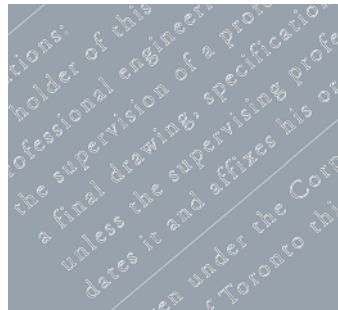




2005

INVESTING IN THE LICENCE

ANNUAL REPORT



Professional Engineers
Ontario

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2005-2006 PEO Council & Executive Staff

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EXECUTIVE STAFF

CEO and Registrar
Kim Allen, P.Eng.

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

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

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

Director, Administrative
Services
Daria Babaie, P.Eng.

Director, Information and
Technology Services
Eric Brown, P.Eng.

Director, Human Resources
Rose Pirone, CHRP

Director, Policy and
Communications
Scott Clark, B.Comm, LLB

PEO Staff Contact List

Association staff can provide information about PEO. For general inquiries, simply phone us at 416-224-1100 or 800-339-3716. Or, direct dial using 416-840-EXT and the extensions below.

Regulatory Process	EXT
CEO/Registrar Kim Allen, P.Eng., MBA	1102
Executive Assistant, President/Council Brenda Caplan	1104
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Publisher: Connie Muckelstone

Editor: David Smith

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Graphic Design: Stephanie Katchmar



PRESIDENT'S REPORT

Providing leadership to enhance the value of the profession



During my term as President, I have been privileged to welcome many new licence holders into the engineering profession at licensing ceremonies across the province. These include newly minted professional engineers from all across Canada and around the world. The paths taken by those receiving their licences are varied. I am especially struck by those who have uprooted their lives and sacrificed certainty abroad to come to Canada with dreams of providing a better life for themselves and their families.

I'm particularly amazed by how proud all new licensees are as they receive their licence certificates and proclaim: "Now I can call myself an engineer." You can feel their sense of pride, confidence, and achievement in being admitted to a legally recognized profession.

Although many of our 68,000 members are well into their careers or have perhaps retired from active participation in engineering (myself included), it is essential that we protect the investment made by these new and just-arrived professional engineers. Our group has long enjoyed the privileges of being known as P.Engs and the pride this brings us. Now, we must ensure that these future leaders of our profession are afforded the same opportunities.

If PEO is to continue to be able to carry out our mandate of governing the practice of engineering in Ontario, it is imperative that we be front and centre with the provincial government on public policy matters concerning regulation of engineering. It needs to be made clear to the people in power who we are and what we have to offer. This partnership is essential, and making good use of the authority given PEO in the *Professional Engineers Act* (PEA) is the best value for our legislators.

In an effort to engage MPPs in understanding and supporting the value of our self-regulating profession and PEO's role in it, we hosted our first-ever Engineering for Ontarians Day at Queen's Park in June. The message delivered to legislators from all three major political parties (45 MPPs in all) and senior Queen's Park staffers was that the engineering profession must be consulted by government on engineering matters, not only because of the important contributions we make to the province but, more importantly, because holders of engineering licences are held professionally accountable for the practice of our profession.

Unfortunately, this crucial factor is often overlooked or not even understood by legislators. This misunderstanding has recently led to several unfortunate intrusions by the provincial government into PEO's jurisdiction under the PEA.

Professional accountability of the same practitioners for the same practice, under more than one statute, reporting to more than one ministry, is wasteful and confusing to both the practitioners and the public.

Accountability to the public for professional practice is an important attribute of a profession, which is why governments establish them through enacting statutes such as the PEA, which was enacted over 80 years ago.

What a bargain for the province—an effective, efficient and existing system that offers the desired level of accountability at no additional cost.

As a prelude to, and in support of, our government messages, PEO Council took these additional bold steps in 2005 to demonstrate the value of a licensed, accountable engineering profession and PEO's role.

