

2024 ANNUAL REPORT

evolving horizons



PROFESSIONAL ENGINEERS & GEOSCIENTISTS
NEWFOUNDLAND & LABRADOR



PROFESSIONAL
ENGINEERS &
GEOSCIENTISTS
NEWFOUNDLAND
& LABRADOR

professional excellence. public trust.

contents

Board of Directors	3
Staff	4
Chair & CEO Report	6
Independent Auditor's Report and Financial Statements	9
Professional Standards Report	14
Registration Report	15
Student Awards and Support	17
PEGNL Volunteers 2024	21

board of directors

Executive

Darlene Whalen, P. Eng., FEC
Chair (Elected)

Derek Follett, P. Eng.
Chair-Elect (Elected)

Directors

Sheldon Baikie, P. Eng.
Director (Elected)

Daniel Burke, CPA, CA
Director (Ministerial Appointee)

Tim Crosbie, ICD.D.
Director (Ministerial Appointee)

Dr. Jacques Guigné, P. Geo., FGC
Director (Board Appointee)

Barry Hillier, P. Eng.
Director (Elected)

Michelle Lethbridge, P. Geo.
Director (Elected)

Liz Palmera-Nuñez, P. Eng.
Director (Board Appointee)

Eileen O'Brien, P. Eng.
Director (Elected)

Dr. Janna Rosales
Director (Ministerial Appointee)

Chad Wiseman, P. Eng.
Director (Elected)



L-R: Darlene Whalen, Barry Hillier, Chad Wiseman, Sheldon Baikie, Derek Follett, Liz Palmera-Nuñez, Daniel Burke, Dr. Jacques Guigné, Tim Crosbie, Eileen O'Brien, Dr. Janna Rosales. Missing: Michelle Lethbridge.

staff



Mark Fewer
B. Comm., GSP, FEC (Hon)
CEO & Registrar



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



Heather Appleby
P. Eng., FEC
Director, Registration



Jonathan Evans
FCA
Director, Finance &
Administration



Jennifer Lahey
Registration
Coordinator



Lesley Oakley-Foster
International Registration
Coordinator



Andrew Peach
B. Comm.
Operations Coordinator



Davyani Vasta
E.I.T.
Professional Standards
Coordinator



Kevina Willmott
FEC (Hon)
Office Manager



evolving horizons

chair and ceo report



Darlene Whalen

P. Eng., FEC
Chair



Mark Fewer

B. Comm., GSP, FEC (Hon)
CEO & Registrar

Chair and CEO Report

The year 2024 was a significant year for PEGNL, characterized by thoughtful progress, expanded vision, and engagement with a shifting regulatory environment. After a period of re-focus, the organization is moving forward with clear goals and a deep commitment to serving the public. As a regulator, PEGNL must continuously evolve in the face of rapid technological change and shifting societal expectations to remain effective and relevant.

Board Leadership

The Board's work in 2024 reflected this evolving lens. A new End Goal was established: *License holders demonstrate a commitment to environmentally responsible practice*, reinforcing the essential role our professions play in public protection through environmental stewardship. The Board also accepted a revised approach to the existing End Goal of *Governments have information regarding issues impacting the public interest, including safety, as they relate to engineering and geoscience*. Emphasis has been placed on a professional member's duty to report engineering or geoscience concerns to higher authorities,

including governments and regulators, further reinforcing the responsibility to protect the public.

Additionally, revisions were made to bylaws, registration policies, and practice guidelines, aligning with the newly approved Engineering and Geoscience Regulations. These steps ensure PEGNL's framework remains efficient and fair.

Through envisioning, ownership linkages, and education, the Board has continued to work towards its next Ends review session, taking place in fall 2025. This session will address current and future issues impacting the regulation of the professions and the public we serve, and how those relate to the End Goals of PEGNL.

