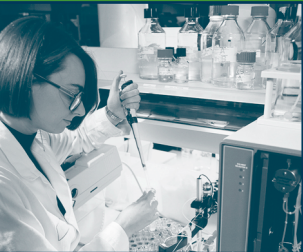
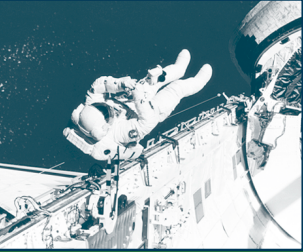


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THE PRIVILEGE OF SELF-REGULATION

A N N U A L R E P O R T



Professional Engineers
Ontario

About PEO

We establish standards. We license people and organizations to those standards. We ensure that people comply with these standards. We ensure to government and the public that our profession is, and is seen as, responsible and accountable, and so is respected.

We need over 800 volunteers and our 84 staff members to carry out this mandate.

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PEO Senior Management

CEO and Registrar
Kim Allen, MBA, P.Eng.
Deputy Registrar, Standards & Regulations
Johnny F. Zuccon, P.Eng.
Deputy Registrar, Licensing & Registration
Michael Price, MBA, P.Eng.
Deputy Registrar, Regulatory Compliance
Roger F. Barker, P.Eng.
Director, Policy and Communications
Scott Clark, LL.B.
Director, Administrative Services
Daria Babaie, M.A.Sc., P.Eng.
Director, Information & Technology Services
Ron Bailey, P.Eng.
Director, Human Resources
Rose Pirone, CHRP

For complete PEO staff contact information, see the PEO website, www.peo.on.ca.

2004 PEO Annual General Meeting

The 82nd PEO Annual General Meeting will be held at the Toronto Eaton Centre Marriott on April 24, 2004.

2003-2004 PEO Committee, Task Force, Task Group Reports

Annual reports of PEO committees, task forces and task groups will be provided at the 2004 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca

"To regulate the practice of professional engineering and to govern its members, holders of certificates of authorization, holders of temporary licences, holders of provisional licences and holders of limited licences in accordance with this Act, the regulations and the by-laws in order that the public interest may be served and protected."

Principal Object of Professional Engineers Ontario, *Professional Engineers Act*, R.S.O. 1990, ch. P.28, section 2(3), 2001, c. 9, Sched. B, s. 11 (2).

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Graphic Design: Ash Kousa



PEO's Mandate

In granting self-governance to the engineering profession, the provincial government has delegated legislative and judicial functions to Professional Engineers Ontario. Under powers conferred to it by the provincial government, PEO sets the standards for, and regulates the practice of, engineering in Ontario in order that the public interest is served and protected. Council is the governing body and board of directors of PEO, and is accountable to the provincial government through the Ministry of the Attorney General for administering the affairs of the association and fulfilling the requirements of the *Professional Engineers Act*. It is also expected that PEO Council will bring proposals to the Ontario government that will ensure that the public interest remains protected as the practice of engineering changes.

2003-2004 PEO Council and Executive Committee

PEO is governed by a Council of 29 men and women, 24 of whom are professional engineers and five of whom are members of the public. Twelve members of Council, including seven professional engineers and five non-engineers, are appointed by the Lieutenant Governor of Ontario. The remaining 17 are elected by the members, including representatives from each of five provincial regions. Sections 28 and 29 of PEO's *By-law No. 1* outline Councillors' specific responsibilities for undertaking the work of PEO.

Lieutenant Governor Appointees (LGAs)

As with other regulatory bodies, the Lieutenant Governor of Ontario, on behalf of the provincial government, appoints individuals to PEO Council. These LGAs assist in taking full account of the public interest, as well as the profession's needs, when making governance decisions. The appointment of the LGAs who are professional engineers ensures that all major engineering disciplines are represented on Council, which cannot be guaranteed through the election process. The appointment of non-engineer representatives provides Council with the perspective of those outside the profession and alternative viewpoints to help balance Council deliberations. Under recent changes to the *Professional Engineers Act*, members of the public who have been appointed by the Lieutenant Governor of Ontario to sit on PEO's Council are now eligible to serve on PEO's Discipline Committee. Previously, allegations of professional misconduct and/or incompetence were heard and findings made by a panel comprising only professional engineers.

2003-2004 PEO Council PEO Executive Committee

President

Kenneth C. McMartin, P.Eng.

Past President

Richard W. Braddock, P.Eng.

President-elect

George R. Comrie, P.Eng., CDP, CMC

Vice President (elected)

Robert (Bob) Dunn, P.Eng.

Vice President (appointed)

Allen K. Lucas, P.Eng.

Executive Members

Bruce E. Clarida, P.Eng.

David J.D. Sims, Q.C.

Councillors-at-Large

Monique Frize, Ph.D., P.Eng.

Denis Dixon, P.Eng.

Roydon A. Fraser, Ph.D., P.Eng.

Eastern Region Councillors

Colin S. Cantlie, P.Eng., M.Sc. (Eng.)

Allen K. Lucas, P.Eng.

East Central Region Councillors

Daniela E. Iliescu, P.Eng.

Santosh Gupta, Ph.D., P.Eng.

Western Region Councillors

J. David Adams, P.Eng.

Diane L. Freeman, P.Eng.

West Central Region Councillors

Colin T. Moore, P.Eng.

E. Phil Maka, P.Eng.

Northern Region Councillors

Bruce E. Clarida, P.Eng.

Seimer H.L. Tsang, D.Eng., P.Eng.

Lieutenant Governor-in-Council Appointees

Michael A. Butt, P.Eng. (to May 2004)

James S. Dunsmuir, P.Eng. (to October 2005)

Peter R. Frise, Ph.D., P.Eng. (to July 2003)

Nancy E. Hill, P.Eng., LL.B. (to October 2003)

Ravi K. Gupta, Ph.D., P.Eng. (to June 2006)

Nicholas Monsour, P.Eng. (to April 2005)

Gul Nawaz, F.C.A. (to May 2004)

W. Laurier Proulx, C.E.T. (to December 2005)

Catherine Redden (to November 2004)

David Rees (to June 2006)

David J.D. Sims, Q.C. (to April 2005)

Derek L. Wilson, P.Eng., M.Eng. (to November 2004)

Canadian Council of Professional Engineers Directors (until May 2005)

Richard W. Braddock, P.Eng.

Kenneth C. McMartin, P.Eng.

G. Gordon M. Sterling, P.Eng.



PRESIDENT'S REPORT

On behalf of PEO Council, I would like to congratulate PEO staff on their work over the past year. At its January 2004 meeting, Council approved an operating budget, which includes a \$10 licence fee increase. Progress has been made towards improving the governance of PEO with Council responsible for providing overall policy guidance and management responsible for day-to-day operations. Council has approved in principle the proposed committee structure and redefined role of the Executive Committee and the grouping of PEO committees into three different areas. Council has also approved a proposed change to *By-law No. 1* to permit electronic voting for elections and referenda as an alternative to a mail-in ballot. Members voted on this proposed change in conjunction with the PEO Council election.

The groundwork has been laid to improve the PEO chapter system as an effective communication channel between members and Council. I have enjoyed visiting PEO chapters and representing PEO at meetings across Canada. In November, for example, I attended the Ontario Professional Engineers Awards, the PEO Chapter Leaders Conference, the 2003 Engineering and Technology Forum organized by the Joint Management Board of PEO and the Ontario Association of Certified Engineering Technicians and Technologists, and the Ontario Society of Professional Engineers General Assembly. I also attended meetings of the Canadian Council of Professional Engineers and the annual general meetings of the engineering licensing and regulating bodies in other provinces.

I am always impressed, when I visit local PEO chapters, by the activities that PEO members do in their local communities to improve the recognition of the importance of the profession and encourage young people to join the profession. Many chapters are hosting events to welcome international engineering graduates and help them become active participants in the Ontario engineering profession. The Governance Task Force is looking for PEO chapters to serve as a vehicle to provide input to PEO Council on policy-related issues.

Continuity of leadership and succession planning is important for good governance. As we draw close to the 2004 PEO Annual General Meeting, I thank PEO Council for its support. I congratulate incoming President-elect George Comrie, P.Eng., on his work during the past year and look forward to continuing to serve PEO as we continue to refocus the association on the regulatory and policy issues that will enable us to provide effective leadership and stewardship of our self-regulating profession.

Kenneth C. McMartin, P.Eng.

PEO President Ken
McMartin, P.Eng.,
congratulates 2003
Ontario Professional
Engineers Awards
Gold Medalist H.
Douglas Barber,
Ph.D., P.Eng.





Incoming President's Report

I have been pleased to serve the profession as 2003-2004 President-elect under the leadership of Ken McMartin, and am looking forward to my term as PEO President. Succession planning is important for PEO if we are to prepare for the future. PEO's governance model relies primarily on volunteers from within the profession who give of their time, energy and leadership abilities to serve on PEO chapter executives, committees, task forces and Council. The quality of our self-governance and our ability to maintain the public trust depend on our ability to attract and develop competent, committed leaders—and to retain them—over time. There are many issues facing our profession today that demand committed and competent leadership. The continued relevance of our self-governing profession, and continued public confidence in it, will depend on our ability to respond proactively to a number of challenges. I am proud to be a member of a great profession, which I believe contributes immeasurably to the public's well-being and prosperity. I consider it my privilege and responsibility to take part in PEO's leadership and governance, and encourage all professional engineers to do likewise. If you are willing to volunteer for a committee or task force, please get in touch with Tom Chessell, PEO's manager of volunteer programs.

George R. Comrie, P.Eng.

George R. Comrie, P.Eng.



Finance Committee Chair's Report

On the behalf of the Finance Committee, I would like to thank PEO staff for assisting the Finance Committee to develop the balanced budget that was approved by Council on Saturday, January 10, 2004. I believe that we are moving in the right direction by establishing an effective budgeting system based on activity-based budgeting and activity-based costing approaches that should provide staff and Council members with meaningful financial information to better understand the cost for PEO's operation. Having understood the true cost of the organization, staff will be equipped with the right information to manage PEO's operation and better serve the public and members.

Gul Nawaz

Gul Nawaz, F.C.A.



Regional Councillors Committee Report

At its January 2004 meeting, PEO Council approved a motion to recognize officially the role of the chapters as a vehicle of the association to deliver on the strategic objectives and to further the additional objects as described in the Act. The RCC has been tasked to define clearly by the 2004 PEO AGM the roles and responsibilities of PEO's chapters based on the principles of the START reports. Progress has been made to enhance communications for the chapters, such as the list server and new PEO auto-answer telephone system. PEO chapters are increasingly becoming involved in PEO communications delivery at the local level, especially in Thunder Bay, where a new Northern Regional Office has been opened for a trial period to handle local public inquiries, as well as questions from students, applicants and PEO members. Volunteer recognition awards have been introduced, and it is hoped that funding will be available to provide more of them in future years.

Allen K. Lucas

Allen K. Lucas, P.Eng.



REGISTRAR'S REPORT

Self-regulation is a privilege and responsibility. The *Professional Engineers Act* is a contract between the engineering profession and the people of Ontario. PEO has mandatory obligations under the Act. As well, PEO has other responsibilities that provide leadership and trusteeship. As members of a self-regulatory profession, we all have a role in ensuring our profession, through our association, is transparent, responsive and accountable, and that this is seen by the government and the public.

The changes to the Act, in force on February 28, 2003, provided the legislative authority to effect the recommendations of the Admissions, Complaints, Discipline and Enforcement (ACDE) Task Force that required legislative change, and ensure open and transparent licensing for both graduates from Canadian accredited university engineering programs, and international engineering graduates.

For example, since PEO Council endorsed the recommendations of the ACDE Task Force, PEO has increased the number of P.Eng. licences granted to internationally trained graduates, about 65 per cent of whom meet PEO's academic requirements for licensure annually without having to write any technical exams.

In 2004, PEO expects to further eliminate delays and maintain current standards to meet the growing increase in applications from international engineering graduates.

Also in 2003, implementation began of the START II recommendations to enhance the effectiveness of the PEO chapter system. Chapter website and email facilities have been improved, volunteer recognition programs have begun, improved training and access to PEO information for chapter volunteers is being planned. Chapters play an important role in our self-regulating model.

