% - One Response)



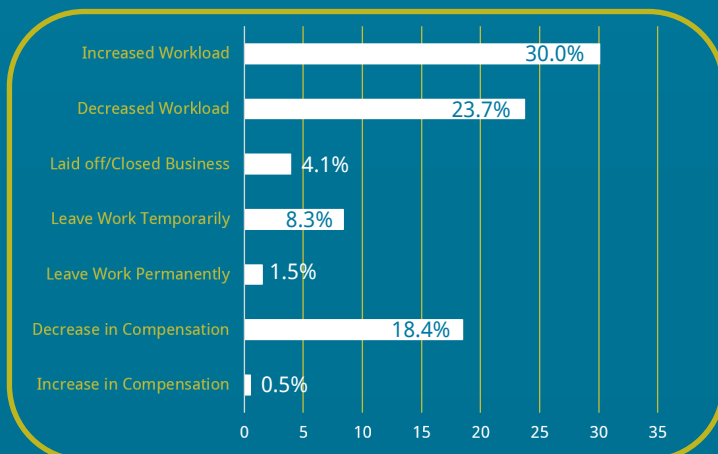
The survey also asked participants if the organization they worked for was negatively affected by COVID-19. Almost a third of respondents (32.4%) stated their workplace had significant negative effects while another quarter (25.5%) had been “Somewhat” negatively affected. About one-fifth responded that they too were affected negatively but couldn’t measure how much.

Just over 10% of respondents felt they hadn’t seen negative effects as of the time of the survey, with 6.7% saying they would if COVID-19 continued and 4.2% projecting they wouldn’t see any in relation to the pandemic. Many respondents were unsure about the effects COVID-19 would have on workplaces.

Four respondents said they had seen a net-positive in their workplaces due to COVID-19. Two of those individuals were in Health Services while another was in Construction and the last in Mining.

Another area of note from the results of the survey highlighted how individuals were affected in their job as noted in Figure 5.

Figure 5: Effect on Job (% - Multiple Responses)



3 in 10 (30.0%) said they had an increased workload due to COVID-19 while about 1 in 4 (23.7%) noted a decreased workload. 8.3% noted they had to leave work temporarily during the pandemic and 1.5% noted they had to leave work permanently.

About 1 in 25 people (4.1%) said they either closed their business or were laid off as a result of COVID-19. 18.4% experienced a decrease in compensation.

Other highlights from the survey include the following:

Almost two-thirds (63.2%) of respondents had a negative short-term (up to two years) economic outlook for Newfoundland & Labrador with 37.0% of respondents saying “Somewhat Pessimistic” and 26.2% saying “Very Pessimistic” when asked. With about 1 in 5 noting a neutral outlook, only 16.6% of respondents showed optimism in the provincial economy into mid-2022.

When viewing the long-term (five years) economic outlooks, responses were more moderately positive with 28.7% noting they were optimistic. (4.5% saying “Very” and 24.2 saying “Somewhat”).

Over 60% of respondents said either some or all projects have been put on hold at their job. 38% saw a decrease in project opportunities.

In a roundup of PEGNL-related questions, members were largely likely to maintain their membership status, (87.1% saying they “Likely” or “Definitely” won’t change their status), and pay their fees without a deferral (9.7% saying they “Definitely” or “Likely” will apply for fees abatement due to unemployment). Among licensed members, most said they would maintain licensure, (3.8% saying they “Definitely” or “Likely” will cancel their license).

Full survey data can be found [HERE](#).

A prize of a \$250 was offered to one randomly selected respondent. The winner of the draw was Jason Baggs, P. Eng.

All those who completed the survey are eligible to claim the activity for one PD hour in the informal category. We would like to thank all members who responded to the survey.

Board of Directors Election Results

As occurs every spring, PEGNL recently held its Board of Directors election.

From May 12 to June 8, members were given the opportunity to vote to fill three positions on the PEGNL Board (one Chair-Elect and two Director positions). The candidate list was made up of eligible professional members nominated earlier in the year. Six people ran for the two Director positions while Bill O'Keefe, P. Eng. was acclaimed as Chair-Elect as he was the only candidate.

For the first time in PEGNL's history, voting was administered exclusively by electronic ballot. Prior to 2020, electronic ballots were administered to all those members with valid email addresses, while paper ballots were mailed to those remaining. This year, members were required to have an email address in order to vote.