Envisioning

Visionary leadership is essential to address rapidly changing needs. New issues can emerge faster than decisions can keep pace, so it's important as a regulator to dedicate time to planning for future needs. The Board does this through its envisioning process. Throughout 2024, the Board dedicated significant effort to envisioning a long-term direction. This included research and strategic discussions, asking not just what we do today, but what we must do tomorrow to protect the public interest. PEGNL is committed to constant learning and dialogue to remain responsive and responsible.

Ownership Linkage

True vision requires dialogue. The Board does this through its linkages process. Throughout 2024, the Board engaged with representatives of the public, including governments, associations, and individuals from the technology and energy

sectors. These conversations sharpen the Board's understanding of the public's evolving needs and help shape its regulatory responses.

Outreach & Public Education

Raising public awareness about the regulation of the professions is an End Goal of PEGNL. PEGNL launched a public relations campaign in 2023 focused on educating the public about the role of professional engineers and geoscientists. In 2024 we built on this momentum, evolving the message to focus on the regulation of the professions and PEGNL's role in protecting the public. We also expanded our outreach through participation in trade shows, conferences, seminars, and through presentations to interest groups, ensuring that more people understand how engineering and geoscience impact their everyday lives and how they are safeguarded by regulation.

Government Relations

Governments are critical partners in helping ensure the protection of the public. This past year, PEGNL continued to strengthen its relations with government through engagement with multiple provincial departments, including Digital Government & Service NL, Immigration Population Growth and Skills, Transportation & Infrastructure, Municipal and Provincial Affairs, and Environment & Climate Change. Discussions focused on such topics as sustainable practice, requirements for licensed professionals, protected use of titles, and the role of the professions in environmental and infrastructure resilience.

Collaboration and Harmonization

PEGNL is committed to collaborating with our fellow regulators across the country and to

finding opportunities for harmonization of standards and processes. Doing so will help provide more efficient regulation and enhance fairness. This was evident in 2024 through our continued work with the Atlantic Canadian regulators. Following the adoption of a shared Continuing Professional Development program in 2023, we launched a shared online learning platform, which was an important step in regional harmonization. This shared initiative will increase access to learning opportunities for members registered in the Atlantic provinces.

Regulatory Enhancements

This year represented the first full year of PEGNL's new three-year strategic plan, which focuses on regulatory excellence, leadership in regulation, and operational proficiency. We implemented several improvements to our registration frameworks and policies during 2024, including streamlining processes, improving transparency, and aligning practices with both the new Engineers and Geoscientists Regulations and the provincial Fair Registration Practices Act. These initiatives enhanced the effectiveness and accessibility of the system.

Our Continuing Professional Development programming also expanded in both content and reach. We held sessions on Equity, Diversity, and Inclusion (EDI), covering its business benefits and fostering an inclusive workplace. We also collaborated with the Atlantic regulators on the development of a new learning module on *Duty to Report*, reinforcing a unified approach to professional responsibility.

PEGNL has continued to address the regulatory challenges surrounding naval architectural engineering, particularly with respect to fishing vessel safety, as highlighted during the 2023

Annual General Meeting (AGM) and reported on at the 2024 AGM. Over the past year PEGNL partnered with a research entity to strengthen the scientific foundation supporting the issues and we engaged in both regional and national discussions to proactively address concerns. Our current focus is on enhancing compliance within the sector, ensuring that licensed professionals play a central role in vessel design and modifications.

Operational Enhancements

PEGNL continued to invest in its systems in 2024 as part of its strategic goal of operational excellence. A major success was the rollout of a new Application In Process module within our client management system, which has helped streamline workflows and improve service delivery. Recognizing the ever-changing cybersecurity landscape, PEGNL also enhanced its IT systems and monitoring protocols, reinforcing our resilience against evolving risks.

Looking Forward

As we progress through our current Ends review cycle and strategic plan, we remain grounded in our mandate and energized by the possibilities ahead. In a world where complexity and change are constants, our commitment to regulatory excellence and operational proficiency remains steady.