PEO's new organizational structure provides clearer focus for the organization, smoother processes, and better customer services. The departmental groups include three regulatory units: standards and regulation, licensing and registration, and regulatory compliance; a staff function: policy and communications; and three shared service functions: administrative services, human resources and information and technology services.

Beginning with preparation of the 2004 budget, PEO has adopted an activity-based-costing procedure that will enable better tracking of expenditures to increase accuracy in determining the full cost of its activities in support of the profession. In 2004, PEO will begin using a new budget preparation cycle that folds the PEO strategic action plan and implementation initiatives into the annual budget. PEO Council will review the strategic plan in April 2004.

President McMartin initiated a process whereby a report on the actions taken in regard to members' resolutions from the 2002 and 2003 PEO AGMs was published in November 2003 on the PEO website in order to obtain input from PEO members. It will be republished as it is updated for PEO Council meetings. Input from members, chapters and committees is essential in our self-regulating model.

Advocacy transition period ends

In accordance with the agreement with the Ontario Society of Professional Engineers, all PEO's non-regulatory activities were transferred by December 31, 2003.

PEO privacy policy approved

With the application of the Personal Information Protection and Electronic Documents Act (PIPEDA) to PEO on January 1, 2004, the Executive Committee approved a PEO Privacy Policy at its December meeting.

Foundation for Education

PEO donated \$1,500 to the Professional Engineers Foundation for Education in lieu of sending seasonal greeting cards.

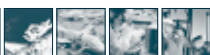
The 2003 Annual Report

In this Annual Report, our objectives are to increase awareness of the entitlements of PEO membership and the responsibilities of the association, increase understanding of the fairness and transparency of PEO regulatory processes, and increase recognition of PEO volunteers and the profile of PEO chapters.

The Professional Engineers Foundation for Education honoured several students at a luncheon held at the University of Toronto on January 27, 2003. The foundation is a separately chartered charitable organization run by a board of directors on which sit representatives of PEO and the Society.



 P. Eng
Kim Allen, P.Eng.



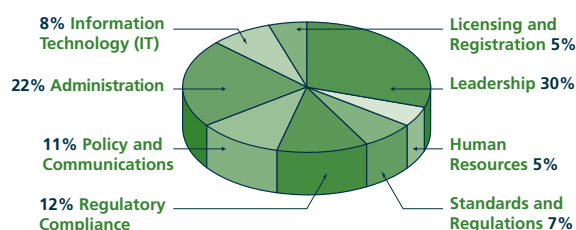
2003 PEO OPERATIONS HIGHLIGHTS

How your licence fee was used in 2003

A professional engineer licence enables you to practise professional engineering where it's legally required, and demonstrates to all that you have met a recognized high standard of education and training and are committed to a code of ethics that puts the public interest first. However, members frequently ask just how their licensing fees enable the association to fulfil its responsibilities.

With an Ontario professional engineer licence, you are entitled to:

- earn a livelihood from the practice of engineering;
- be recognized as a member of the Ontario engineering profession;
- call yourself a professional engineer, and use the "P.Eng.;" and
- influence public policy related to the public interest through your participation in PEO.



PEO Operations 2003—New Operational Structure

PEO Process

Expenditure (% of Fees)

Leadership

Net expenditure: 30%

Activities: CCPE, Council Operations & Planning, Corporate Legal & Insurance, National PEO representation, OSPE, and PEO Council Elections.

Committees: Executive Committee (EXE), Nominating Committee (NOC), National Representatives Committee (sunset 2003)

Task Forces and Task Groups: Negotiating Team, Technologist Licensure, Governance

Licensing and Registration

Net expenditure: 5%

2003 Budget revenue: \$12,892,000

Licensing and Registration grants licences, Certificates of Authorization and designations to qualified individuals or firms and provides prelicensing programs for engineering interns and students.

Committees: Academic Requirements Committee (ARC), Experience Requirements Committee (ERC), Consulting Engineer Designation Committee (CEDC)

Task Forces and Task Groups: External Groups, Software Engineering

Standards and Regulations

Net expenditure 7%

2003 Budget revenue: \$14,000

Standards and Regulations establishes and develops standards of knowledge, qualification, practice and ethics among members.

Committees: Joint Practice Board, Fee Schedule Committee (sunset 2003), Environment Committee (EVC), Government Affairs Committee (GAC), Professional Practice Committee (PPC)

Task Groups: Certificate of Authorization

Regulatory Compliance

Net Expenditure 12%

2003 Total Discipline Cost Awards: \$50,500

Regulatory Compliance proactively enforces the *Professional Engineers Act* to prevent unlicensed individuals from holding themselves out as

professional engineers or practising illegally. The department also works to ensure compliance with respect to professional conduct, competence, and other laws, codes and standards.

Committees: Complaints Committee (COC), Complaints Review Councillor (CRC), Discipline Committee (DIC), Fees Mediation Committee (FMC), Registration Committee (REC)

Task Forces and Task Groups: Changes to the Act

Policy and Communications

Net Expenditure 11%

2003 Budget revenue: \$756,900

Policy and Communications facilitates policy development; supports operation of PEO Council, committees and chapters; conducts policy and communications research; promotes public awareness of PEO and keeps members informed.

Activities: Communications, Branding, Policy Development, Secretariat services, Programs and Events (AGM, Awards), Chapters

Committees: PEO/OACETT Joint Management Board (JMB), Regional Councillors Committee (RCC), Regional Nominating Committees (one per region) (RNO), Communications Committee, Education Committee (EDU), Advisory Committee on Salaries (ACS) (sunset 2003), Women in Engineering Advisory Committee (WEAC) (transferred 2003), Professional Engineers Awards Committee (AWC)

Task Forces and Task Groups: Election Procedure Review

Administration

Net Expenditure 22% (Rent = 1/3)

Administrative Services provides customer service and financial management, reporting and forecasting, as well as facilities management.

Activities: Financial Management, Accounts Receivable, Accounts Payable, Activity Based Costing, Business Planning, Document Management Centre, Customer Service Management Call Centre, Facility (includes rent \$1.2 million), Purchasing, Mail Room, Printing & Postage

Committees: Finance Committee (FIC), Audit Committee (AUC)

Task Forces and Task Groups: Accommodations

Information Technology

Net Expenditure 8%

Information and Technology Services provides and operates an effective, reliable and secure technology infrastructure and supports PEO operations and ongoing process improvement.

2003 Projects: Development of PEO members extranet for Internet access to shared folders containing information about PEO departments and chapters and PEO Council; development of public searchable member directory, updated every 24 hours, on the PEO website to check the status of licensed members; development of credit card payment terminal is coming for online members fees payment.

Activities: IS Development, IS Operation & Maintenance, Web Portal Management, Data Security, Desktop Support, Printing and Mailing Equipment Support, Meeting Automation, Optical Information Storage

Human Resources

Net expenditure 5%

Human Resources recruits, trains, measures the performance of, and recognizes PEO staff, volunteers and consultants.

Activities: HR Planning (PEO staff and volunteers), Recruitment (PEO staff and volunteers), development (PEO staff and volunteers), Compensation, Benefit and Pension Administration, Performance Assessment (PEO staff and volunteers), Volunteer Recognition, and Maintenance of Volunteer Experience Database.

Committees: Advisory Committee on Committees, Equity and Diversity Committee (EDC) (to be established)



Certificate of Authorization

is hereby granted the authorization to engage in the business of providing services that are within the practice of Professional Engineering in the Province of Ontario in accordance with the provisions of the Professional Engineers Act.

Given under the Corporate Seal of the Association at the City of Toronto this:

For the Association: PEng For the PEO: PEng

President of Professional Engineers of Ontario This certificate is the property of the Association and must be surrendered on revocation, suspension or expiry.

Certificate of Authorization



New PEO seal



Provisional Licence

Issued under the Professional Engineers Act to

Number:

Limitations:
The holder of this Provisional licence is entitled to practice professional engineering in the Province of Ontario only under the supervision of a professional engineer, and shall not issue a final drawing, specification, plan, report or other document unless the supervising professional engineer also signs and dates it and affixes his or her seal to it.

Given under the Corporate Seal of the Association at the City of Toronto this:

Expiry Date:

For the Association: Registrar

President of Professional Engineers of Ontario This certificate is the property of the Association and must be surrendered on revocation, suspension or expiry.

Provisional Licence

LICENSING AND REGISTRATION



Michael R. Price, MBA,
P.Eng., Deputy
Registrar, Licensing
and Registration

PEO's Licensing and Registration Department grants professional engineer, temporary, limited and provisional licences. As part of PEO's reorganization, Licensing and Registration now issues all PEO's licences, designations and certificates, including granting Certificates of Authorization and Consulting Engineer designations to qualified individuals or firms. Limited and temporary licences are granted to engineers seeking to work in Ontario on a particular project. As well, management of PEO's preclicensing programs has been consolidated to promote the seamless transition from engineering student to engineering intern to professional engineer and help licence applicants become integrated into the profession.

Provisional licensing

Effective February 28, 2003, under the most substantive changes to the regulation of engineering in Ontario since 1984, PEO now grants provisional licences to qualified applicants.

To be qualified for a provisional licence, an applicant must have satisfied all the legislated requirements for licensing as a professional engineer, with the exception of completing at least 12 months of engineering work experience in a Canadian jurisdiction, supervised by a Canadian professional engineer.

A provisional licence authorizes the holder to practise professional engineering in Ontario only under the supervision of a professional engineer licensed in the province.

Provisional licensing affirms that an engineering practitioner has satisfied the academic, professional practice, ethics and a majority of the engineering experience requirements for licensing as a professional engineer in Ontario. The provisional licence will benefit both Ontario's employers and international engineering graduates, while maintaining PEO's high standards of professional qualification to serve and protect the Ontario public.

Changes to the Act (effective February 28, 2003)

- The professional engineer's licence number is now inscribed on all seals issued by PEO. Previously, a professional engineer's seal included his or her name and the words "Licensed Professional Engineer," and "Ontario". A professional engineer's licence certificate now also includes his or her licence number. Licence certificates and seals already in use remain valid. However, professional engineers may return their existing seals and certificates and request replacement with the new certificate and seal inscribed with their licence numbers. (Replacement charges will apply.)
- Holders of PEO limited licences no longer have to name their employer on their licence certificates or seals. Limited licences allow qualified

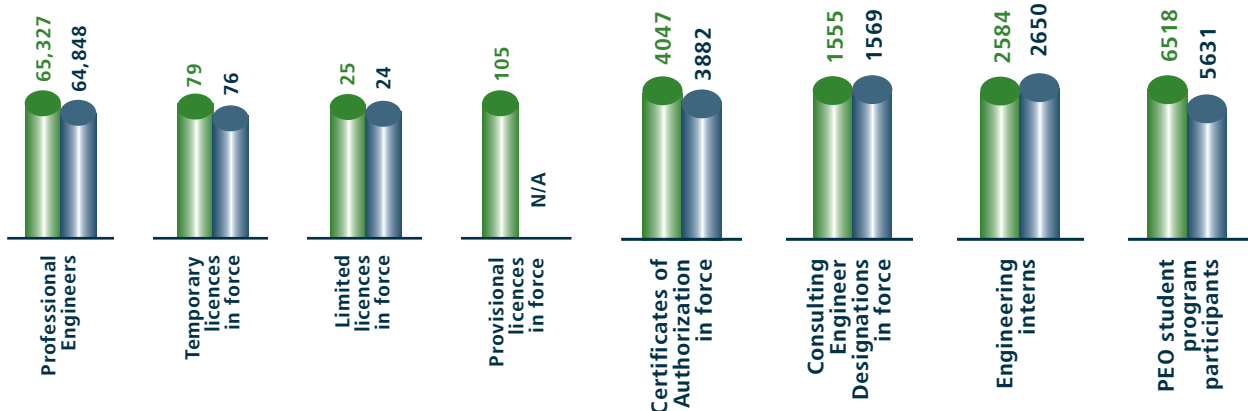
individuals to provide specified services in the practice of professional engineering to an employer. Previously, it was necessary that the employer be named on the individual's certificate and seal. Under changes to Regulation 941 that were effective February 28, 2003, limited licence holders must notify PEO's Registrar of any changes in their limitation. PEO will determine if there is a need to modify the limited licence holder's limitation and whether it is consequently necessary to issue a new limited licence and seal that would specify the new limitation.