On June 10, the Scrutineers Committee met to review the results from online voting. It was determined that Nicole Myers, P. Eng., and Dr. Titia Praamsma, P. Geo., were the two successful candidates for the Director positions.

These three individuals will join six previously elected members and three government-appointed members for a three-year term.



(l-r) Bill O'Keefe, P. Eng., Nicole Myers, P. Eng., and Dr. Titia Praamsma, P. Geo. were elected to the PEGNL Board of Directors.

The results were first announced at the Annual General Meeting (AGM) which was held virtually this year on June 12. (read more on the AGM on page 6).

Any professional member (license holder) is free to run for the Board while all PEGNL members are eligible to vote.

In addition, two government appointees also recently started their terms on our Board. Alex Gibson and Andrea Stack both attended their first meeting in June.

While five new Board Members were welcomed, three other board members (Darlene Spracklin-Reid, P. Eng., FEC, Heather Appleby, P. Eng. & Randy Gillespie, P. Geo., FGC) completed their terms.

We would like to thank all those who completed their terms as well as the others who stood for election: Nic Capps, P. Geo., Ahmed Ewida, P. Eng., Stewart Hughes, P. Eng., and Chad Wiseman, P. Eng.

(l-r) Alex Gibson, CPHR, and Andrea Stack, CFP, CLU, FCSI, were both appointed to the PEGNL Board of Directors in April, 2020.



PEGNL Awards

The PEGNL Awards usually take place in tandem with the Annual General Meeting. As you read earlier in this issue, the AGM was held by virtual means this year.

While we strive to honour our award recipients in a formal setting, it became apparent that waiting for a better time to host an in-person event would prolong timely recognition. Therefore we are recognizing our award winners in this issue of illuminate.

There were a total of five honourees in four categories for this year's awards. After a nomination process held in late 2019 and early 2020, the Awards Committee selected the following worthy recipients.

The Award of Merit, PEGNL's highest honour, was given to **Bill Newton, P. Eng., FEC**, in recognition of his career achievements.

In addition to being a long-time volunteer with PEGNL, Bill has served as Director for NOIA, as the Chair of the Newfoundland & Labrador Cancer Research & Treatment Foundation and has founded and led three successful engineering companies.

Bill was one of the first people in Newfoundland & Labrador to be bestowed Fellowship with Engineers Canada (FEC). Bill is also a previous recipient of the PEGNL Community Service Award, having received it in 1999.



Bill Newton, P. Eng., FEC.



**Jeff O' Keefe, P. Geo.,
P. Eng., FGC**

Jeff O'Keefe, P. Geo., P. Eng., FGC, received the **Award for Service**. The award is bestowed on the professional engineer and/or geoscientist who best represents outstanding service and dedication to the professions in the province.

An avid volunteer, Jeff served in a variety of executive roles and as Newfoundland & Labrador Director for the Geoscientists Canada Board of Directors over a six-year period, including a year as President in 2018.

Jeff also holds membership with the Geological Association of Canada, the American Association of Petroleum Geologists and the Society of Petroleum Engineers.

Dr. Salim Ahmed, P. Eng., was recognized for his contributions to the education of the professions. **The Teaching Award** was given to Dr. Ahmed in recognition of his work with Memorial University, where he's worked for over 8 years and has recently been made an Associate Professor.

Dr. Ahmed's work has included the development of lab procedures, leading departmental activities and introducing advanced use of simulation software.



Dr. Salim Ahmed, P. Eng



Dr. Meisam Amani, E.I.T. and Dr. Sahel Mahdavi, E.I.T.



The Environment Award was awarded to **Dr. Meisam Amani, E.I.T. and Dr. Sahel Mahdavi, E.I.T.** for their project [Canadian Wetland Inventories Using Advanced Remote Sensing and Machine Learning Methods.](#)

The study utilized Google Earth Engine to process images that would in turn be used to classify wetland areas across the country.

The time and cost-efficient method for mapping and monitoring wetlands aims to help reduce environmental damage and preserve this integral component of the Canadian ecosystem.

Several of our members were also recognized as Fellows with national bodies thanks in part to their service to PEGNL. Engineers Canada gave the Fellowship Engineers Canada (FEC) designation to David Goosney, P. Eng., and Joanna Barnard, P. Eng. David has served PEGNL in multiple roles over the years, most recently as Chair of the Board of Directors for the organization. Joanna has served on the PEGNL Awards Committee for more than a decade.