In March, Council unanimously approved a five-year Strategic Plan outlining an ambitious agenda to enhance PEO's self-regulatory mandate in the face of new and ever-changing realities in society. The plan's foremost objective is to maximize the reach and effectiveness of PEO's regulatory function to govern the practice of engineering in Ontario, thus elevating the value of the licence to both the public and practitioners.

Council established a task force to review PEO's licensing process with a view to ensuring that it is fair, objective, transparent, timely, effective, efficient and rooted in our legislative authority. The task force is due to report its recommendations in 2006. Like the initiatives of the Strategic Plan, this review is designed to enhance the value of the licence for the public and for all its holders, including the newly licensed, some of whom I have personally welcomed to the profession this year.

Our new members have much to contribute to our future success and deserve our leadership now. I am confident that in future they will look back on Council's actions in 2005 as an important investment in assuring they remain part of a strong, self-governing profession.

I say we are on the right track!

Robert A. Goodings, P.Eng., President

REGISTRAR'S REPORT

Setting objectives and reaching milestones



The dedicated efforts of PEO staff and our more than 800 volunteers led to several significant accomplishments during the past year.

In 2005, for the first time ever, PEO issued more licences to non-Canadian Engineering Accreditation Board (CEAB) graduates—a record 1137—than to CEAB graduates. The use of streamlined, two-person Experience Requirements Committee interviews was a key reason for this achievement. In addition, the number of new P.Eng. licences issued to CEAB graduates increased from 957 in 2004 to 1076, the highest level since 2001.

We took many important steps to further PEO's mandate of regulating the practice of professional engineering so that the public interest is protected.

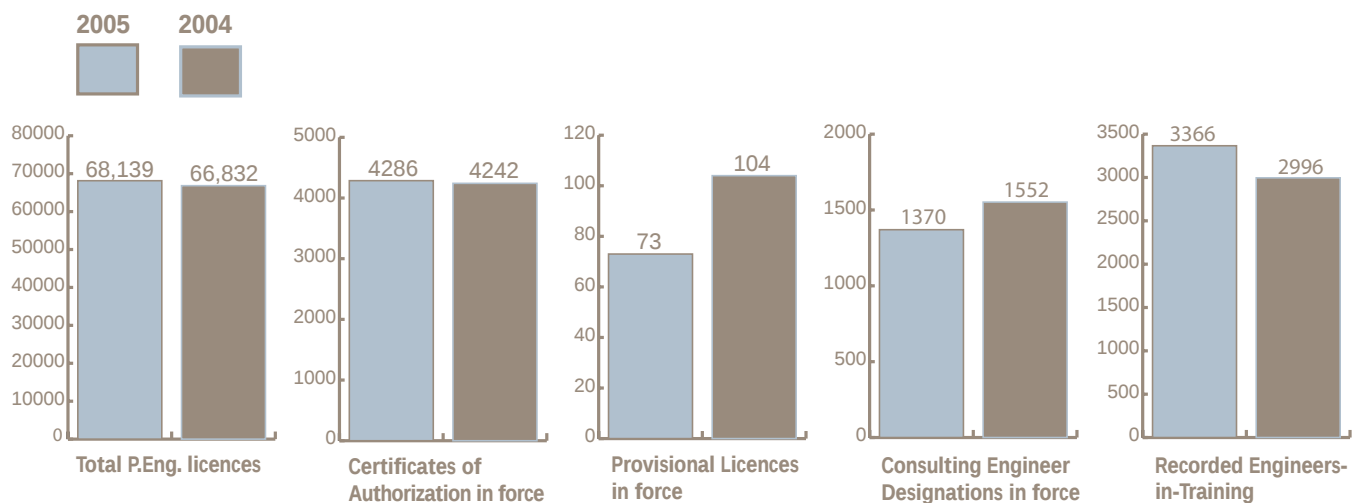
At our Annual General Meeting in April, PEO's 2005-2009 Strategic Plan was officially launched after being approved by Council in March. Produced by PEO volunteers and staff over eight months, the plan is the result of extensive research and stakeholder consultation and will provide the direction and priorities for the association over the next five years. Its projects involve a high level of collaboration between Council, the Executive Committee, the senior management team, project steering committees,