International Engineering Graduates

Since 2000, PEO has granted licences to applicants from over 1000 academic institutions from more than 100 countries. In addition, by combining traditional credential review with an assessment of prior experientially gained knowledge, the number of P.Eng. licences granted to internationally trained applicants increased by 20 per cent over the past year. Approximately 65 per cent of these applicants met PEO's academic requirements for licensure without having to write any technical exams.

Since early 2001, PEO has allowed prospective immigrants to begin the Ontario P.Eng. licensing process from outside of Canada, and more than 300 prospective immigrants have applied since then. PEO and the Access to Professions and Trades Unit of the Ministry of Training, Colleges and Universities are collaborating to ensure licensing information is available to prospective and new immigrants.

International engineering graduates, whose engineering qualifications are recognized in their countries of origin and who qualify for immigration purposes, may not immediately be qualified for licensing in Canada. Around the world, different qualification standards reflect local conditions; in Canada, expectations are that professional licensing affords a high level of public protection. By individually assessing each applicant's experience, and with provisional licensing, PEO is helping international engineering graduates who have immigrated to Ontario and who meet the established standards to begin their practice sooner.



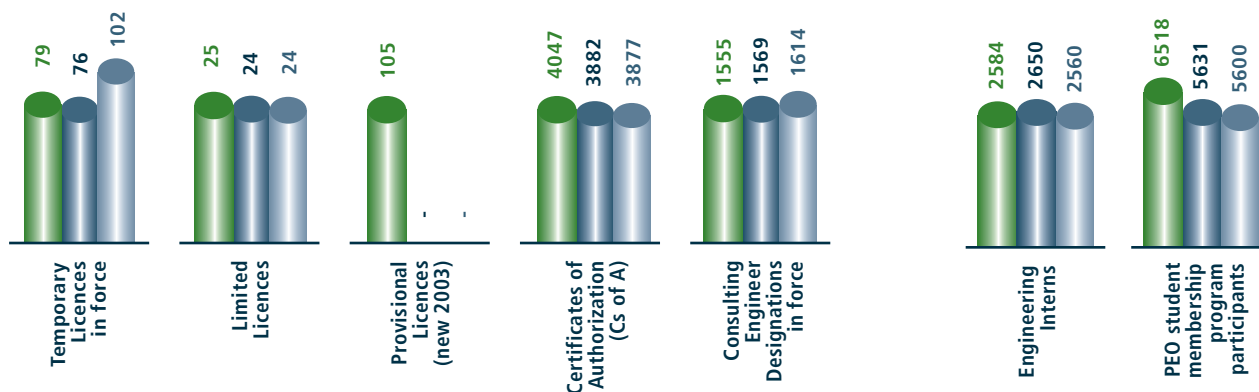
 The Register at December 31, 2003

 The Register at December 31, 2002

LICENSING AND REGISTRATION 2003 HIGHLIGHTS

Dec 31, 2003 Dec 31, 2002 Dec 31, 2001

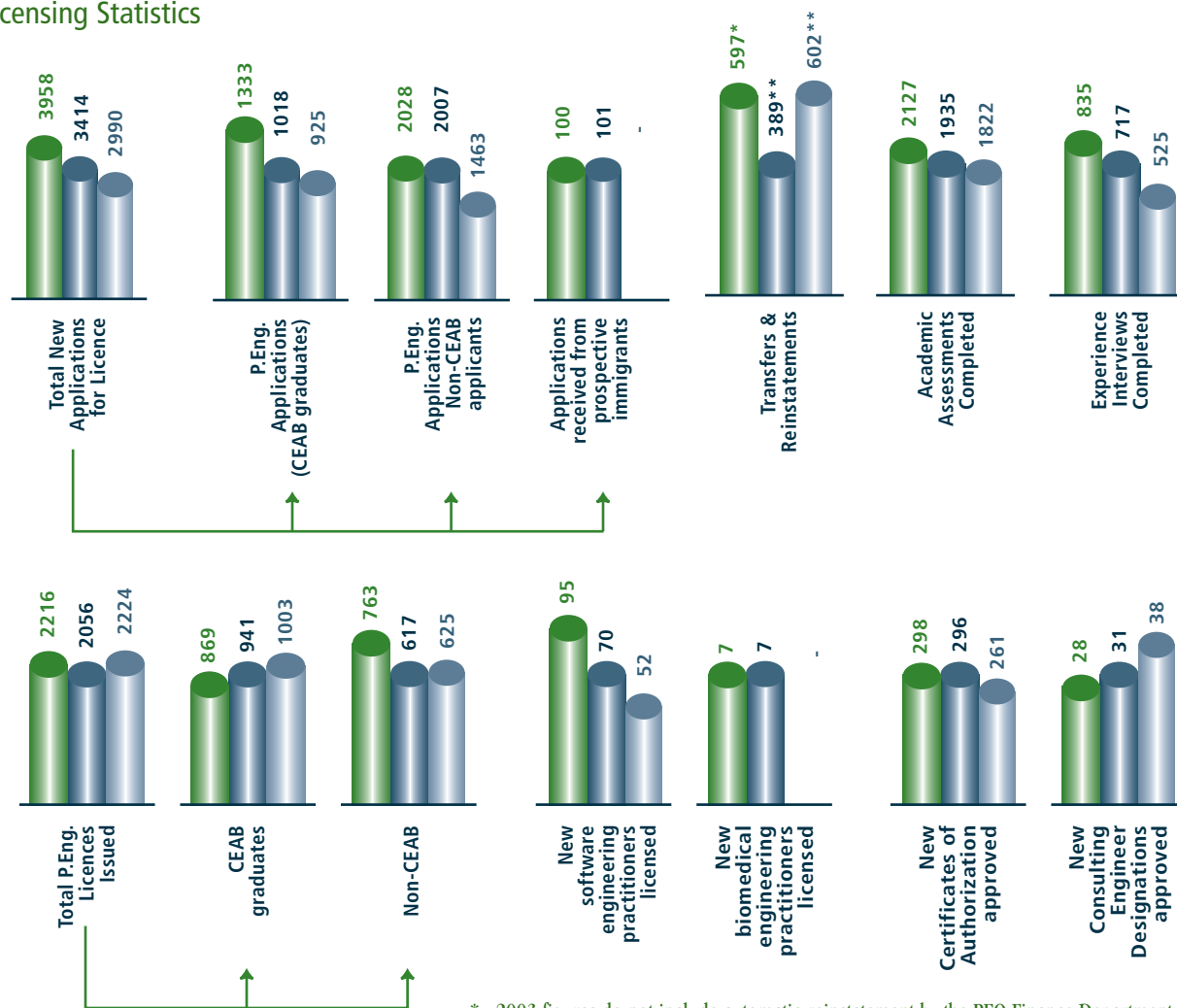
PEO Licences, Certificates and Designations



Prelicensing



Licensing Statistics



* 2003 figures do not include automatic reinstatement by the PEO Finance Department

** 2002, 2001 figures include automatic reinstatement by the PEO Finance Department

Certificate of Authorization

A Certificate of Authorization is issued by PEO to allow individuals and business entities to offer and provide professional engineering services to the public, as distinct from a licence issued to individuals to practise professional engineering.

Consulting Engineer Designation

PEO's Consulting Engineer designation helps promote recognition of engineers in independent practice. Individuals cannot call themselves consulting engineers without it.

Requirements for designation as a consulting engineer include: being a PEO member in good standing; having at least five years of licensed engineering experience satisfactory to Council; being "primarily engaged" in the independent practice of professional engineering in Ontario for the last two years.

To be considered primarily engaged in independent practice, applicants must either derive at least 50 per cent of their earned annual income from consulting engineering, or spend at least 50 per cent of their work time in consulting. The applicant must also either hold a Certificate of Authorization, or be a partner or an employee of a firm holding a Certificate of Authorization, in which case they must be designated in the firm's C of A application as a P.Eng. who assumes responsibility for, and supervises, the firm's professional engineering services.

Prelicensing

PEO Engineering Internship Training (EIT) program:

- helps applicants understand the requirements for licensing, particularly the experience required to qualify for a P.Eng. licence;
- offers applicants the opportunity to obtain detailed, confidential, annual work experience reviews;
- helps applicants demonstrate to employers and supervisors their commitment to becoming licensed professional engineers; and
- encourages applicants to become involved in the profession, receive PEO publications, and participate in the PEO chapter activities.

The EIT mentoring pilot study, which ran from September 2002 to June 2003, matched about 30 protégé and mentor pairs according to each individual's area of study and field of engineering. Participants were placed in three groups and initial orientation sessions were held in September 2002. Two participants shared their views on the project in the Fall 2003 issue of *EngineerMentor*, available on the PEO website.

PEO Engineering Student Membership program (SMP)

The main objectives of the program are to:

- increase the level of professional knowledge among students;
- improve and strengthen communication links between students and the engineering community;
- standardize the efforts of PEO relating to student activities and programs; and
- ensure a seamless transition for student members from academe, to work experience in PEO's Engineering Internship Training (EIT) program, and licensing as P.Engs.

In 2003, there were 6518 students from 14 universities enrolled in the PEO Student Membership Program, including 1658 in fourth year.

In 2003, the Licensing and Registration department made campus visits to introduce students to the obligations of engineers with respect to the *Professional Engineers Act*. Representatives made 15 presentations at universities to engineering students and three presentations to faculty.

As well, the Licensing and Registration department made 30 presentations to community groups reaching about 1700 international engineering graduates.

Ethics Learning Tool

A new tool was rolled out to introduce the topics of professionalism and ethics to university engineering students. *Professionalism and Ethics: The Foundation* is the result of a two-year collaboration among PEO, the Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGGA), and the Association of Professional Engineers and Geoscientists of Manitoba (APEGM).

The package comprises a PowerPoint presentation, facilitator's manual and student handout on CD, a video of three workplace case studies, printed samples of the CD materials, and samples of additional references.

Designed to give students a better appreciation for the broader aspect of protecting the public interest, the package stresses the importance of understanding the legal and ethical obligations of professional licensing, recognizing ethical issues, and addressing ethical issues using a typical methodology.

In Ontario, a complimentary copy of the package was distributed to each dean of engineering for use in the engineering faculties. Although designed for use by engineering students, in testing the learning tool also generated considerable discussion among engineering interns and professional engineers, in groups as small as 20 participants and as large as 250.

Licensing and Registration committees

Academic Requirements Committee—Legislated

Chair: Ross L. Judd, P.Eng.

Staff: Moody Farag, P.Eng.

Admissions Review Councillor—Appointed

Chair: W. Laurier Proulx, C.E.T.

Staff: Michael R. Price, P.Eng.

Experience Requirements Committee—Legislated

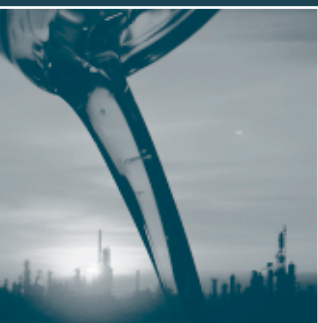
Chair: Ravi K. Gupta, P.Eng.

Staff: Richard Furst, P.Eng.

Consulting Engineer Designation Committee—Regulated

Chair: Larry E. Pond, P.Eng.

Staff: Gerry Meade, P.Eng.



2003 legislative activities
related to the *Safe Drinking
Water Act, Brownfields
Statute Law Amendment
Act* and the *Environmental
Protection Act*.

STANDARDS AND REGULATIONS



Johnny Zuccon,
P.Eng., Deputy
Registrar,
Standards and
Regulations

The PEO realignment process identified the need for a separation between the functions related to setting standards and those associated with the administration of standards. As a result, the Standards and Regulations department was established to provide direct support for the objects under the *Professional Engineers Act*. The department was spun off from the former Professional Affairs department. Several functions that were under the auspices of Professional Affairs have now been transferred to other departments. Johnny F. Zuccon, P.Eng., who previously headed the Professional Affairs department is now the deputy registrar, standards and regulations. The department's staff includes Bernie Ennis, P.Eng., manager, practice and standards, Sal Guerriero, P.Eng., manager, legal and regulatory affairs, and Shirley Lowery, senior administrative assistant. The department maintains responsibility for providing guidance on practice issues and development of practice guidelines.