We thank our dedicated volunteers, members, staff, and partners who have contributed to the organization's success this past year. Together, we continue to build stronger professions and a better society.



independent auditor's report

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, 2024, and the statements of revenues and expenditures, 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, 2024, 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.

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.



CHARTERED PROFESSIONAL ACCOUNTANTS
St. John's, Newfoundland and Labrador
March 21, 2025

STATEMENT OF FINANCIAL POSITION

	Year Ended December 31	
	2024	2023
ASSETS		
CURRENT ASSETS		
Cash	1,158,617	1,971,390
Marketable securities	2,545,414	1,352,378
Accounts receivable	3,941	6,034
Prepaid expenses	37,824	42,783
Interfund receivable	13,148	18,160
TOTAL CURRENT ASSETS	3,758,944	3,390,745
Restricted cash	857,941	714,290
Capital assets	280,578	304,754
Long term investments	1,104,824	911,632
TOTAL ASSETS	6,002,287	5,321,421
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities	377,127	328,731
Deferred income	1,857,316	1,729,513
Interfund payable	13,148	18,160
TOTAL CURRENT LIABILITIES	2,247,591	2,076,404
NET ASSETS		
Unrestricted	1,985,901	1,571,939
Capital asset fund	280,578	304,754
Board restricted reserve fund	775,985	714,290
Externally restricted	712,232	654,034
TOTAL NET ASSETS	3,754,696	3,245,017
TOTAL LIABILITIES AND NET ASSETS	6,002,287	5,321,421

PROFESSIONAL ENGINEERS AND GEOSCIENTISTS NEWFOUNDLAND AND LABRADOR

STATEMENT OF REVENUES AND EXPENDITURES

	Year Ended December 31	
	2024	2023
INCOME		
Membership fees	1,468,546	1,405,522
Permit fees	558,517	519,651
Registration fees	179,100	171,675
Interest and investment revenue	260,188	128,523
Unrealized gain on investments	125,993	95,791
Other	98,794	88,730
Seals and examinations	77,238	58,390
Chapter revenue	54,175	53,994
Donation revenue	15,083	16,418
TOTAL INCOME	2,837,634	2,538,694
EXPENSES		
Salaries and benefits	1,117,779	1,045,535
Operating	420,349	373,851
Internal and external communication	160,090	175,516
Professional fees	151,904	86,112
Amortization	138,275	133,040
Engineers Canada / Geoscientists Canada	72,105	92,014
Board governance	69,824	77,279
Seals and examinations	63,719	35,583
Scholarships and student support	60,076	54,885
Chapter expenses	46,109	48,449
Member services	27,725	20,609
TOTAL EXPENSES	2,327,955	2,142,873
EXCESS OF INCOME OVER EXPENSES FROM OPERATIONS	509,679	395,821
Loss on disposal of capital assets	-	(1,630)
EXCESS OF INCOME OVER EXPENSES	509,679	394,191

PROFESSIONAL ENGINEERS AND GEOSCIENTISTS NEWFOUNDLAND AND LABRADOR

STATEMENT OF CASH FLOWS

Year Ended December 31

	2024	2023
OPERATING ACTIVITIES		
Cash receipts from members	2,577,163	2,491,457
Cash paid to suppliers and employees	(2,140,646)	(1,955,720)
Interest and dividends received	173,197	128,523
CASH FLOW FROM OPERATING ACTIVITIES	609,714	664,260
INVESTING ACTIVITIES		
Purchase of capital assets	(114,099)	(71,965)
Proceeds on disposal of investments	880,066	278,735
Purchase of investments	(2,044,803)	(211,190)
CASH FLOW USED BY INVESTING ACTIVITIES	(1,278,836)	(4,420)
(DECREASE) INCREASE IN CASH FLOW	(669,122)	659,840
CASH - BEGINNING OF YEAR	2,685,680	2,025,840
CASH - END OF YEAR	2,016,558	2,685,680
CASH CONSISTS OF:		
CASH	1,158,617	1,971,390
RESTRICTED CASH	857,941	714,290
	2,016,558	2,685,680



Darlene Whalen
P. Eng., FEC
Chair



Mark Fewer
B. Comm., GSP, FEC (Hon)
CEO & Registrar

professional standards report

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



Allegations and Disciplinary Activities

At the start of 2024, there were five active discipline files before the Complaints Authorization Committee (CAC). During the year, six new allegations were received by the Registrar. One allegation was resolved by the Registrar, and the remaining five allegations were referred to the CAC. Three cases were decided by the CAC during the year, leaving seven cases under active investigation by the CAC at the end of 2024.