project managers and project teams. Fourteen of the plan's projects were launched during the year with an additional eight projects scheduled to begin in 2006. In November, PEO launched its long-awaited alternative dispute resolution (ADR) process for complaints. The process, which makes use of mediation, furthers our objective of having our affairs conducted in a fair and transparent manner. It is anticipated that the ADR process will result in fewer complaints of a commercial or contractual nature being filed for consideration by the Discipline Committee.

In the coming year, PEO will build on these accomplishments by investing in initiatives designed to maximize the reach and effectiveness of PEO's regulatory function to better serve and protect the public interest, thus elevating the value of PEO's licences to both the public and practitioners.

Kim Allen, P.Eng., MBA, CEO/Registrar

The Register at December 31, 2005



2005 PEO Committee, Task Force, Task Group Reports

Full annual reports of PEO committees, task forces and task groups will be provided at the 2006 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.



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

REGULATORY HIGHLIGHTS

Licensing and Registration

PEO's Licensing and Registration department grants professional engineer, temporary, limited and provisional licences. Licensing and Registration also issues all PEO's designations and certificates, including granting Certificates of Authorization and Consulting Engineer designations to qualified individuals or firms. Its prelicensing programs promote a seamless transition from engineering student to engineering intern to professional engineer, and help licence applicants become integrated into the profession.

The number of new P.Eng. licences issued to graduates of Canadian Engineering Accreditation Board (CEAB)-accredited programs increased from 957 in 2004 to 1076 in 2005, the highest level since 2001. In addition, the number of licences issued to non-CEAB graduates for the first time exceeded the number of licences issued to CEAB graduates, reaching an all-time high of 1137 in 2005. Process improvements, a streamlined two-person Experience Requirements Committee (ERC) interview process, the dedicated contributions of the Academic Requirements Committee and the ERC members, and the continued efforts of staff all contributed to this accomplishment.

Academic Requirements Committee (ARC)

In 2005, a total of 1265 academic credentials were accepted for CEAB applicants and 2272 academic assessments were completed for non-CEAB applicants. The Academic Requirements Committee approved 203 technical examinations prepared by PEO examiners as well as the Professional Practice Examinations.

Experience Requirements Committee (ERC)

The Experience Requirements Committee had a challenging year conducting interviews to assess the experientially gained knowledge/experience for licensing of 1348 applicants. Slightly less than two-thirds (62 per cent) of the candidates had their exam programs waived. This was possible due to the continued success of accelerated two-person interviews with a team of ERC members.

Consulting Engineer Designation Committee (CEDC)

The Consulting Engineer Designation Committee met four times in 2005. From those meetings, 52 candidates were recommended for designation, 300 for redesignation and one was declined for redesignation. The CEDC also recommended that an additional 16 companies be given permission to use "Consulting Engineers" in their title.

Prelicensing

Engineering Internship Training (EIT)

This program:

- helps applicants understand the requirements for licensing, in particular the experience required to qualify for a P.Eng. licence;
- offers applicants an 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 PEO chapter activities.