Geoscientists Canada also gave Fellowship (FGC) to a PEGNL Member this year—Lorne Boone, P. Eng., P. Geo., FEC. Lorne is also a longstanding volunteer with PEGNL, and currently sits on the Disciplinary Panel.

PEGNL Annual General Meeting

This year, PEGNL's Annual General Meeting (AGM) was held on June 12. For the first time in the history of the organization, the AGM was held by videoconference, with members joining remotely as opposed to in-person.

The move to an online meeting setting was largely prompted by restrictions due to COVID-19. A change to PEGNL's Administrative Bylaw was required for the meeting to take place in that manner.

Reports were presented on topics such as registration, discipline, and finances.

In addition, CEO & Registrar Janet Bradshaw and then-Board Chair David Goosney provided an overview of key moments of 2019. These included the revision of member categories, a member fee increase, the development of a risk register, professional development, strategic planning and the membership portal.

(Much of the information noted can be viewed in our [2019 Annual Report](#)).

The Presidents of Engineers Canada and Geoscientists Canada also provided remarks and brought greetings from their respective organizations.

Members on the call were given an opportunity to suggest new business and ask questions. Topics brought up by members included PD considerations, industry support, PEGNL communications and more.

With about 100 people signing in, this year's AGM was the best attended in many years. The response received from members was very positive with many stating they appreciated being able to attend by virtual means.

Discipline Case Study

An allegation was considered by the Complaints Authorization Committee (CAC) in the summer of 2019 arising from a dispute between a professional engineer (Respondent) and a former client (Complainant). The CAC dealt with two separate allegations against the Respondent and made the following determinations:

Allegation 1 – The Respondent falsely claimed to Service NL that the Complainant’s company had knowingly altered its product from the specification that had been approved for use – thereby attempting to have Service NL revoke its approval of the system manufactured by the Complainant’s company.

In considering Allegation 1, the CAC accepted that the information from the Complainant was correct and complete. However, the CAC was of the view that a design engineer is entitled, and indeed in some circumstances might have an obligation, to identify to a government authority such as Service NL that there has been an alteration to a design that had been previously submitted under the seal of that design engineer. In the view of the CAC, it would have a chilling effect on engineers reporting such changes to the relevant authority if the reporting engineer could be found to have engaged in conduct deserving of sanction if the authority did not consider the design alteration to be material to its approval of the system. The fact that the Respondent had what might be considered a similar product in competition to that of the Complainant, is not - in the view of the CAC - reasonable grounds to believe that the Respondent engaged in conduct deserving of sanction by such reporting to Service NL.

Allegation 2 - The Respondent falsely stated to the Complainant’s company’s customers that the Complainant’s company’s product was no longer approved for use in NL in order to benefit financially by selling one of his own systems.

The CAC noted that the Respondent was in a position to make the statement *“that the Complainant’s company’s product would not likely be approved for installation on the notion of my seal withdrawal”* only by virtue of his having provided professional services to the Complainant’s company related to the product in question.

In the view of the CAC, although the Complainant’s company was, at that point, a former client of the Respondent, the Respondent had a continuing obligation of good faith to the Complainant’s company to not disclose information or circumstances (*“the notion of my seal withdrawal”*) to a potential client of either party.

The CAC was of this opinion because the Respondent was only aware of that information or circumstance by virtue of his previous professional services to the Complainant’s company. The CAC considered this to be a sufficiently serious breach of the Code of Ethics obligation that professional engineers conduct themselves in good faith towards clients and others, constituting reasonable grounds to believe that the Respondent engaged in conduct deserving of sanction. The CAC did note, as a mitigating factor, that the Respondent referred the Complainant’s company’s client to Service NL to definitively determine the status of approval of the product design.

Based on this reasoning, the CAC decided that:

With respect to Allegation 1, there were not reasonable grounds to believe that the Respondent engaged in conduct deserving of sanction and the allegation was dismissed.

With respect to Allegation 2, there were reasonable grounds to believe that the Respondent’s conduct constituted a breach of section 1.2 (e) of the PEGNL Code of Ethics (*“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”*). The CAC believed the public interest, and the interest of the profession in promoting and upholding high standards of professional practice and conduct, will be sufficiently served by a caution and a counsel of the Respondent. In coming to this determination, the CAC considered that the conduct, while deserving of sanction, did not place the public generally or any specific persons at risk.