PEO's realignment will permit more use of the regulation-making powers conferred to PEO under section 7 of the Act. The new department will assist the policy process with regulatory analysis and, subsequently, will implement any required changes to regulations or standards in accordance with any Council policy. The department will be guided by the principles of fairness and transparency to ensure that PEO's administrative processes are defensible, especially where the standards are used for evaluating qualifications for admission, or for assessing professional conduct and competence in the practice of the profession.

The department's core regulatory function is to provide expertise in the interpretation of the scope of the Act. It will employ a participatory decision-making process that leads to policy approvals by PEO Council. In addition, Standards and Regulations will provide comparative research on professional regulatory models and regulatory impact analysis to ensure that PEO fulfils its legislative mandate to set the standards for admission and practice. The department's main function is to define how the additional objects of the association, stated under section 2(4) of the Act, support PEO's principal object to regulate the practice of professional engineering and to govern its licence and certificate of authorization holders in the public interest. In addition, the department assists in the continuous review of PEO's internal administrative processes, and monitors external regulatory initiatives in order to uphold the integrity of the Act.

Standards and Regulations staff will coordinate revisions of the Act and Regulation 941 with PEO's legal counsel, and act as the liaison with the Attorney General and ministry staff. In addition, the department is charged with establishing and developing a government relations framework and strategy for PEO as a regulator, and providing liaison with the appropriate levels of government.

STANDARDS AND REGULATIONS 2003 HIGHLIGHTS

Standards and Regulations activities

Objective 1:

Establishing and developing standards of qualification—
Prelicensing: institute accreditations, syllabi exam development; and standards and procedures.

Objectives 2 & 3:

Establishing and developing a code of professional conduct—
Post-licensing: professional competency; scopes of practice; and guidelines.

Objectives 4 & 5:

Establishing, developing and advising on standards of practice for professional engineering—Legislative framework: legal and regulatory affairs; and the Register of licence holders.

Objective 6:

Government relations—providing PEO policy positions to government; providing PEO with government's policy objectives; briefing Attorney General as required.

Standards & Regulations Committees & Task Forces

Joint Practice Board Committee—Legislated

Chair: Vacant

Staff: Johnny Zuccon, P.Eng.

Fee Schedule Committee—Regulated

Chair: Russ Perrie, P.Eng.

Staff: Bernard Ennis, P.Eng.

Environment Committee—Appointed

Chair: Brian Whiffin, P.Eng.

Staff: Bernard Ennis, P.Eng.

Government Affairs Committee—Appointed

Chair: Kam Elguindi, P.Eng.

Staff: Tom Chessell

Professional Practice Committee—Appointed

Chair: Colin T. Moore, P.Eng.

Staff: Bernard Ennis, P.Eng.

Certificate of Authorization Task Force

Chair: James S. Dunsmuir, P.Eng.

Staff: Johnny Zuccon, P.Eng.

PEO's regulatory mandate

The licensing regime under section 12(1) of the Act creates valuable entitlements for PEO's licensees. However, those entitlements are the privileges of licensure conferred in exchange for an obligation of accountability to the public and to the legislature. Since PEO's regulations are reviewed by the Ministry of the Attorney General, and approved by the Lieutenant Governor-in-Council, the regulations provide PEO the opportunity to obtain the public's approval of our profession's regulatory initiatives. This will help bolster the trust that the public has vested in the profession.

In addition, the use of the regulation-making powers that have been delegated to the profession permits PEO to increase fairness for all applicants. The use of unequivocal regulations and standards, established in the public interest, will assist the admission process and provide applicants with timely decisions as to whether their qualifications meet the legislated requirements for licensure.

2003 legislative highlights

The department has assumed several transition issues that have been initiated by past policy directives of Council:

- Administrative response to the Ministry of the Environment's "Qualified Person" initiative under the *Environmental Protection Act*.
- Administrative response to Ministry of Municipal Affairs' Building Regulatory Reform Advisory Group (BRRAG) initiative under the *Building Code Statute Law Amendment Act, 2002*.
- Regulatory review of PEO's proposed internal appeal mechanism for conformity with the Act.

2003 Committee Highlights

Professional Practice Committee (PPC)

The Professional Practice Committee has continued to provide members and the public with guidance on the roles and responsibilities of professional engineers through the replies to individual inquiries, the development of guidelines, and in communication with government. The committee met with Alex Antoniuk, of the then Ministry of Municipal Affairs and Housing, to discuss and provide comments on upcoming change to objective-based building codes. It has continued to evaluate the need for guidelines in various areas of practice. In particular, the committee has been defining the need for and the role of a guideline to assist professional engineers in assessing their continuing professional development strategies. The committee also provided feedback to the Canadian Council of Professional Engineers on a draft professional competence document prepared by the Canadian Engineering Qualifications Board.

Professional Practice Guidelines

A significantly revised *Guideline for Professional Engineers Providing General Review of Construction* was published in June 2003. Another PPC subcommittee completed the draft of a *Guideline for the Use of the Professional Engineer's Seal*, which should be published by mid- 2004. The PPC has also formed subcommittees to revise the *Guideline for Professional Engineers Providing Geotechnical Services* and to develop a guideline dealing with review of another engineer's work. The committee also identified several existing guidelines that need to be revised and some new guidelines that are required. Planning for these guidelines is underway.

Environment Committee (EVC)

During 2003, the committee continued to monitor and respond to legislation and other actions related to the *Brownfields Statute Law Amendment Act*, the *Safe Drinking Water Act, Regulation 903, Well Regulations*, and the *Nutrient Management Act*. The committee wrote to the government staff and politicians to provide PEO's opinion regarding these acts. The committee also communicated to the Ministry of Natural Resources and Conservation Authorities the opinion that design of water courses is the role of professional engineers. The committee reviewed the role of non-P.Eng. Ministry of the Environment directors when issuing Directors Orders under the *Environmental Protection Act*.

Fee Schedule Committee (FSC)

The Fee Schedule Committee prepared a synopsis of the information obtained from the surveys of buyers and sellers conducted during 2002. Using this synopsis, the committee began planning a strategic communication plan intended to promote quality-based selection and improve members' ability to meet client expectations. The committee also prepared a long-range business plan and began planning for the 2004 revision of the *Schedule of Suggested Fees for Engineering Services*, which was intended to have been radically modified in form and content. However, based on recommendations from the Governance Task Force, Council voted to stand down the Fee Schedule Committee at its January 9, 2004 meeting.

Government Affairs Committee (GAC)

The Government Affairs Committee focused its attention on the impact of recent changes to electrical safety regulations and the downward trend in the number of professional engineers in government. The committee completed an extensive review of the removal of references to P.Engs from the *2002 Electrical Safety Code*. It initiated analysis for the need of a potential PEO policy relating to apparent non-compliant situations where non-P.Eng. government employees are assigned responsibilities that appear to meet the definition of professional engineering.



REGULATORY COMPLIANCE



Engineering regulatory bodies across Canada will now cooperate on the exchange of information for the purposes of discipline and enforcement. A memorandum of understanding to that effect was signed in May 2003 at the CCPE Annual General Meeting by CEO/Registrar Kim Allen, P.Eng., and President Ken McMartin, P.Eng., and witnessed by Hollis Cole, P.Eng., then President of CCPE.



Roger Barker,
P.Eng., Deputy
Registrar,
Regulatory
Compliance

PEO's regulatory compliance committees and councillors are legislated to help PEO provide the highest standards of professional regulation and fulfil its obligations as the regulatory body for the self-regulating engineering profession.

As part of PEO's mandate to serve and protect the public interest, the Regulatory Compliance department investigates complaints regarding the conduct of licence and certificate of authorization holders, and prosecutes matters that are referred to the Discipline Committee.

Under Section 24 of the *Professional Engineers Act*, the Complaints Committee considers written complaints that have been filed with the Registrar and, where applicable, can refer complaints to the Discipline Committee.

The Complaints Committee considers approximately 30 formal complaints each year, of which approximately 15 are referred to a hearing of the Discipline Committee. A complainant who is not satisfied with the Complaints Committee's handling of a complaint may apply for a review by the Complaints Review Councillor (CRC). The CRC is not permitted to inquire into the merits of a complaint and cannot overturn a decision of the Complaints Committee.

The Complaints and Discipline Committees are made up of members of PEO Council and licensed PEO members. While a certain level of confidentiality exists in the complaints process, discipline hearings are open to the public.

PEO Discipline Hearings

Under Section 27(6) of the *Professional Engineers Act*, Discipline Panels are made up of professional engineers and PEO Councillors, including LGAs, who are members of the PEO Discipline Committee. PEO discipline hearings are conducted when there are allegations that individual practitioners, including temporary, limited, and provisional licence holders and Certificate of Authorization holders, have failed to maintain the profession's technical and ethical standards, thereby committing professional misconduct or incompetence.

When ordered by a Discipline Panel, or when required under Section 28(5) of the Act, the decisions of the Discipline Committee are reported in *The Gazette*.

The average cost of a discipline hearing in 2003 was approximately \$24,000. There are expected to be about 18 hearings in 2004.

Disciplinary decisions

If a practitioner is found guilty of incompetence or professional misconduct, the penalty ordered by the Discipline Panel can include:

- licence revocation;
- licence suspension, for a period up to 24 months;
- a reprimand or admonishment;
- practice inspections, conducted at the expense of the practitioner;
- assigned exams, the completion of which demonstrates that the practitioner has the required knowledge; and/or
- award of costs of the hearing.

Enforcement

PEO proactively enforces the *Professional Engineers Act* by investigating, and prosecuting in the courts, unlicensed people who misrepresent themselves as professional engineers or those who undertake engineering work without a licence, or use a term, title or designation that may lead others to believe that they are entitled to practise. PEO is one of the three Canadian provincial engineering associations that do significant prosecutions, the others being Alberta and Quebec. PEO handles about five prosecutions for illegal practice each a year.

Sections 39 and 40 of the *Professional Engineers Act* grant PEO the authority to take enforcement action. Section 40(1) sets maximum fines for individuals and firms practising without the necessary licence or Certificate of Authorization. These fines are \$25,000 for a first offence and \$50,000 for each subsequent offence.

Section 40(2) authorizes fines of up to \$10,000 for a first offence and \$25,000 for each subsequent offence, for people who:

- use the title "professional engineer" or an abbreviation or variation as an occupational designation;
- use the title "engineer" or use a term, title or description that will lead to the belief that the person may engage in the practice of professional engineering; or
- use a seal that will lead to the belief that the person is a professional engineer.

Section 40(3) states similar requirements for people or organizations that do not have Certificates of Authorization.

Enforcement Hot Line

If you would like PEO staff to investigate possible illegal practice or use of engineering titles, call the PEO Enforcement Hotline, 416-224-9528

(toll free 1-800-339-3716) ext 444. To reach PEO staff about other matters, refer to the PEO website.

PEO Enforcement Trials and Injunctions

In 2003, three matters proceeded to the Provincial Offences Court.

- A tent erection contracting company in Lindsay, Ontario, used an existing engineering drawing without the authorization of the engineer, and was fined \$4,000, including a victim surcharge, for violating Section 12(2) of the *Professional Engineers Act*, which prohibits offering or providing professional engineering services without a Certificate of Authorization.
- A Belleville, Ontario, individual was fined \$10,625, including a victim surcharge, on two counts of violating Section 12(2) of the Act.
- A Whitby, Ontario, individual was fined \$3,750, including victim surcharge, for violating Section 12(1) of the Act, by engaging in the practice of professional engineering at a time when he was not licensed to do so.

Changes to the *Professional Engineers Act* (effective February 28, 2003)

- Licence applicants have the right to appeal PEO admission/licensing decisions. Formal admission appeals are to be heard through a tribunal of PEO's Registration Committee.
- PEO discipline hearings are now open to the public, unless ordered closed by the PEO Discipline Committee for reasons of public security or individual privacy. Information about upcoming discipline hearings, including the name of the professional engineer, licence holder, or Certificate of Authorization holder, the date of the hearing, and the list of allegations, is posted on the PEO website and in *Gazette*. Previously, hearings were closed unless requested otherwise by the party that was the subject of the hearing.
- Non-P.Eng. LGA Councillors are now eligible to serve on PEO Discipline Panels. Previously, allegations of professional misconduct and/or incompetence were heard by a panel consisting only of professional engineers.
- Use of the term "engineer," or an abbreviation of that title in a manner that will lead to the belief that a person may engage in the practice of professional engineering, is now prohibited, except where its use is specified in other existing legislation, or the user is a licensed professional engineer. The burden of proving that the use of the title or abbreviation will not mislead is on the defendant.
- The limitation period for PEO initiating proceedings against an individual who falsifies documents in order to be licensed as a professional engineer, or to obtain a limited, temporary or a provisional licence or a Certificate of Authorization, has been extended from six months to two years. The limitation period for PEO initiating proceedings against an individual who falsifies a P.Eng., limited, temporary or provisional licence, or a Certificate of Authorization, has been similarly extended.