Compliance Activities

Compliance and enforcement activities are mainly proactive and are focused on ensuring that 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 informed of the legislative requirements. PEGNL's Compliance Committee remained very active in 2024, assisting in the improvement of our compliance efforts. We would like to thank the committee for their excellent work in 2024. 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 2024, 72 compliance files were opened and 37 were 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 provincial and territorial regulators met virtually in March, September and November of 2024 and face-to-face in June of that year. These meetings and the relationships built, enable a high level of co-operation among Canadian D&E officials, which is largely fostered by Engineers Canada. This collaboration is invaluable for the sharing of best practices across the country.

Practice Standards and Guidelines

PEGNL updated its existing guidelines, to ensure alignment with the new Engineers and Geoscientists Regulations adopted in May 2024.

Ethics and Professional Practice

PEGNL continues to offer on-line Ethics and Regulatory learning modules through the PEGNL learning platform and each of the modules can be utilized to fulfill the minimum mandatory requirements in the Ethical Practice and Regulatory Learning categories of the professional development program. In 2024 Engineers Nova Scotia, Engineers PEI and Engineers and Geoscientists New Brunswick joined the learning platform to enable sharing of learning modules among the four regulators.

We continue to deliver Professionalism and Ethics in the Workplace lectures in the winter and fall semesters to engineering students about to embark on their first work term and an in-person ethics seminar to the graduating Engineering and Earth Sciences students. We also delivered a presentation and Q&A session on Professionalism, Ethics, and the Requirements for Licensure to the graduating engineering class.

registration report

Heather Appleby
P. Eng., FEC
Director, Registration



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

PEGNL experienced a net increase in registration of 5.9%. This is the largest net increase since 2014. Most registration categories grew or remained consistent from the previous year.

The Registration Committee evaluated a total of 649 applications in 2024, with 252 of those for professional licensure, 299 for Member-in-Training registration, and 98 for new permits or revisions to existing permits. The Registration Committee endorsed 286 mobility applications for professional licensure as required under the Canadian Free Trade Agreement. Mobility applicants are those that reside and hold a professional license in good standing in another province or territory.

The Registration team continued to focus on improvements in policies and processes, to ensure that we are providing a higher service standard for applicants. These improvements will also help us meet the requirements of the provincial Fair Registration Practices Act, which is intended to ensure that registration practices are transparent, timely, and fair.

PEGNL has developed a new Applicant Portal system, which has streamlined the application process and allows applicants to monitor their application status. PEGNL also continued its outreach efforts in 2024, meeting with several stakeholder groups and prospective applicants to share information about the requirements and processes of registration.

Volunteers are vital to the successful function of organizations such as PEGNL. Thank you to all PEGNL members who have helped with the academic and experience evaluation processes as well as members of the Registration Committee, the Examination Waiver Committee, and the Limited License Assessment Committee for their time, dedication, and expertise.