Under Allegation 2, the Respondent was:

- cautioned not to disclose information or circumstances of which the Respondent is aware only by virtue of his professional services to any client, present or former, in a manner adverse to that client, other than to a relevant government or regulatory authority.
- counselled to complete, before the end of the 2019 licence year, the PEGNL Code of Ethics course.



in the news

Our news section brings highlights of what is happening across the country and the globe in engineering and geoscience. As well, it provides an opportunity to recognize the contributions and achievements of members and students of the province.

Local News

Gary Murray, P. Eng., FEC has been named President & CEO of Newfoundland Power.

Read the article [here](#).

A Portion of the Bonavista Peninsula, including Port Union and Bonavista itself, has been recognized by UNESCO as a Global Geopark.

Story can be found [here](#).

A new study says Newfoundland is home to the world's oldest animal fossils. Found at Mistaken point, the specimens are at least 574 million years old.

Read more [here](#).

Dr. Bing Chen, P. Eng., Head of the Department of Civil Engineering for Memorial University has been granted fellowship with the Canadian Society for Civil Engineering.

Read more [here](#).

Industry News

The Government of Canada has pledged \$98 million over five years to renew two geoscience programs led by the Geological Survey of Canada.

Read more [here](#).

Engineers Canada has interviewed individuals from other national professional associations to determine how they are adapting to COVID-19.

Article [here](#).

Engineers Canada has also submitted three recommendations to the federal government regarding the 2021 budget.

Read more [here](#).

The University of Calgary outlines how COVID-19 has affected internship and student employment.

Find the story [here](#).

New License Holders

Since our last issue of *illuminate*, the people below have gained or upgraded licensure with PEGNL

Yaser Abu-Renneh, P. Eng.
Saif Ahmed, E.I.T.
Mededi Al Islam, E.I.T.
Dr. Hossam Sherif Alalaily, P. Eng.
Behzad Alavi, P. Eng.
Joshua Allen, E.I.T.
Lindsay Allen, P. Eng.
Scott Allen, P. Eng.
Sergio Almeida, P. Eng.
Mazen Al-Sabeh, P. Eng.
Dr. Meisam Amani, E.I.T.
David Amorim, P. Eng.
Kanapathipillai Ananthanganeshan, P. Eng.
Aaron Anstey, P. Eng.
Stephen Appleton, P. Eng.
Paul Arsenault, P. Eng.
Mahdiyeh Ashourloo, E.I.T.
Mohamed M.M. Auf, E.I.T.
Baris Aybars, P. Eng.
Nicholas Baal, P. Eng.
Azher Ali Babar, P. Eng.
Ian K. Baggs, E.I.T.
Esad Bahtijarevic, P. Eng.
Wayne Barnett, P. Geo.
Lucas W. Barrett, E.I.T.
Nicholas R.M. Bartlett, E.I.T.
Nigel Bastiampillai, P. Eng.
Eric Beaudoin, P. Eng.
Jesse Beaver, P. Eng.
Brett C. Belbin, E.I.T.
Andrew Bennett, P. Eng.
Alexandre Berman, P. Eng.
Karan Bhatia, P. Eng.
Germecya Nailotte Bitoumi, E.I.T.
Andrew Bondy, P. Eng.
Maria Virginia Borges, P. Eng.
Bertrand Borniambuc, P. Eng.
Jessica Borysenko, P. Geo.
Matthieu Boudreault, P. Eng.
Colin Bowdidge, P. Geo.
Nicholas Boyd, P. Eng.
Leslie Bradshaw, P. Eng.
Patrick J. Brake, E.I.T.
James Brebner, P. Eng.
Pierre Bredell, P. Eng.
Donald Buchan, P. Eng.