Enforcement Letters

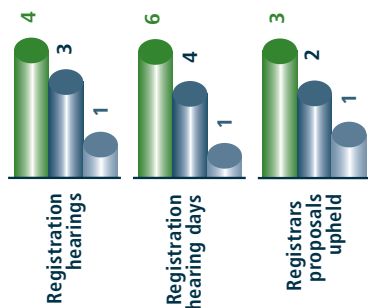
In 2003, PEO sent approximately 1000 letters to organizations and individuals regarding possible violations of the *Professional Engineers Act* in respect of the use of engineering titles. Most of these were sent to members of other provincial professional engineering associations who reside in Ontario but are not licensed by PEO, to advise them of the licensing requirements for professional practice in Ontario.



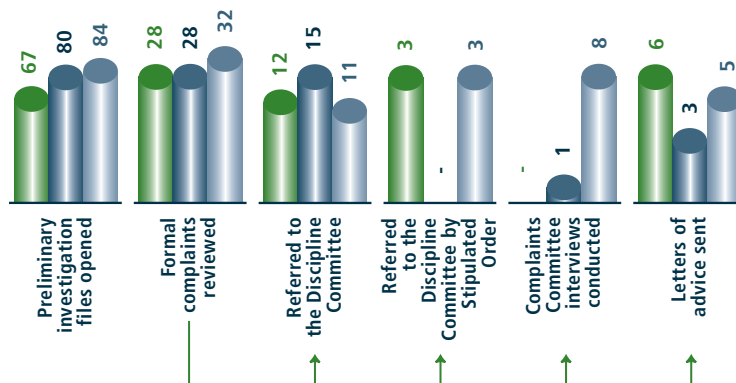
REGULATORY COMPLIANCE STATISTICS AT A GLANCE

■ 2003 ■ 2002 ■ 2001

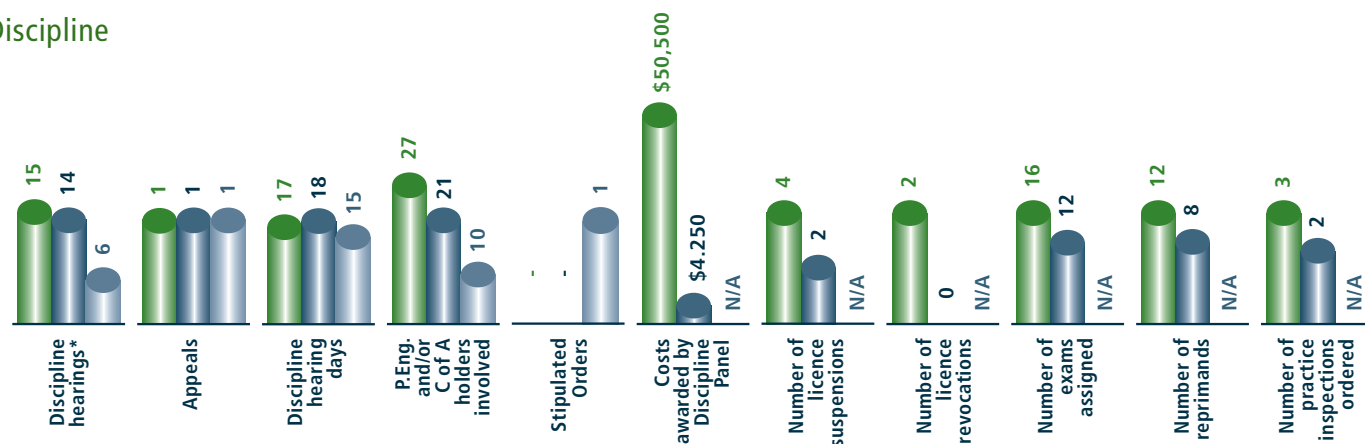
Registration



Complaints

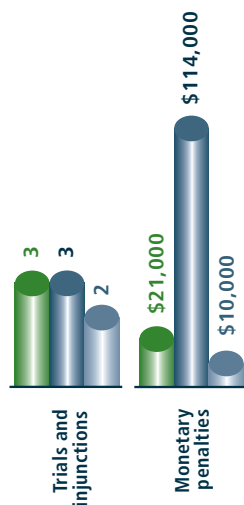


Discipline



* Changes to the *Professional Engineers Act*, effective February 28, 2003, made discipline hearings presumptively open to the public, unless ordered closed by the PEO Discipline Committee for reasons of public security or individual privacy. As a result, scheduled PEO discipline hearings are posted on the PEO website and in *Gazette*.

Enforcement



Regulatory Compliance Committees

Complaints Committee—Legislated

Chair: M. Jane Philips, P.Eng.

Staff: Bruce Matthews, P.Eng.

Complaints Review Councillor—Legislated

Chair: David J.D. Sims, Q.C.

Staff: Roger F. Barker, P.Eng.

Discipline Committee—Legislated

Chair: L. Brian Ross, P.Eng.

Staff: Roger F. Barker, P.Eng.

Fees Mediation Committee—Legislated appointed as needed

Eric Newton

Registration Committee—Legislated appointed as needed

Eric Newton

Enforcement Committee—Appointed

Chair: Chris D. Roney, P.Eng.

Staff: Steven Haddock

PEO CHAPTER HIGHLIGHTS



Peterborough Chapter tour of
restoration of the historic site
Hope Mill (1835)



Peterborough Regional Science Fair at
Trent University

PEO Chapters

- maintain a local presence for the engineering profession;
- provide an informed and organized pool of volunteers;
- facilitate two-way communications between Council and the membership at large;
- promote local public awareness of the engineering profession and PEO;
- foster professional continuing competence.

To provide a structure for communications and a venue for individual involvement, PEO's over 68,000 professional engineers and engineering interns are assigned to 38 local chapters within five regions.

Regional Nominating Committees, representing the five PEO regions, met in September 2003 and nominated candidates for five Junior Regional Councillor positions, to serve until 2005.

If you would like to know more, visit your local chapter section of the PEO website. To receive your local chapter newsletter electronically, contact your local chapter.



PEO Licence Presentations

PEO Regions and Chapters

Professional engineers and engineering interns who reside in Ontario are assigned to a PEO chapter in their local geographic area. There are approximately 9597 professional engineers and 135 engineering interns who reside outside of Ontario and are unassigned to a chapter.

	Chapter	P.Engs	Interns	Email	Chair	Vice-chair
West Central Region	Brampton	2317	142	www.brampton.peo.on.ca	Solomon Ko, P.Eng.	David Lehtovaara, P.Eng.
	Etobicoke	987	22	www.etobicoke.peo.on.ca	Ches Jonys, P.Eng.	Albert Mikhail, P.Eng.
	Kingsway	1010	50	www.kingsway.peo.on.ca	Gerald Harper, P.Eng.	Vasilj Petrovic, P.Eng.
	Mississauga	4519	265	www.mississauga.peo.on.ca	Jana Havard, P.Eng.	Ron Tsang, P.Eng.
	North Toronto	1325	44	www.northtoronto.peo.on.ca	Alourdes Sully, P.Eng.	Jim Molnar, P.Eng.
	Oakville	2258	58	www.oakville.peo.on.ca	Art Jain, P.Eng.	Nick Markettos, P.Eng.
	Toronto Dufferin	1233	114	www.todufferin.peo.on.ca	Barry Westhead, P.Eng.	Andre Rudnicki, P.Eng.
	Toronto Humber	872	106	www.tohumber.peo.on.ca	Ken Lopez, P.Eng.	Otto Zander, P.Eng. Nabil El-khazen, P.Eng.
East Central Region		14,529	801			
	East Toronto	2541	168	www.easttoronto.peo.on.ca	Nick Gurevich, P.Eng.	John Glover, P.Eng.
	Lake Ontario	2197	49	www.lakeontario.peo.on.ca	Ian Forster, P.Eng.	Bosko Madic, P.Eng.
	Scarborough	2233	202	www.scarborough.peo.on.ca	Corneliu Chisu, P.Eng.	Ron Nicholson, P.Eng.
	Simcoe-Muskoka	1061	24	www.simcoe-muskoka.peo.on.ca	Mark Brys, P.Eng.	Gary Rush, P.Eng.
	Willowdale/Thornhill	3328	160	www.willowdalethornhill.peo.on.ca	Fred Bealle, P.Eng.	Changiz Sadr, P.Eng.
	York	4656	140	www.york.peo.on.ca	Jeff Mark, P.Eng.	Edward Poon, P.Eng.
Western Region		16,016	743			
	Brantford	541	21	www.brantford.peo.on.ca	Phillip Webster, P.Eng.	Bob Johnson, P.Eng.
	Chatham-Kent	260	13	www.chathamkent.peo.on.ca	Kevin Blades, P.Eng.	Stephen Jahns, P.Eng.
	Windsor-Essex	1226	72	www.windsor-essex.peo.on.ca	Stephen Tsui, P.Eng.	Ed Lafontaine, P.Eng.
	Georgian Bay	735	31	www.georgianbay.peo.on.ca	Steve Cobean, P.Eng.	Vacant
	Grand River	3012	142	www.grandriver.peo.on.ca	John Vieth, P.Eng.	Richard Zytner, P.Eng.
	Hamilton	3110	121	www.hamilton.peo.on.ca	Frank Lasowski, P.Eng.	Araceli Blackwood, P.Eng.
	London	1867	74	www.london.peo.on.ca	Ralph Seelisch, P.Eng.	Maria Bardales, P.Eng.
	Lambton	862	32	www.lambton.peo.on.ca	Phil Lasek, P.Eng.	Ken Wentworth, P.Eng.
	Niagara	1486	28	www.niagara.peo.on.ca	Greg Washuta, P.Eng.	Tom Fletcher, P.Eng.
Eastern Region		13,099	534			
	Algonquin	288	6	www.algonquin.peo.on.ca	Greg Finley, P.Eng.	Vacant
	Kingston	1060	38	www.kingston.peo.on.ca	Guy Laporte, P.Eng.	Peter Schmidt, P.Eng.
	Ottawa	7042	222	www.ottawa.peo.on.ca	Branislav Gojkovic, P.Eng.	Graeme Stewart, P.Eng.
	Peterborough	694	16	www.peterborough.peo.on.ca	Haran Karmaker, P.Eng.	Chandru Ramcahndani, P.Eng.
	Quinte	408	13	www.quinte.peo.on.ca	Lynn Morgan, P.Eng.	Michael Shorts, P.Eng.
	Thousand Islands	432	8	www.thousandislands.peo.on.ca	Cliff Knox, P.Eng.	Vacant
	Upper Canada	244	11	www.uppercanada.peo.on.ca	John St. Marseille, P.Eng.	Bob Gravelle, P.Eng.
Northern Region		10,168	314			
	Algoma	246	12	www.algoma.peo.on.ca	Cal Oswin, P.Eng.	Ian Finke, P.Eng.
	Lake-of-the-Woods/Atikokan	119	9	www.lakeofwoods.peo.on.ca	Eric Strom, P.Eng.	Sam Mah, P.Eng.
	Lakehead	438	15	www.lakehead.peo.on.ca	James Foley, P.Eng.	Carl Gustafson, P.Eng.
	North Superior	36	1	www.northsuperior.peo.on.ca	Imola Gotz, P.Eng.	Les Kosiak, P.Eng.
	North Bay District	253	14	www.northbay.peo.on.ca	David Euler, P.Eng.	Wayne Penno, P.Eng.
	Porcupine/Kapuskasing	199	9	www.porcupinekap.peo.on.ca	Peter Broad, P.Eng.	Raj Mathur, P.Eng.
	Sudbury	792	41	www.sudbury.peo.on.ca	Peter Richards, P.Eng.	Sam Gauvreau, P.Eng.
	Temiskaming	87	0	www.temiskaming.peo.on.ca	Luc Brazeau, P.Eng.	Ben Bernstein, P.Eng.
		2170	101			



More than 20 new professional engineers received their licence certificates at PEO Brampton Chapter's Annual General Meeting in November 2003.