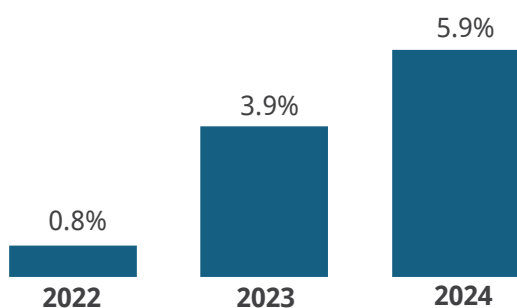
REGISTRATION STATISTICS 2015-2024

Year Ended December 31

MEMBERSHIP CATEGORY	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Non-Practicing Members (Life, Retired, Non-Practicing)	298	330	356	371	519	427	402	414	388	373
Professional Engineers	3,808	3,795	3,956	3,962	3,727	3,743	3,752	3,723	3,750	3,902
Professional Geoscientists	325	320	332	341	307	323	336	343	356	372
Dual P. Eng. / P. Geo.	12	12	13	14	13	15	16	15	15	14
Engineers-in-Training	523	532	529	523	515	517	520	552	716	878
Geoscientists-in-Training	58	74	62	77	85	82	71	85	103	102
Limited Licensee - Eng. L.	11	13	13	15	16	15	16	21	27	31
Limited Licensee - Geo. L.	-	-	1	1	1	1	1	1	1	1
TOTAL MEMBERSHIP	5,035	5,076	5,262	5,304	5,183	5,123	5,114	5,154	5,356	5,673
Annual Growth	5.1%	0.8%	3.7%	0.8%	-2.3%	-1.2%	-0.2%	0.8%	3.9%	5.9%

PERMITS TO PRACTICE	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Engineering	534	544	578	595	559	562	579	574	626	621
Geoscience	31	28	25	27	24	25	29	31	31	35
Engineering & Geoscience	15	16	18	19	18	18	23	24	30	30
TOTAL PERMITS TO PRACTICE	580	588	621	641	601	605	631	629	687	686
Annual Growth	5.1%	1.4%	5.6%	3.2%	-6.2%	0.7%	4.3%	-0.3%	9.2%	-0.1%

Total Membership Growth



Total Permits to Practice



student awards and support

Each year, PEGNL highlights a different area of its work. Last year, we celebrated the achievements of our dedicated volunteer committees. This year, we focus on the support provided to students, including awards, bursaries, scholarships, and other financial support.

Annually, PEGNL sponsors bursaries and scholarships for students attending Memorial University of Newfoundland's engineering and earth sciences programs. In 2024, PEGNL awarded two academic scholarships and three work-term excellence awards totaling \$6,500. The Awards Committee awarded \$1,500 bursaries to 16 students totaling \$24,000 from our Endowment Fund. In addition, PEGNL provided support to various student groups and initiatives totaling \$29,500.

Cossitt Award

The PEGNL Cossitt Award is presented three times annually to senior engineering students. It is awarded based on employer nomination, the student's work term performance, work term report or oral presentation, and academic standing.

PEGNL Connections East Award

The PEGNL Connections East Award is presented three times annually to junior engineering and earth sciences students, who are nominated by their employers. The award is based on an employer nomination, the student's work term performance, work term report, and academic standing.



PEGNL Past Presidents' Engineering Scholarship

The PEGNL Past President's Engineering Scholarship was established to mark the centennial year of Engineering as an organized profession in Canada. It is awarded annually on the basis of scholastic achievement to a student entering the fall semester of Engineering One of the engineering program at Memorial University.

PEGNL Past President's Geosciences Scholarship

The PEGNL Past Presidents' Geosciences Scholarship is awarded annually on the basis of scholastic achievement to a geoscience student at Memorial University. It is open to either graduate or undergraduate students in any given year.



PEGNL Award for Excellence in Engineering

The PEGNL Award for Excellence in Engineering is awarded to the graduating student at Memorial University who has shown the highest degree of academic excellence during their engineering education.

PEGNL Award for Excellence in Geoscience

The PEGNL Award for Excellence in Geoscience is awarded to the graduating student at Memorial University who has shown the highest degree of academic excellence during their geoscience education.



PEGNL Anniversary Award

The PEGNL Anniversary Award marks the occasion of fifty years of engineering education at Memorial University. The award is presented to a student in the Faculty of Engineering and Applied Sciences in each year's graduating class. Awarded to a student based on high academic standing, outstanding leadership qualities, involvement in extracurricular activities and all-round contributions.