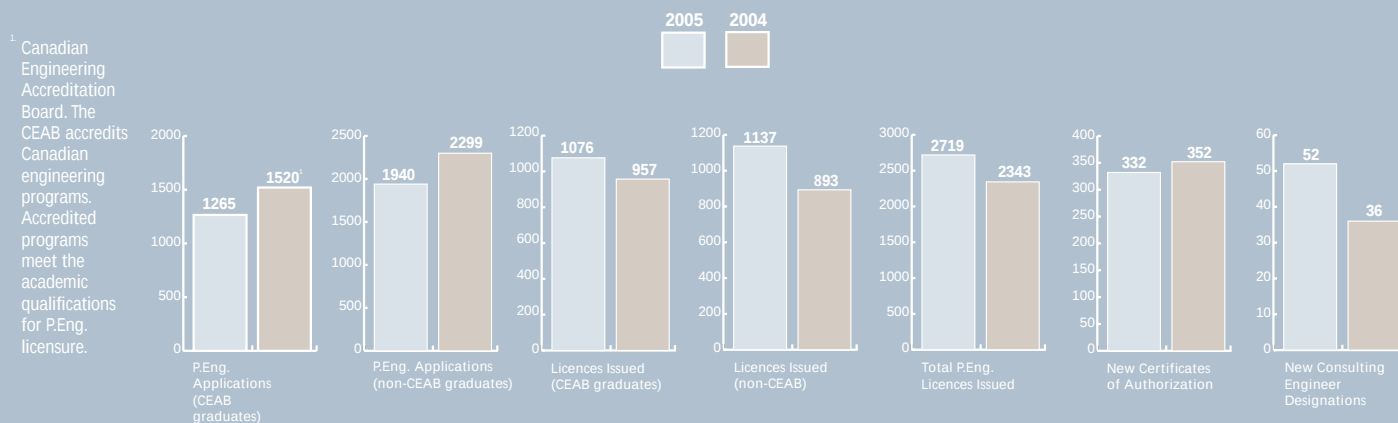
Launched in the spring of 2005, the objective of the EIT seminars is to inform EITs about the role PEO plays as the regulator of the practice of engineering in Ontario, as well as to provide information useful to the licensing process.

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 PEO's efforts relating to student activities and programs; and
- ensure a seamless transition for student members moving from school to work through the EIT program and, later, licensing as P.Engs.

Licensing and Registration 2005 Highlights





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

REGULATORY HIGHLIGHTS

Regulatory Compliance

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 (C of A) holders, and prosecutes matters related to both discipline and enforcement.

Complaints Committee (COC)

The Complaints Committee is mandated under section 24 of the *Professional Engineers Act* (PEA) to investigate and consider complaints regarding the conduct or actions of licence holders and Certificate of Authorization holders.

Comprising 14 members, the COC met eight times during 2005 to consider 37 complaints that had been filed with the Registrar. Of these, 18 were referred to the Discipline Committee directly, two were referred to the Discipline Committee via the stipulated order process, 17 were not referred to Discipline, one interview was conducted, and six letters of advice were sent.

During 2005, the COC developed and approved internal guidelines for the timely processing of complaints. The guidelines provide a range of acceptable processing times from "best practice" to "not to exceed" limits. Staff will track compliance with the guidelines over the coming year.

Complaints Review Councillor (CRC)

A complainant who is dissatisfied with the Complaints Committee's handling of a complaint may apply for a review by the Complaints Review Councillor. The CRC can review only whether a complaint was properly processed according to the provisions of the PEA and Regulation 941/90 and can refer a complaint back to the Complaints Committee if a processing error is found.

In 2005, the CRC was requested to review the handling of six complaints, all of which had been disposed of by the COC during 2005. As of December 31, the CRC had issued reports for two of the six reviews, plus the report from a 2004 review. In each instance, the CRC concluded the complaint had been processed appropriately and no action by the COC was required.

Alternative Dispute Resolution (ADR)

In November 2005, PEO launched its long-awaited alternative dispute resolution process, intended to resolve complaints before they are formally filed. The COC received training and briefings about the new process in October 2005.

Discipline Committee (DIC)

The Discipline Committee is a legislated committee of PEO operating under sections 27 through 30, and section 37, of the PEA. At the beginning of 2005, the DIC comprised 45 members drawn from PEO Council and the general membership. As of January 1, 2006, the DIC had 44 members.

The committee's primary role is to hear and determine allegations of professional misconduct or incompetence against professional engineers or holders of Certificates of Authorization, temporary licences, provisional licences, or limited licences.