On April 24, 2004, Mississauga Chapter presented licence certificates to 43 new licensees.



PEO President-elect George Comrie, P.Eng., congratulates a new licensee from the PENTA Chapters. Chapter Chair Barry Westhead, P.Eng., looks on.



The PEO Kingston Chapter hosted a Fall Wine and Cheese Reception at the Royal Military College on October 22, 2003, and presented certificates to four new licensees. Pictured (from left to right) are: Luke Bisby, P.Eng., Jing Sarah Shu, P.Eng., V.I. John, P.Eng., (Kingston Chapter Executive), Guy Laporte, P.Eng., (Kingston Chapter Chair), Marianne Kontopoulou, P.Eng., and Paula Rae Klink, P.Eng.

Mississauga Chapter

The chapter held several very successful seminars on energy and environment in 2003: *Solar Energy, The Future Energy Source*, part of Engineering Week (NEW), March 4, 2003, with Per Drewes, principal of Sol Source Engineering; *Wind Power: The Future is Now*, September 24, 2003, with Charles Edey, a senior business development officer for green power, Ontario Power Generation; *Site Remediation: Cleaning Up The Mess*, October 8, 2003, with Peter Takaoka, associate and manager of industrial services for R.V. Anderson Associates Ltd.; and *Fuel Cells: Turning the Dream Into Reality*, October 22, 2003, with Jane Dalziel, P.Eng., director of communications and marketing for Hydrogenics Corporation.

Etobicoke Chapter

Major events

January 30: Waste Diversion Plans and the Green Bin Program in Toronto
February 26: Protecting your Home or Small Business Computer
March 3-7: NEW presentations at six Etobicoke-area high schools
May 26: Plant tour of Zenon Environmental Inc., Oakville, ON
November 27: Our Privilege of Self-Regulation
 Licence presentation ceremonies for new members were held jointly with four other Toronto-area chapters on May 15 and in November. At these ceremonies 11 newly licensed professional engineers were welcomed into the Etobicoke Chapter: Sonja Boguslavov, P.Eng., Subhi Talal, P.Eng., Al Sayed, P.Eng., Aleksandar Gajic, P.Eng., Lee Scott Hoover, P.Eng., Olena Gordiyenko, P.Eng., Gopichand Venkata Kongara, P.Eng., Alexander Hristov, P.Eng., Vukadin Lalovic, P.Eng., Atanasios Plikas, P.Eng., and Khaled Rashed Shaaban, P.Eng.

York Chapter

This year, we held two certificate presentations and presented certificates to 50 new members. Three newsletters were also issued. Our executives continue to participate in community services like the Earth Day Tree Planting and our very successful "Engineer in the Classroom Program". Our website (www.peoyork.com) keeps improving with updates and event photographs posted for certificate recipients and their family members to browse or download at their leisure. We will continue to collect email addresses of our

members to embark on sending out electronic messages to notify our members of activities being organized by the chapter.

Major events

February 22: Chapter AGM held at Sheraton Parkway Hotel, Markham
February 25: NEW Design Challenge 2003, Sir William Mulock High School, Newmarket
April 24: North Tech Fair, Fairwood Public School, Keswick
October 9: *Intellectual Properties, Patents, Copyrights and Ownership* seminar: Holiday Inn, Markham
October 25: Dinner and Certificate Presentation, Markham Golf and Country Club
November 18: Toyota Plant Tour in Cambridge
December 2: *Mechanical Design* seminar, Richmond Hill Public Library

Peterborough Chapter

Major events

February 11: 2003 Peterborough Chapter Annual General Meeting, Peterborough Theatre Guild. Keynote address by Ken McMartin, P.Eng., the incoming PEO President
March 4: 2003 NEW Engineering and Technology Challenge
April 8: 2003 Peterborough Regional Science Fair
May 10: Tour of Hope Mill
June 27: second joint social event with the local chapter of OACETT: Otonabee River dinner-cruise
November 8: Professional Engineering Symposium

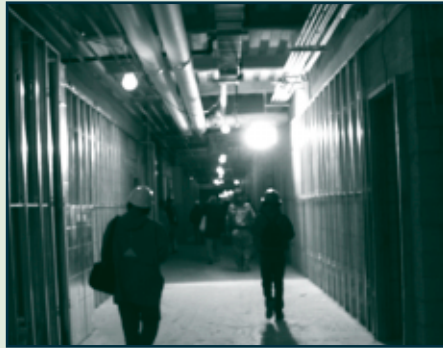
East Toronto Chapter

Annual General Meeting 40 present
Certificate Ceremony 80 present
Seminar: *Biodiesel* 41 present
Seminar: *Pearson Airport* 55 present
Seminar: *Cultural Diversity* 25 present
Tour of Robotics Lab 60 present
Kyoto panel 80 present
Wine testing with LCBO 58 present
Seminar: *ROM* 60 present
Certificate Ceremony 59 present
Seminar: *Mining the diamonds* 41 present
Seminar: *Solar energy* 62 present
Seminar: *Advanced Communications* 80 present
Niagara Wineries Tour 53 present
Tour of Gas Control Building at Ashbridges Bay 51 present
Certificate Ceremony 61 present

Speaker Guy Cabana discusses Effective Negotiation Skills at North Toronto Chapter seminar, May 26 and 27



PEO Scarborough Chapter, New Casino Niagara Fallsview Project Tour, October 18, 2003



2003 Bridge Building Competition sponsored by PEO Algoma Chapter and Sault College attracted 216 entrants. The winner of the Technical Class took home a trophy called "The Ring."



On September 13, PEO opened its first regional office, at Lakehead in Thunder Bay. Clockwise from left: PEO President Ken McMartin, P.Eng., Regional Councillors Committee Chair Allen Lucas, P.Eng., and Carrie McAlister, Northern Regional Office staff.



The PEO Northern Regional Congress convened simultaneously with its counterparts from other regions during the PEO Annual General Meeting in April 2003.



Sudbury Chapter Chair Peter Richards, P.Eng., addresses the chapter's AGM.



Windsor Chapter, TransAlta Tour



Kingsway Chapter member Gary Makoney, P.Eng., participates in Engineering Week 2003.



FINANCIAL STATEMENTS

To the Members of the Association of Professional Engineers of Ontario

We have audited the balance sheet of the Association of Professional Engineers of Ontario as at December 31, 2003, and the statements of revenue and expenses, changes in operating reserve and cash flows for the year then ended. These financial statements are the responsibility of the association's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the association as at December 31, 2003, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

(signed)
Deloitte & Touche
Chartered Accountants
Toronto, Ontario
January 23, 2004



Questions about the association's 2003 Financial Statements may be directed to Daria Babaie, M.A.Sc., PEng., director, administrative services, by email at Dbabaie@peo.on.ca, or by phone (ext. 419). For PEO contact information, see the back page of this report.

Balance Sheet

December 31, 2003

			2003	2002
ASSETS	CURRENT	Cash	\$27,603	\$49,408
		Marketable securities (market value \$2,948,616; 2002—\$5,404,409)	2,925,135	5,174,558
		Accounts receivable	625,092	646,612
		Prepaid expenses	307,838	249,524
			3,885,668	6,120,102
	PORTFOLIO INVESTMENTS (market value \$8,916,092; 2002—\$6,483,435)		8,776,228	6,471,043
	CAPITAL ASSETS (NOTE 4)		836,697	746,166
			13,498,593	13,337,311
LIABILITIES	CURRENT	Accounts payable and accrued liabilities	1,144,145	777,921
		Fees in advance and deposits	6,027,015	5,452,983
			7,171,160	6,230,904
	DEFERRED LEASE INDUCEMENT		81,533	163,533
	EMPLOYEE FUTURE BENEFITS (NOTE 3)		931,204	224,800
			8,183,897	6,619,237
OPERATING RESERVE	INVESTED IN CAPITAL ASSETS		836,697	746,166
	UNRESTRICTED		4,477,999	5,971,908
			5,314,696	6,718,074
the Council: Member—Kenneth C. McMartin, P.Eng.; Member—George R. Comrie, P.Eng.			\$13,498,593	\$13,337,311

Statement of Revenue and Expenses

Year Ended December 31, 2003

December 31, 2003		2003	2002
REVENUE	Annual fees	\$10,104,235	\$8,975,894
	Application, registration, examination and other fees	3,049,841	2,778,161
	Investment income	572,049	574,533
	Advertising income	477,002	526,748
		14,203,127	12,855,336
EXPENSES	Admissions	307,651	292,172
	Amortization	364,407	322,717
	Chapters and Regions	490,088	451,230
	Communications	643,479	698,210
	Council and Executive	649,072	639,608
	Discipline and Enforcement	879,418	882,400
	Finance	270,963	228,374
	General management	644,029	615,583
	Information Systems	187,280	373,739
	Professional Affairs	209,025	222,060
	Rent	1,162,245	1,037,380
	Salaries and benefits	7,114,907	5,817,917
		12,922,564	11,581,390
EXCESS OF REVENUE OVER EXPENSES BEFORE OTHER ITEMS BELOW		1,280,563	1,273,946
CONTRIBUTION TO ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS (Note 9)		2,117,430	1,840,041
CONTRIBUTION TO CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS		566,511	545,667
EXCESS OF EXPENSES OVER REVENUE		\$(1,403,378)	\$(1,111,762)

Statement of Changes in Operating Reserve

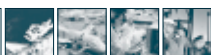
Year Ended December 31, 2003

	2003			2002
	INVESTED IN CAPITAL ASSETS	UNRESTRICTED	TOTAL	TOTAL
Balance, Beginning of Year	\$746,166	\$5,971,908	\$6,718,074	\$7,829,836
Excess of Expenses over Revenue	(364,407)	(1,038,971)	(1,403,378)	(1,111,762)
Additions to Capital Assets, Net	454,938	(454,938)	-	-
Balance, End of Year	\$836,697	\$4,477,999	\$5,314,696	\$6,718,074

Statement of Cash Flows

Year Ended December 31, 2003

				2003	2002	
NET (OUTFLOW) INFLOW OF CASH RELATED TO THE FOLLOWING ACTIVITIES	OPERATING	Excess of expenses over revenue		\$(1,403,378)	\$(1,111,762)	
		Items not involving cash or marketable securities	Amortization	364,407	322,717	
			Amortization of deferred lease inducement	(82,000)	(82,000)	
			Gain on disposition of capital assets	-	(1,540)	
			Employee future benefits	706,404	270,200	
				(414,567)	(602,385)	
		Change in non-cash working capital items (Note 8)		903,462	722,159	
				488,895	119,774	
	INVESTING	Additions to capital assets		(454,938)	(333,864)	
		Proceeds on disposition of capital assets		-	7,055	
		Increase (decrease) in portfolio investments		(2,305,185)	2,038,921	
				(2,760,123)	1,712,112	
	(DECREASE) INCREASE IN CASH AND MARKETABLE SECURITIES				(2,271,228)	1,831,886
	CASH AND MARKETABLE SECURITIES, BEGINNING OF YEAR				5,223,966	3,392,080
	CASH AND MARKETABLE SECURITIES, END OF YEAR				2,952,738	5,223,966
CASH AND MARKETABLE SECURITIES IS COMPRISED OF		Cash		27,603	49,408	
		Marketable Securities		2,925,135	5,174,558	
				\$2,952,738	\$5,223,966	



NOTES TO FINANCIAL STATEMENTS

December 31, 2003

1. NATURE OF OPERATIONS

The Association of Professional Engineers of Ontario is incorporated by an Act of the Legislature of Ontario. Its principal activities include regulating the practice of professional engineering, and establishing and maintaining standards of knowledge, skill and ethics among its members. The Association of Professional Engineers of Ontario is incorporated as a non-profit organization under the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with the accounting standards for not-for-profit organizations, and reflect the following accounting policies:

Marketable securities and portfolio investments

Marketable securities are recorded at the lower of cost or market while portfolio investments are recorded at cost less a provision, if necessary, for decline in value that is considered to be permanent. Investments in bonds are reported at cost adjusted by the amortization of any discounts or premiums over the period to their maturity. Marketable securities include investments that mature on or before December 31, 2004 whereas portfolio investments include those investments that mature after December 31, 2004.