Endowment Fund

The Endowment Fund consists of donations received annually from PEGNL members and is managed to provide long-term financial support for students.

Each year, with the assistance of the Faculty of Engineering and the Department of Earth Sciences at Memorial University, students are encouraged to apply for these PEGNL bursaries.

Applications are reviewed and decisions are made to provide students with funding based on both the students' applications and the proceeds available from the Endowment Fund. The Awards Committee meet each year to make recipient selections.

PEGNL also helps administer the E.K. Jerrett & Associates Award, to a graduate of Ascension Collegiate pursuing studies in engineering. The funding and administration of this award was established by PEGNL Past President Eric Jerrett, P. Eng.

PEGNL Student Support

Annually, PEGNL provides funding to various student groups and initiatives to promote the professions of engineering and geoscience and increase STEM awareness. Support provided to student organizations is based on funding available annually from PEGNL operations.



In 2024, PEGNL provided student financial support through various initiatives including Memorial University's Student Design Hub's competition teams, Memorial University's Engineering Society, and First Lego League Robotics Competition.



2024 pegnl volunteers

Eric Albrechtsons
Carolyn Anstey-Moore, P. Geo.
Gerry Antle, P. Eng. (Retired), FEC
Matthew Appleby, P. Eng.
Richard Appleby, P. Eng.
Azher Babar, P. Eng.
Michelle Baikie
Sheldon Baikie, P. Eng.
Kristine Baillieul, P. Eng.
Joanna Barnard, P. Eng. (Retired), FEC
Stephen Barnes
Eric Barrett, P. Eng.
Vanessa Barry, P. Eng.
Byron Bennett, P. Eng.
Gilbert Bennett, P. Eng.
Darryl Benson, P. Eng., FEC
Chad Benteau, P. Eng.
Andrew Blundon, P. Eng., FEC
Lorne Boone, P. Eng., P. Geo., FEC, FGC
Leslie Bradshaw, P. Eng.
Ann Bridger, P. Eng. (Retired)
Daniel Burke, CPA, CA
Dr. Stephen Butt, P. Eng.
Jonathan Caines, P. Eng.
Michael Carroll, P. Eng.
Rod Churchill, P. Geo., FGC
Mark Constantine, P. Eng.
Ryan Cooper, P. Eng.
Steve Corbett, P. Eng.
Tim Crosbie, ICD.D.
Dr. Claude Daley, P. Eng., FEC
Sarah Dalton, P. Eng.
Chelsea Davis, P. Eng.
Brad Dawe, P. Eng.
Paul Deering, P. Eng., P. Geo.
Dr. Ashutosh Dhar, P. Eng.
Joe Discher, P. Eng.
Michael Dormody, P. Eng.
Logan Drum, P. Eng.
Gerard Dunphy, P. Eng., FEC

Sherry Dunsworth, P. Geo.
Rob Durnford, P. Eng.
Jordan Elliot
Geoff Emberley, P. Eng. (Retired), FEC
Steve Emberley, P. Geo.
Wilson Etpotu
Derek Follett, P. Eng.
Jean Emile Gallot, P. Eng.
Terry Gardiner, P. Eng. (Retired), FEC
Glyn George
Alex Gibson, CPHR
Dr. Eric Gill, P. Eng.
Nick Gillis, P. Eng.
Jennifer Glasgow, P. Geo.
Doug Goodridge, P. Eng. (Retired), FEC
David Goosney, P. Eng., FEC
Steven Greeley, P. Eng.
Dr. Jacques Guigné, P. Geo., FGC
Natalie Hallett, P. Eng., FEC
Dorothea Hanchar, P. Geo.
John Hanchar, P. Geo.
Dr. Kelly Hawboldt, P. Eng.
Shane Henley, P. Eng.
Susann Hickey, P. Eng., FEC
Barry Hillier, P. Eng.
Dwayne Hopkins, P. Eng.
Grant Horwood, P. Eng.
Mark Howell, P. Eng.
Dr. Mohsin Jamil, P. Eng.
Jason Kean, P. Eng.
Mark Kenny, P. Eng.
Nicholas Keough, P. Eng.
Kim Kieleley, P. Eng., FEC
Alan Kirby, P. Eng. (Retired), FEC
Bikky Kumar, P. Eng.
Rob Langridge, P. Geo.
Bill Legge
Michelle Lethbridge, P. Geo.
Ian Lunt, P. Geo.
Dr. Leonard Lye, P. Eng. (Retired), FEC