The DIC must hear and determine all matters referred to it by Council, the Executive Committee, the Complaints Committee or the Registrar, pursuant to the relevant sections of the PEA. The DIC cannot control the number of such matters that may be referred to it in a given year.

In 2005, 20 matters were referred to the DIC from the Complaints Committee. The DIC conducted 13 hearings and two matters were dealt with by the stipulated order process. There were no hearings appealed and no successful appeals during the year. Twenty-four professional

engineers and C of A holders were involved in the 20 matters referred to the DIC, which required 23 total hearing and stipulated order days.

The DIC conducted approximately the same number of hearings during the years 2002 through 2005, although there were more hearing days in 2005 as a result of one particularly lengthy hearing.

Single member panels

PEO staff researched and proposed a process to enable discipline panels comprising a single member of the DIC to conduct a hearing where there is a guilty plea, an agreement on facts and a joint submission on penalty. This procedure is permitted by the *Statutory Powers Procedure Act*, and eliminates the costs and scheduling challenges of assembling five-person panels. The DIC adopted the process in the fall, with four such hearings held between October and year-end. Feedback from all concerned was excellent and Decisions and Reasons were issued quickly.

Enforcement

One of PEO's central responsibilities as a regulator is to protect the public from unqualified practitioners by enforcing the provisions of the PEA. Enforcement action is taken in two types of situations:

1. where there is clear evidence unlicensed individuals are practising professional engineering; and
2. where the term "engineer" is used by unlicensed people or in the names of companies without Certificates of Authorization in a way that has led the public to the belief that they are qualified to practise professional engineering and offer professional engineering services.

In 2005, two matters were successfully prosecuted.

A Toronto man was jailed for 30 days for contempt of court and ordered to pay costs in the amount of \$19,853 to PEO as a result of his repeated violations of the PEA, which consisted primarily of holding himself out to prospective clients as a "civil engineer" to obtain work.

A resident of Odessa, Ontario, and his company were convicted under section 40 of the PEA of using an engineer's drawing without the engineer's prior knowledge or consent in an attempt to obtain a building permit. The individual and company were fined a total of \$6,000, plus a victim's surcharge of \$1,500.

In addition, PEO was instrumental in having withdrawn an Application for a Trade-Mark that resembled a professional engineer's seal.

Staff contacted or reviewed more than 1300 people and organizations during the year to investigate possible violations of the PEA. Of all inquiries and complaints, 51 resulted in a file being opened to make further inquiries or to impose settlement terms on the alleged violator.

Registration Committee (REC)

The Registration Committee holds hearings upon the request of an applicant where the Registrar proposes to refuse to issue a licence or a C of A.

The committee held two hearings during 2005. At the first, the committee ordered that the applicant be granted a licence. At the second, the applicant withdrew his request for a hearing after being granted a second interview by the Experience Requirements Committee.

The committee also handed down a decision from a 2004 hearing, wherein it upheld the Registrar's proposal to refuse to issue a licence to the applicant.





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

REGULATORY HIGHLIGHTS

Standards and Regulations

The Standards and Regulations department defines how the additional objects of the association, stated under section 2(4) of the *Professional Engineers Act*, (PEA) support PEO's principal object of regulating the practice of professional engineering and governing licence and Certificate of Authorization (C of A) holders in the public interest. It employs a participatory process that leads to policy advice and approvals by PEO Council. In addition, Standards and Regulations provides comparative research on professional regulatory models and regulatory impact analysis to ensure PEO fulfils its legislative mandate of setting the standards for admission and practice. The department also assists in the continuous review of PEO's internal administrative processes and monitors external regulatory initiatives to uphold the integrity of the PEA.

Standards and Regulations staff coordinate revisions of the PEA and Regulation 941 with PEO legal counsel and liaise with the Attorney General and that ministry's staff. In addition, the department is responsible for PEO's government relations framework and strategy as a regulator, and liaison with the appropriate levels of government.