Donated services

The association receives substantial donated services from its membership through participation on council and committees and as chapter executives. Donations of services are not recorded in the accounts of the association.

Employee future benefits

The association prospectively adopted the new Canadian generally accepted accounting principles for employee future benefits effective January 1, 2000. The association accrues its obligations under employee benefit plans and the related costs, net of plan assets. The association has adopted the following policies:

- The cost of pensions and other retirement benefits earned by employees is actuarially determined using the projected unit credit method prorated on service and management's best estimate of expected plan investment performance, salary escalation, retirement ages of employees and expected health care costs.
- For the purpose of calculating the expected return on plan assets, those assets are valued at fair value.
- Past service costs from plan amendments are amortized on a straight-line basis over the average remaining service period of employees active at the date of amendment.
- The excess of the net actuarial gain (loss) over 10% of the greater of the benefit obligation and the fair value of plan assets is amortized over the average remaining service period of active employees. The average remaining service period of the active employees are 18 and 17 years for the pension plans and 18 years for the retirement benefits plan.

- When the restructuring of a benefit plan gives rise to both a curtailment and a settlement of obligations, the curtailment is accounted for prior to the settlement.

Capital assets

Capital assets are recorded at cost. Amortization is provided on a straight-line basis at the following annual rates.

Furniture, fixtures and microfilm equipment	10% to 20%
Computer equipment	20% to 33%
Leasehold improvement	10%

Deferred lease inducement

The deferred lease inducement received is being amortized on a straight-line basis over the term of the lease.

Use of estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

3. EMPLOYEE FUTURE BENEFITS

The association's pension plans, covering substantially all employees, are defined benefit pension plans.

The association has a contributory defined benefit final average pension plan. The pension plan provides pension benefits based on length of service and final average earnings.

Effective January 1, 1997, the association introduced a supplemental pension plan. The plan is a contributory defined benefit final average pension plan. The pension plan provides pension benefits based on length of service and best average earnings.

The association also provides extended health care, hospitalization and dental benefits to substantially all of its employees.

The funded status of the association's pension plans and post-retirement benefit plan using actuarial assumptions as of December 31, 2003 was as follows:

	Pension Plans	Other Benefit Plan	Total 2003
Accrued benefit obligation	\$10,857,656	\$4,033,039	\$14,890,695
Fair value of plan assets	8,689,703	—	8,689,703
Funded status—plan deficit	(2,167,953)	(4,033,039)	(6,200,992)
Unamortized transitional obligation	24,786	1,272,444	1,297,230
Unamortized net actuarial gains	2,751,397	1,221,161	3,972,558
Accrued benefit asset (liability)	\$608,230	\$(1,539,434)	\$(931,204)

The significant actuarial assumptions adopted in measuring the association's accrued benefit obligation are as follows:

	Pension Plans	Other Benefit Plan
Discount rate	6.00%	6.00%
Expected long-term rate of return on plan assets	3.5-7.0%	—
Rate of compensation increase	4.50%	—
Medical benefits cost escalation—hospitalization	—	5.00%
Medical benefits cost escalation—extended health care	—	2.50%
Dental benefits cost escalation	—	2.50%

Other Information about the association's benefit plans is as follows:

	Pension Plans	Other Benefit Plan	Total 2003
Plan expense	\$786,848	\$580,900	\$1,367,748
Employer contributions	607,640	53,592	661,232
Employee contributions	198,944	—	198,944
Benefit payments	465,635	53,529	519,164

4. CAPITAL ASSETS

	2003		2002	
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Furniture, fixtures and microfilm equipment	\$1,046,985	\$823,669	\$223,316	\$237,564
Computer equipment	1,923,236	1,331,673	591,563	480,900
Leasehold improvements	147,017	125,199	21,818	27,702
	\$3,117,238	\$2,280,541	\$836,697	\$746,166

5. TRUST ACCOUNTS

The association maintains a separate bank account for the Council of Ontario Deans of Engineering. Funds totaling \$35,694 (2002 - \$29,396) are not reported on the association's balance sheet as they are held in trust for the committee.

6. LEASE COMMITMENTS

The association has obligations under long-term non-cancelable operating leases for its premises. The future minimum lease payments for each of the

next five years and thereafter are as follows:

2004	\$662,500
2005	670,600
2006	670,600
2007	670,600
2008	670,600
Thereafter	678,650
	4,023,550

7. CONTINGENT LIABILITIES

Various claims have been made against the association totaling approximately \$6,000,000. According to management some of the claims, once settled, are unlikely to result in a loss to the association while the outcome of the remaining claims cannot be determined at this time. A provision for certain of these claims has been made in these financial statements. The association is vigorously defending these claims.

8. CHANGE IN NON-CASH WORKING CAPITAL ITEMS

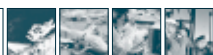
	2003	2002
Accounts receivable	\$21,520	\$(3,008)
Prepaid expenses	(58,314)	(33,137)
Accounts payable and accrued liabilities	366,224	72,517
Fees in advance and deposits	574,032	685,787
	\$903,462	\$722,159

9. CONTRIBUTION TO THE ONTARIO SOCIETY OF PROFESSIONAL ENGINEERS AND COMMITMENT

The Ontario Society of Professional Engineers (the Society) was incorporated on April 5, 2000 for the purpose of separating member-services and non-regulatory functions from PEO's primary regulatory role. Through an amendment to the *Professional Engineers Act* and *Regulation 941*, PEO is authorized to fund the Society's start-up costs for a three-year period ending December 31, 2003. The Regulation amendment allowed for a one-time grant to the Society of \$933,277 (10% of association's Unrestricted Operating Reserve as at December 31, 1999) and a grant equal to \$30 for each full-fee-paying member of the association, on renewal of membership.

Details of the amount contributed to the Ontario Society of Professional Engineers are as follows:

	2003	2002
Member assessment	\$1,917,090	\$1,618,290
Employment advisory service	71,514	71,549
National Engineering Week	42,408	42,429
Everyday Heroes Program	41,008	60,441
Overhead and other	45,410	47,332
	\$2,117,430	\$1,840,041



FINANCIAL STATEMENT ANALYSIS

As at December 31, 2003, \$'000 = M

As at December 31, earnings from operations were \$1,281M compared to an annual budget of \$1,033M and compared to 2002 results of \$1,274M. Total income was tracking at 100.43 per cent of budget, while operating expenditures were below plan at 98.59 per cent of the annual budget. Costs for the Canadian Council of Professional Engineers (CCPE) were on budget, while assessments for the Ontario Society of Professional Engineers were 13.6 per cent over budget. Because of the expiry of the PEO/OSPE agreement at December 31, 2003, an outstanding obligation to OSPE of \$293M was accrued for the PEO \$30 per capita assessments remaining to be paid to them during 2004.

P.Eng. revenue was 99.1 per cent of budget. Total revenues were on target at 100.43 per cent of budget and were \$1,423M above 2002 levels, primarily due to higher P.Eng. fees.

At the Business Unit level, non-labour operating expenses were at 91.1 per cent of budget and amounted to a favourable difference of \$577M. Total legal and investigation expenditures of \$766M were 129 per cent of budget, because of higher Corporate legal costs comprising legislative issues, Brownfields, OACETT and Registration legal expenses. Discipline and Enforcement costs increased by \$140M due to the 15 hearings that were held. Legal fee expenses and reporting have been expanded and management is monitoring this area. Annual election expenses were under budget by \$41M, because a referendum did not take place as originally budgeted. Expenses for the AGM were 59 per cent of a budget of \$150M. The SARS outbreak reduced attendance and drove accommodation and meeting costs downward. Similarly, Order of Honour costs were 54 per cent of budget, as expenses for the guest speaker, dinner and facility rental expenses didn't materialize. Not budgeted direct restructuring costs of \$123M are mainly consultant fee expenses.

Other non-labour expenditures were primarily attributable to under-spending in programs, including the Admissions appeals process (\$65M), START II (\$94M), *The Link*, *Engineering Dimensions* and other publications (\$135M), training and staff awards (\$62M), committee costs, including complaints, enforcement review, professional practice, fee schedule, environment, C of A review, volunteer management and executive (\$144M), and other savings (\$76M).

Staff salaries were below budget by \$447M, mainly attributable to the policy and planning group's costs not being incurred and staff vacancies not being filled. These savings were partially offset by additional costs for accrued restructuring. This amount (\$160M) was included in the 2004 budget as salaries. On the other hand, temporary wages were 240 per cent of budget, primarily due to ongoing needs in several departments, particularly IT, Admissions, Finance, Administration and others. Costs for temporary help were partially offset by salary savings because of unfilled staff positions.

Staff benefit costs were over budget by \$324M, and \$706M of staff benefit costs includes "Employee Future Benefits." These costs are actuarially determined and gave rise to total accrued expenses of \$706M for 2003, as compared to a budget of \$225M. The increase was largely due to additional pension plan funding requirements caused by interest rate declines and the amortization of actuarial losses (mainly pension fund investments) of the previous year.

From a balance sheet perspective, cash, term and portfolio investments were \$40M higher than last year. The cash position in 2004 will continue to strengthen.

The Operating Reserve was on target with respect to the 2003 budget, and was \$1,403M below last year because of the net deficit position as discussed.

Ron Sparrow, C.G.A.
Manager, Financial Services

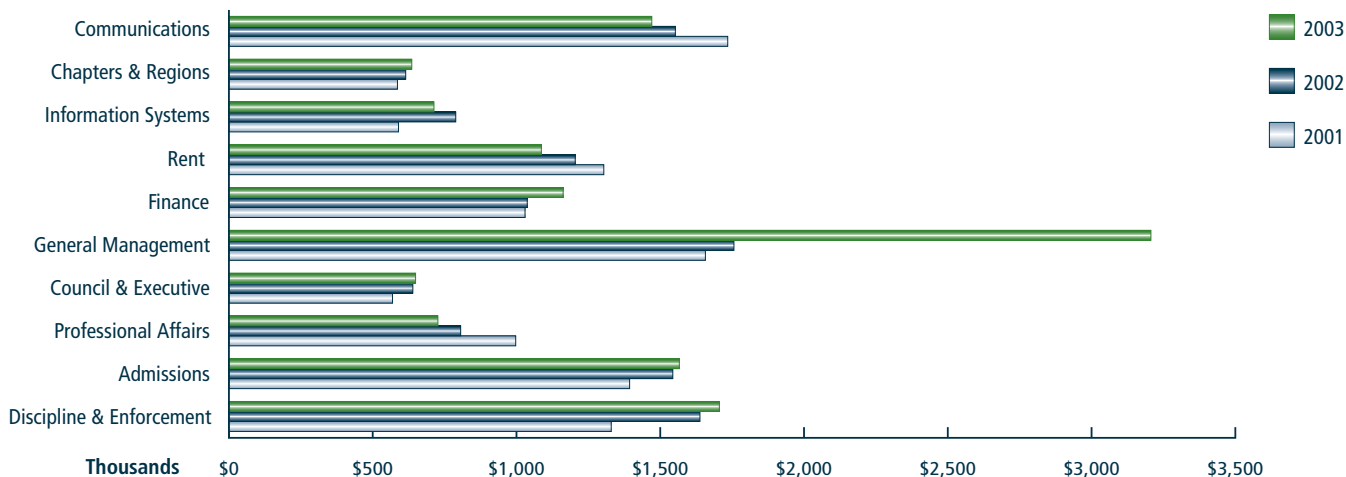
GRAPHIC ANALYSIS

\$=Actual

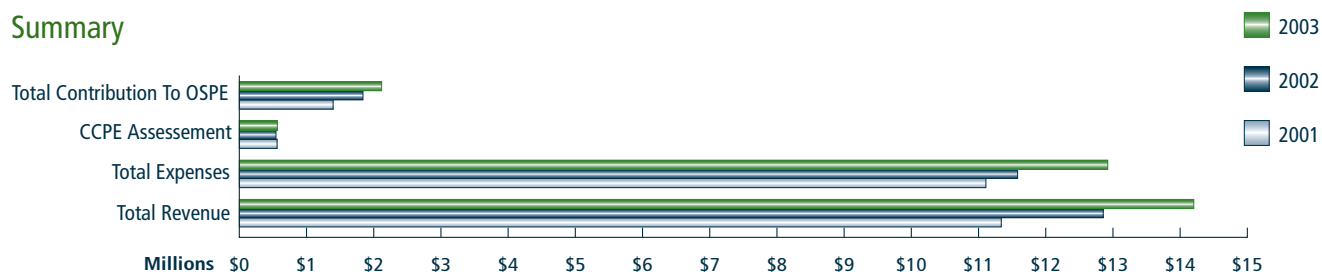
Revenue



Operating Expenses



Summary



2003 Financial Summary and Budget Comparison (\$ thousands)

		Actual 2003	Budget 2003	% Change Actual 2003 vs Budget 2003
TOTAL REVENUE		\$14,203	\$14,142	0%
OPERATING EXPENSES	Admissions	\$ 308	428	28%
	Chapters and Regions	490	596	18%
	Communications	644	787	18%
	Council and Executive	649	700	7%
	Discipline and Enforcement	879	743	-18%
	Finance	621	640	3%
	General	658	739	11%
	Information Systems	187	233	20%
	Professional Affairs	209	338	38%
	Rent	1,162	1,180	2%
	Salaries and Benefi	7,115	6,725	-6%
TOTAL OPERATING EXPENSES		\$12,922	\$13,109	1%
OPERATING MARGIN		\$ 1,281	1,033	24%
OSPE		2,117	1,863	-14%
CCPE		567	569	0%
NET INCOME (DEFICIT)		\$ (1,403)	\$ (1,399)	0%