Michael Macmullin, P. Eng.
Luke Maddigan, P. Geo.
Bill Maybee, P. Eng. (Retired), FEC
Melissa McComiskey, P. Eng.
Melanie McGrath, LLB, MBA
Mervin Morris, P. Eng.
Thomas Mullins
Stephen Mulrooney, P. Eng.
Paul Murphy, P. Eng.
Jennifer Murray, P. Eng.
Nicole Myers, P. Eng.
Dr. Sam Nakhla, P. Eng.
Dave Newbury, P. Eng.
Janice O'Brien, P. Eng. (Retired)
Mark O'Brien, P. Eng.
Eileen O'Brien, P. Eng.
Jason O'Brien, P. Eng.
Crystal O'Dea
Adedoyin Odukoya, P. Eng.
Bill O'Keefe, P. Eng., FEC
Oluwarotimi Oluwatoyinbo, P. Eng.
Dale O'Reilly, P. Geo.
Liz Palmera-Nuñez, P. Eng.
Kimberley Pearce, P. Eng.
Mark Peddle, P. Eng.
Kirk Peddle, P. Eng.
Elizabeth Percy, P. Eng.
Glenn Pickford, P. Eng.
Dr. Stephen Piercey, P. Geo., FGC
Dr. Titia Praamsma, P. Geo.
Dr. John Quaicoe, P. Eng. (Retired), FEC
Maurice Quinn, P. Eng.
Michael Regular, P. Geo.
Dean Reid, P. Eng.
Dr. Geoff Rideout, P. Eng.
Dr. Janna Rosales
Keith Rowe, P. Eng.
Dr. Noori Saady, P. Eng.
Dr. Scott Schillereff, P. Geo., FGC
Pamela Sharpe, P. Eng.

Valerie Shepard, P. Eng.
Krista Simmons, P. Eng.
Samantha Smith, P. Eng.
Trevor Sooley, P. Eng.
Chris Soper, P. Eng. (Retired), FEC
Darlene Spracklin-Reid, P. Eng., FEC
Adam Stanley, P. Eng.
Leanne Stein, P. Eng.
Jason Stevens, P. Eng.
Don Stevens, P. Eng.
Ray Stoodley, P. Eng.
Mark Stuckless, P. Eng.
Brian Taite, P. Eng.
Ehsan Tawhidi, P. Eng.
Barry Trenholm, P. Eng.
Joanna Ting, P. Eng.
John Townsley, P. Geo.
Karen Traverse, P. Eng.
Spencer Vatcher, P. Geo.
Suraj Wadhawan, P. Eng. (Retired)
Erin Walsh, P. Eng.
John Walsh, P. Eng.
Michel Wawrzkow, P. Eng., P. Geo.
Dr. Kim Welford, P. Geo.
Scott Whalen, P. Eng.
Darlene Whalen, P. Eng., FEC
Kenneth Wheeler, P. Eng.
Jennifer Williams, P. Eng., FEC
David Winsor, P. Eng.
Chad Wiseman, P. Eng.
Dr. Christopher Woodworth-Lynas, P. Geo.
Dr. Helen Zhang, P. Eng.
Benny Zhang, P. Eng.



pegnl

PROFESSIONAL
ENGINEERS &
GEOSCIENTISTS
NEWFOUNDLAND
& LABRADOR

professional excellence. public trust.

www.pegnl.ca