Based on Council's policy directives, the major departmental objectives are to:

- formalize Council's law-making functions into regulatory instruments, such as regulations consistent with the empowering PEA;
- use valuable committee resources to develop and advise Council on standards of practice for professional engineering;
- assist licence and C of A holders to understand the profession's expected standards through replying to inquiries and providing guidance to regulations or guidelines; and
- assist in developing a government relations program that marshals volunteer and staff resources to articulate PEO policy positions to government.

Professional Standards Committee (PSC)

The Professional Standards Committee continued to provide members and the public with guidance on the roles and responsibilities of professional engineers through replying to individual inquiries, developing guidelines, and communicating with government officials and other regulatory bodies.

Performance Standards

PEO is preparing to implement performance standards as part of its Strategic Plan. These standards will establish minimum criteria for the performance of specific professional engineering activities. They will be created as regulations and be binding on all professional engineers. The model for these standards is section 78 of Regulation 941, which establishes the performance criteria for general review of construction under the *Building Code Act*. The standards will be written to deal with such statutorily imposed professional engineering duties.

Professional Practice Guidelines

A PSC subcommittee continued its work on a preliminary draft of a *Guideline for Professional Engineers Providing Geotechnical Services*. Subcommittees have also been formed and are working on guidelines in the following areas: *Peer and Technical Review*; *Temporary Works*;

and *Demolition of Buildings*. PEO is working as a regulatory partner with the Ministry of Labour and the Ministry of Municipal Affairs and Housing to develop the latter two guidelines.

In 2005, Ministry of Labour officials asked PEO to clarify the role of professional engineers delegating inspections of concrete formwork to contractor staff. The *Temporary Works* guideline will address an engineer's proper role in delegating.

Environment Committee (EVC)

During 2005, the Environment Committee monitored and responded to legislation and other actions related to the *Brownfields Statute Law Amendment Act*, the *Safe Drinking Water Act*, and other environmental legislation. EVC assisted in preparing PEO responses to postings on the Environmental Bill of Rights registry on issues that included a draft regulation for *Industry Emissions—Nitrogen Oxides and Sulphur Dioxide*. EVC also commented to government about PEO's concerns with the Ministry of the Environment's use of the term "qualified person," as used in Regulation 153/04 and the *Guideline for Emission Summary and Dispersion Modelling*. As part of its outreach program, EVC met with representatives from the Ontario Society of Professional Engineers, Canadian Manufacturers and Exporters Association, and conservation authorities to discuss matters of mutual interest. EVC also reviewed and commented on the Canadian Council of Professional Engineers' proposed *Guideline on Environment and Sustainability*. EVC recommended that PEO adopt this guideline for use in Ontario.

PEO opposed plans by the Ministry of the Environment to impose requirements on professional engineers to be licensed as well technicians if performing work that involves physical interaction with wells (*Ontario Water Resources Act*, Regulation 903). PEO said this additional licensure is unnecessary because professional engineers are already licensed and compelled by the PEA to undertake only work they are competent to perform by virtue of their training and experience.

Government Affairs Committee (GAC)

The Government Affairs Committee focused its attention on the impact of recent regulatory changes and the downward trend in the number of PEO licence holders in government functions. The GAC met eight times in 2005 and reviewed issues relating to:

- *Building Code Act* amendments, jurisdictional issues, and the need to ensure building officials who go beyond regulatory compliance functions to engage in the practice of professional engineering are advised they need to be licensed under the PEA;
- removal of references to professional engineers from the *Electrical Safety Code*;
- widespread references to titles in various ministries' subordinate legislation and the conflicts created as a result of regulation-drafting practices that do not reference properly the various licences issued by PEO under the PEA. The Electrical Safety Authority's effective exclusion of limited licence holders under Regulation 22/04 was reviewed as an illustration of this major problem.