Financial Outlook (\$ millions)

Description	2004	2005	2006	2007	2008	2009
Total Revenue	\$15.57	\$16.93	\$18.54	\$19.80	\$20.76	\$21.49
Salaries & Benefits	6.56	7.52	7.86	8.22	8.59	8.97
All Other Expenditures	8.60	9.41	10.19	10.49	10.81	11.13
Total Expenditures	15.16	16.93	18.05	18.71	19.39	20.10
Net Income/Deficit	\$ 0.41	\$ 0.00	\$ 0.50	\$ 1.09	\$ 1.36	\$ 1.39
Operating Reserve	\$ 5.72	\$ 5.72	\$ 6.22	\$ 7.31	\$ 8.67	\$10.06
Operating Reserve (%)	38%	34%	34%	39%	45%	50%



2003 MEMBER RECOGNITION



2003 Order of Honour, April 26, 2003

PEO's Order of Honour was established to recognize professional engineers, and others, who have rendered conspicuous service to the profession in Ontario, primarily through participation in association affairs. Peter M. DeVita, P.Eng., centre, was awarded the rank of Companion, the Order's highest honour, for his progressive views about the profession and for his dedication to its advancement. Also shown, from left: Patrick J. Quinn, P.Eng., J. Don Chambers, P.Eng., Stephen Hong Tsui, P.Eng., and David C. Robinson, P.Eng., who were inducted as Members of the Order, recognizing their service to the operation and improvement of the profession. Paul Ballantyne, P.Eng., and Peter Schmidt, P.Eng., were also inducted as Members of the Order. The Order of Honour Awards were held on April 26, 2003, at the Delta Meadowvale Resort and Conference Centre in Mississauga.

2003 Ontario Professional Engineers Awards, November 14, 2003

Gold Medal

H. Douglas Barber, Ph.D., P.Eng.

Levente Diosady, Ph.D., P.Eng. (Research and Development)

Hanif M. Ladak, Ph.D., P.Eng. (Young Engineer)

Jennifer Moylan, P.Eng. (Young Engineer)

Engineering Medal

William Rowan, P.Eng. (Entrepreneurship)

Larry Seeley, Ph.D., P.Eng. (Entrepreneurship)

Wayne Doran, P.Eng. (Engineering Excellence)

H.N. (Hank) Edamura, P.Eng. (Management)

Citizenship Award

Peter Hiscocks, P.Eng.



Shown are (standing, from left): Awardee Peter Hiscocks, P.Eng., Awards Committee members Catherine Karakatsanis, P.Eng., G. Ross Gillett, P.Eng., Jeanette Southwood, P.Eng., Daniel Couture, P.Eng., Chair Márta Ecsedi, P.Eng., Eric Nejat, Ph.D., P.Eng., Michael Ball, P.Eng., John Lipsett, P.Eng., and Ray Linseman, P.Eng. Awardees seated from left are: Larry Seeley, Ph.D., P.Eng., Hank Edamura, P.Eng., Wayne Doran, P.Eng., Jennifer Moylan, P.Eng., Douglas Barber, Ph.D., P.Eng., William Rowan, P.Eng., Levente Diosady, Ph.D., P.Eng., and Hanif Ladak, Ph.D., P.Eng.



Canadian Council of Professional Engineers Awards May 24, 2003

(Left) Walter Bilanski, Ph.D., P.Eng. (left) was presented with the CCPE Meritorious Service Award for Professional Service by CCPE Past President Hollis Cole, P.Eng.

(Far left) Peter Hiscocks, P.Eng. (left) was presented with the CCPE Award for the Support of Women in the Engineering Profession by CCPE Past President Hollis Cole, P.Eng.



Engineer-in-Residence, May 22, 2003

Former PEO President Robert T.E. Gillespie, P.Eng., CEO, General Electric Canada, talks with students from Enniskillen Public School, one of over 60 schools across Ontario involved in the PEO Engineer-in-Residence Program (EIR). Over 80 engineers, educators, students, human resource professionals and other guests attended an EIR Greater Toronto Area Community Event on May 22, 2003. PEO President-elect George Comrie, P.Eng., who chairs the EIR subcommittee of PEO's Education Committee, emceed the event. EIR program supporters are PEO, GE Canada, the Ontario government, Consulting Engineers of Ontario, The Impact Group, Wardrop Engineering Inc., Gennum Corporation, Conestoga-Rovers & Associates, Nortel Networks and the National Research Council. For more information, visit the EIR website, www.eir.ca, or call the EIR program office at 416-481-7070.

2003 PEO volunteers

Wasim Abbasi, P.Eng.
Kassim Abdullah, P.Eng.
J. David Adams, P.Eng.
Ravi Agashe, P.Eng.
Michael Albanese, P.Eng.
Nabil Alexan, P.Eng.
Philip F. Alexander, P.Eng.
Matthew Allen, P.Eng.
Yancing Ambing, C.E.T.
Ryszard Ambroz, P.Eng.
Holly Anderson, P.Eng.
Lisa Anderson, P.Eng.
Gordon C. Andrews, P.Eng.
Ken Andrus
George Apostol, P.Eng.
Prem Arora, P.Eng.
Edward Arseneau
Zouheir Arzouni, P.Eng.
Dave Auld, P.Eng.
Edward M. Aziz, P.Eng.
Daria Babaie, P.Eng.
George Bacioiu, P.Eng.
Martin Bain, P.Eng.
Clair Baker, P.Eng.
Harry Baker, P.Eng.
Robert Baldwin, P.Eng.
Michael A. Ball, P.Eng.
Paul Ballantyne, P.Eng.
Adam Balogh, P.Eng.
Lindsay K. Banks, P.Eng.
Douglas R. Barker, P.Eng.
Chuck Barsony, P.Eng.
Fred Bealle, P.Eng.
Norbert K. Becker, P.Eng.
Rodney P. Bell, P.Eng.
Samuel J. Bell, P.Eng.
Randy Beltramin, P.Eng.
Don Belyea, P.Eng.
Kathy Bembien, P.Eng.
Mark Bendix, P.Eng.
J.E. (Tim) Benson, P.Eng.
Larry Betuzzi, P.Eng.
Nykolai Bilaniuk, P.Eng.
George Biljan, P.Eng.
Nigel Birch, P.Eng.
David N. Birenbaum, P.Eng.
Araceli Blackwood, P.Eng.
Kevin Blades, P.Eng.
Joe Bonadie, P.Eng.
Anthony Bonney, P.Eng.
Norman Bordan, P.Eng.
Ted Botterill, P.Eng.
Andrew Bowers, P.Eng.
Richard W. Braddock, P.Eng.
John R. Bray, P.Eng.
Luc Brazeau, P.Eng.
Casey Brendon, P.Eng.
Robert Bressan, P.Eng.
Peter Broad, P.Eng.
Anne Brooke, P.Eng.
Alex T. Brown, P.Eng.
Randall Brown, P.Eng.
Isabelle Brown, P.Eng.
Alisdair Brown, P.Eng.
Mark Brys, P.Eng.
David Bucar, P.Eng.
Jim Bucci, P.Eng.
Ralph Buchal, P.Eng.
Betty-Anne Butcher, P.Eng.
Michael A. Butt, P.Eng.
Bill Butuk, P.Eng.
Peter Bziuk, P.Eng.
Patricia Cabeza, P.Eng.
Joe Calabrese, P.Eng.
Elisabeth Calwell, P.Eng.
Bill Campbell, P.Eng.

Colin S. Cantlie, P.Eng.
Greg Carli, P.Eng.
Denis Carlos, P.Eng.
David B. Caryll, P.Eng.
Alphonse Cauoette
A.A. (Tony) Cecutti, P.Eng.
John Ceko, P.Eng.
Donald J. Chambers, P.Eng.
Ezra Chang, P.Eng.
Chris Chang, P.Eng.
Lo Cheng
Ian Cheng, P.Eng.
Aziz Chikhani, P.Eng.*
Martin Chisholm, P.Eng.
Peter Chisholm, P.Eng.
Corneliu Chisu, P.Eng.
Ken Chiu, P.Eng.
Thomas Chong, P.Eng.
Vincent Chu, P.Eng.
Edward M. Aziz, P.Eng.
Bruce E. Clarida, P.Eng.
Geoff Clarkson, P.Eng.
John Clayton, P.Eng.
James Cleary, P.Eng.
Steve Cobean, P.Eng.
Gina P. Cody, P.Eng.
Ovi Colavincenzo, P.Eng.
Nicolas Colucci, P.Eng.
Corry Comello, P.Eng.
George R. Comrie, P.Eng.

Mario DeMarco
Jo DeMarco, P.Eng.
Vipul Desai, P.Eng.
Alberto De-Santis, P.Eng.
Peter M. DeVita, P.Eng.
Deepak Dey, P.Eng.
Zahir R. Dharani, P.Eng.
Jattinder Dhillon, P.Eng.
Bruno Di Stefano, P.Eng.
Candace DiCresce, P.Eng.
Paul Didrikson, P.Eng.
Judith Dimitriu, P.Eng.
Paul DiNovo, P.Eng.
Denis Dixon, P.Eng.
Robert D. Dony, P.Eng.
R. Craig Doran, P.Eng.
Sherry Draisey, P.Eng.
Linda Drisdelle, P.Eng.
Camila Duarte, EIT
Jerry Dudzic, P.Eng.
Darya Duma, P.Eng.
Robert A. Dunn, P.Eng.
James S. Dunsmuir, P.Eng.
Luc Duval, P.Eng.
Márta Ecsedi, P.Eng.
Kam E. Elguindi, P.Eng.
Nabil El-Khazen, P.Eng.
Rita El-Khoury, P.Eng.
Catherine M. Ella, P.Eng.
Tom Ellerbusch, P.Eng.

Mike Fraser, P.Eng.
Guy Frechette, P.Eng.
William Fredenburg, P.Eng.
Diane L. Freeman, P.Eng.
Mark Friedberg, P.Eng.
Peter R. Frise, P.Eng.
Monique Frize, P.Eng.
Richard Gabel, P.Eng.
Anthony J. Galati, P.Eng.
Ryan Gallant
John Gamble, P.Eng.
Simona Gasparetto, P.Eng.
Sam Gauvreau, P.Eng.
Greg Geisler, EIT
William Gentles, P.Eng.
Stelian George-Cosh, P.Eng.
Greta Getty
Allan Giacomelli, P.Eng.
G. Ross Gillett, P.Eng.
Katherine Gilpin, EIT
Zuzana Gimerska, P.Eng.
Dalila C. Giusti, P.Eng.
Mark Gledhill, P.Eng.
John Glover, P.Eng.
Mesfin Gobeze, P.Eng.
Rick Goertz, P.Eng.
Branislav Gojkovic, P.Eng.
Peter J. Golem, P.Eng.
Nicola Gonsalves, EIT
Howard D. Goodfellow, P.Eng.

Angela Hastey, EIT
Douglas Hatfield, P.Eng.
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