Chad Budden, P. Eng.
Denise Burgess, P. Eng.
Daryl Burke, P. Eng.
Bradley Bursey, P. Eng.
Kyle Buss, P. Geo.
Emily Buss, P. Geo.
Sara Butler, G.I.T.
Luiz Castro, P. Eng.
Nicole Chan, E.I.T.
Amy Chatman, E.I.T.
Daniel Chenard, P. Eng.
Adam Chevrefils, P. Eng.
Jean-Marc Chiasson, P. Eng.
Tang Chiu Chow, P. Eng.
Derek Chow, P. Eng.
Paul-Andrei Coman, P. Eng.
Ruben Culebro Olvera, E.I.T.
Michael M. Cutler, E.I.T.
Jason Daines, P. Eng.
Craig Davidson, P. Eng.
Amy Dawe, P. Eng.
Eric De Champlain, P. Eng.
Marie-Claude Demers, P. Eng.
Luc Deslandes, P. Eng.
Pankaj Dhawan, P. Eng.
Matthew J.T. Dinn, P. Eng.
Danny Doiron, P. Eng.
Andrea M. Doncaster, P. Eng.
Justin Downey, P. Eng.
Matthew Doyle, P. Eng.
Joel Dube, P. Eng.
William S. Duggan, P. Eng.
Dorota El-Rassi, P. Eng.
Francois Emond, P. Eng.
Wesley Ernst, P. Eng.
Michaela Violet Etsell, E.I.T.
Elliot Evans, P. Eng.
Tyler Evans, E.I.T.
Ikechukwu Ezeoru, P. Eng.
Festus Akintunde Fagbemi, P. Eng.
Amanda Fitch, P. Eng.
Matthew Flight, P. Eng.
Caroline E. Flynn, E.I.T.
Graeme T. Forrest, E.I.T.
Dawson Forsey, P. Eng.
Andre Fortin, P. Eng.

Brice Kevin Fotsing Nde, P. Eng.
Dominic Fournier, P. Eng.
Mark Frayne, P. Eng.
Jeremy A. Freake, E.I.T.
Marie-Eve Gagnon, P. Eng.
Viral R. Galaiya, E.I.T.
Matthew Gallant, P. Eng.
Jon Galsworthy, P. Eng.
Navin Gangadin, P. Eng.
Wenzhao Gao, E.I.T.
David Garceau, P. Eng.
Juan Garcia Guzman, P. Eng.
Colin T. Gardiner, E.I.T.
Joseph Paul Gauthier, P. Eng.
Mohamed Ghalab, P. Eng.
Hassan Gharahbagheri, P. Eng.
Arko Ghosh, E.I.T.
Shane Ghouralal, P. Eng.
Douglas T.P. Gibbons, E.I.T.
Cedric Gilbert, P. Eng.
Viktor Ginic, P. Eng.
Frederic Girard, P. Eng.
Brandon M. Goodyear, G.I.T.
Nabi Goudarzi, P. Eng.
Eric Gravel, P. Eng.
Scott Grieve, P. Eng.
Kevin Griffin, P. Eng.
Jonathan Hamel, P. Eng.
Sonja S. Hanna-Quinn, E.I.T.
Roumen Haralampiev, P. Eng.
Colin Hardie, P. Eng.
Gerald Harper, P. Geo.
Adam Harvey, P. Eng.
Dr. Hesam Hassan Nejad, E.I.T.
Peter Greg Hatchard, P. Eng.
Nicholas Hayes, E.I.T.
Frederick Hedd, P. Eng.
Ian Herbranson, P. Geo.
Christopher Hewitt, P. Eng.
Martin Hildebrand, P. Eng.
Wing Chung Ho, P. Eng.
Michael Hobbs, P. Eng.
Kamal Hokmabadi, E.I.T.
Andrew Holloway, P. Eng.
Christopher Cash Hoover, P. Eng.
Martin Hotton, P. Eng.

New License Holders

Since our last issue of *illuminate*, the people below have gained or upgraded licensure with PEGNL

Xiao Hu, E.I.T.
Marty Huber, P. Geo.
Jordan Hull, E.I.T.
Oluwaseun Ijaola, P. Eng.
Jonathan Ingerman, E.I.T.
Ikechukwu Iroanyanwu, E.I.T.
Jozef Jachniak, P. Eng.
Donny Jackson, E.I.T.
Amber Jadis, P. Eng.
Syed Hamza Jaffri, E.I.T.
Saad Jahangir, P. Eng.
David Januszkiewicz, P. Eng.
Toni D. Jerrett, E.I.T.
Peng Ji, P. Eng.
Louis-Antoine Johnson, P. Eng.
Matthew Johnson, P. Eng.
Steven Johnson, P. Eng.
Erin Jones, E.I.T.
Vanessa Jones, E.I.T.
Evan Kearley, E.I.T.
Zachary Kenneally, P. Eng.
Stephanie Kennedy, P. Eng.
Chadd Kennedy, P. Eng.
Julie Keough, P. Eng.
Dinko Keric, P. Eng.
Constantine Khvorostian, P. Eng.
Kevin King, P. Eng.
James Jefferson (Jeff) King, P. Eng.
Sara King, P. Eng.
Marshall Knab, P. Eng.
Nikolett Kovacs, P. Geo.
Cameron Krajcik, P. Eng.
Janusz Kuszynski, P. Eng.
Douglas La Prairie, P. Eng.
Christian Lace, E.I.T.
Bradley Lackenbauer, P. Eng.
Brent Lackey, P. Eng.
Harrison Lake, E.I.T.
Joseph Lam, P. Eng.
Steven Lannon, P. Eng.
Adam Leahy, P. Eng.
Aaron Lee, P. Eng.
Martin Leger, P. Eng.
Matthew Legge, E.I.T.
Marie Letourneau, P. Geo.
Yu Liang, P. Eng.
Jiabin Liu, P. Eng.

Diana Loomer, P. Geo.
Ian MacKinnon, P. Eng.
J. Kevin MacLean, P. Eng.
Russell MacLean, E.I.T.
Sahel Mahdavi, E.I.T.
Liam Maher, E.I.T.
Maxime Maltais, P. Eng.
Olatunde Mamukuyomi, P. Eng.
Michael Manning, G.I.T.
Suzanne Manning, P. Eng.
Mike Manuel, P. Eng.
Frederick Marcil-St-Onge, P. Eng.
Benoit Mathieu, P. Eng.
Jeremy May, P. Eng.
Scott McBey, P. Eng.
Andrew McCabe, P. Eng.
Joshua McCarthy, E.I.T.
Ryan McCashion, E.I.T.
Desmond McGrath, P. Eng.
Rashid Mesbah, E.I.T.
Ryan Miller, P. Eng.
Logan Miller, P. Eng.
Christopher Minerva, P. Eng.
Yuri Mironenko, P. Geo.
Waleed Ismail Mohamed, E.I.T.
Asif Mohamed Mohamed Sadiq, E.I.T.
Kirsten Moores, E.I.T.
Christopher Moran, P. Geo.
Christopher Morin, P. Eng.
Bahareh Moshtagh, E.I.T.
Darrell Mouland, P. Eng.
Tindotenda Melody Mpofo, E.I.T.
Tendai Mudunge, P. Eng.
Adam Murphy, E.I.T.
David Murphy, P. Eng.
Laura Murphy, E.I.T.
Edward Myers, E.I.T.
Stephanie Myers, P. Eng.
Nitish Nandennavar, E.I.T.
Mahmood Naqvi, P. Eng.
Rahul Navin, E.I.T.
Hashem Nekouie, E.I.T.
Chantel Nicolle, P. Eng.
Charles G. Noel, E.I.T.
Sally M. Noseworthy, G.I.T.
Baafour Nyantekyi-Kwakye, P. Eng.
Francois Nzotungwanimana, P. Eng.

Emer M. O'Beirne, G.I.T.
Kathleen E. O'Grady, E.I.T.
Arnel Oberez, P. Eng.
Javier Ojeda, P. Eng.
Omobolanle Okanlawon, P. Eng.
Uchechukwu Okuleye, P. Eng.
Rex Oldford, P. Eng.
David Onalo, P. Eng.
Anthony Opara, P. Eng.
Rana Patey, P. Eng.
Sibabrata Patnayak, P. Eng.
Vincent Payne, P. Eng.
Brian Peach, P. Eng.
Emily Peddle, E.I.T.
Guillaume Pelletier, P. Eng.
Chris Pembroke, P. Eng.
Jorge Perez Armino, P. Eng.
Chad Phillips, P. Eng.
Andrew Pickrem, P. Eng.
Jessica Pitman, P. Geo.
Gregory Pittman, P. Geo.
Jeffrey Pollock, P. Geo.
Amanda Poole, E.I.T.
Matthew Power, P. Eng.
Aaron Power, P. Eng.
Stephan Ptatschek, P. Eng.
Laura Purchase, P. Eng.
Adhersh Radhakrishnan, E.I.T.
Jibin Raj, E.I.T.
Anthony Randell, P. Eng.
Collin Rice, P. Eng.
Anotida A. Rimau, E.I.T.
Jacob Rodgers, P. Eng.
Nicholas Rodway, P. Geo.
Stephen Roebuck, P. Geo.
Ulises Romero, P. Eng.
Janis Rose, P. Geo.
Md. Harun Roshid, P. Eng.
Eldon Roul, P. Geo.
Max Roy, P. Eng.
Tristan Rundle, P. Eng.
Al Ibrahim Taushish Safi, E.I.T.
Iptisam Sani, E.I.T.
Luke Sawler, E.I.T.
Marc Schulte, P. Eng.
Jose Serrano, P. Eng.
Atefeh Shadpour, P. Eng.

New License Holders

Since our last issue of *illuminate*, the people below have gained or upgraded licensure with PEGNL

Mohammadrajeel Shaikh, P. Eng.
Adam Sheppard, P. Eng.
Claude Sheppard, P. Geo.
Louis-Philippe Simoneau, P. Eng.
Andrew Sivilla, P. Eng.
Stephen Slade, P. Eng.
Jeff Smalley, E.I.T.
Kristen Smith, P. Eng.
Ryan Snow, P. Eng.
Nicholas Spence, P. Eng.
David St. George, P. Eng.
Leonard Paul Staples, P. Eng.
Tyler Stevens, P. Eng.
Michael St. Croix, E.I.T.
Luc St-Pierre, P. Eng.
William Dean Sullivan, P. Eng.
Jianjie Sun, E.I.T.
Barsam Tabrizi, P. Eng.
Afsoon Taghizadehgan, E.I.T.
Riley Tanner, E.I.T.
Geoffrey Tarlton, P. Eng.
Stephen Tarrant, P. Geo.
Andrew Taylor, E.I.T.

Yannick Theriault, P. Eng.
Gabriel Theriault, P. Eng.
Colin Thistle, P. Geo.
Tyler Thompson, P. Eng.
Daniel Tingley, P. Eng.
Samantha Tobin, P. Eng.
Justin Todd, P. Eng.
Kristina Toope, P. Eng.
Martin Toutant, P. Eng.
Yuriy Trach, P. Eng.
Michel Tremblay, P. Eng.
Claudia Tremblay, P. Eng.
Philippe Tremblay, P. Eng.
Simon Tremblay Lavoie, P. Eng.
Gabriel Turcan, P. Eng.
Precious Onoriode Ugbenue, E.I.T.
Ikenna Ude, P. Eng.
Jason Van Schie, P. Eng.
Vishu Vasisht, G.I.T.
Jesse Verbiski, E.I.T.
Eric Villeneuve, P. Eng.
Kyle Vivian, E.I.T.

Neil Wadden, E.I.T.
Jeffrey Wall, P. Eng.
John Walsh, E.I.T.
Nathan Ward, P. Eng.
Nicholas Wasmeier, E.I.T.
Joshua Weeks, E.I.T.
Thomas (Mark) Wheeler, P. Eng.
Matthew Whelan, P. Eng.
Curtis Whelan, P. Eng.
Damian White, E.I.T.
Adam Wicks, E.I.T.
Andrew Williams, E.I.T.
Melanie Wilson, P. Eng.
Alexander Winkelmann, P. Eng.
Sze Hung Wong, P. Eng.
Leah Wroblewski, P. Eng.
Charles Qian Wu, P. Eng.
Brent Yee Ching, P. Eng.
Reza Zeinali Torbati, E.I.T.
Qing Ping Zhang, P. Eng.
Daping Zhou, P. Eng.
Hao Zong, P. Eng.
Kevin Zwaagstra, P. Eng.

Professional Development

One of the topics most frequently raised by members since the start of COVID-19 is Professional Development (PD). Members are asking if Professional Development requirements have been amended.

Professional Development is an integral part of maintaining licensure. Not only do those licensed to practice need to demonstrate they are maintaining competency, but as part of being a professional, engineers and geoscientists have a duty to expand their knowledge. As such, the PD requirements for 2020 remained unchanged.

While traditional PD opportunities such as in-person conferences have been postponed or cancelled, there have been a large number of online opportunities on offer—many of which we chronicle in our member announcements.

In addition, PEGNL has partnered with external stakeholders to present an array of sessions which are eligible for PD Hours. Last month, we offered a session called *Boosting your Cyber Readiness* which was presented by Adam Lippa of Grant Thornton. In the coming months we will be providing two other new sessions from industry experts in varying fields.

As well, an additional installment of *Mindfulness and Professional Resilience*, a series eligible for 4 PD Hours, will be offered in September. Over 200 members have already completed similar sessions which have been presented in partnership with Memorial University's Engineering and Applied Science Department.