OPERATIONS, PROJECTS AND PROGRAMS



Left to right: Denis Carlos, P.Eng.; Brad Duguid, MPP Scarborough Centre; Santosh Gupta, P.Eng.; and Rane Mahalingam, P.Eng., participate in PEO's first-ever Engineering for Ontarians Day at Queen's Park.

Government Liaison Program

In 2005, PEO embarked on a grassroots government communications program to inform Ontario's legislators of PEO's regulatory mandate, and of the power of our Act and Regulation as instruments of public policy in engineering-related matters. The program is part of PEO's continuous plan to engage MPPs in understanding and supporting the role of the self-regulating profession in serving and protecting the public.

A high point in this ongoing communications program was PEO's hosting of its first-ever Engineering for Ontarians Day at Queen's Park in June. The event was attended by legislators from all three major political parties, including 45 MPPs, PEO Council members, staff and as many as 50 PEO members who have volunteered to liaise with government as PEO spokespeople. The reception also included representatives from stakeholder organizations.

On September 23, Council approved formalizing and integrating this program into PEO operations. The concept is for a strong local government liaison presence through the chapters, a legal/regulatory services function, and policy and communications support. Details will be finalized and the program established in 2006.

Strategic Plan

In March 2005, eight months of hard work by a team of PEO Councillors, staff and senior management, involving extensive research and stakeholder consultation, paid off in Council's unanimous approval of the 2005-2009 Strategic Plan. Entitled *Investing in the licence: PEO's agenda for change*, the plan was launched at the Annual General Meeting on April 16th in London, Ontario. It is designed to provide leadership and direction for the association over the next five years.

The plan establishes PEO's strategic change agenda by investing in the P.Eng. licence. Its four priority goals are to:

- maximize PEO's regulatory powers under the current *Professional Engineers Act* (PEA) to better serve and protect the public interest;
- achieve a better understanding and broader acceptance of the PEA and the role and jurisdiction of PEO by its stakeholders;
- ensure PEO's processes and programs are appropriately resourced, effective and aligned with its regulatory obligations; and
- strengthen Council as an effective and efficient policy-making body in accordance with its regulatory obligations.

During the year, PEO completed the project planning process for 14 projects and 12 project teams started work.

Policy Development Process

Over the past year, PEO began to implement its new Policy Development Process (PDP) to improve the quality of policy development and analysis prior to Council decisions. Under the PDP, new or emerging policy issues or concerns are evaluated by the Executive Committee and prioritized for action and available resources. All new policy projects must now carry out research, stakeholder consultation, options and impact analysis, and develop post-implementation evaluation measures, to be incorporated into Council briefing notes. Pre-existing projects are being transitioned into the new process at their current stage of development. Members or committees may now identify issues for Executive Committee consideration by submitting an Issue Identification Form to the Policy Unit. Committee staff advisors, senior management and the Executive Committee received customized training on developing and drafting policies for Council's review, and several issues were brought to the Executive Committee for project authorization. The Policy Unit also spearheaded creation of an Ontario Profession Regulators' Policy Network, a voluntary network whose purpose is to promote regulatory policy excellence among self-regulating professions through self-help, training and development, and sharing of strategies and best practices. The network is scheduled to meet three or four times a year for training, discussion and information-sharing.

Engineers' Weekend

A two-day convention for Ontario's engineers, co-hosted by PEO and the Ontario Society of Professional Engineers, took place November 18 and 19 at the Hilton Suites Toronto/Markham Conference Centre.

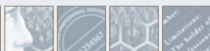
Designated Leadership Development Day, the first day comprised concurrent workshops addressing necessary skills in an engineering workplace and some key issues facing the engineering profession.

The second morning included keynote presentations by Hon. Douglas Frith, CEO, Canadian Motion Picture Distributors Association; John McHugh, senior vice president, Avant Strategic Communications; and Robin Sears, principal, Navigator, who provided guidance about how to get a message heard by federal and provincial governments, municipal governments and the media, respectively. Following the presentations, participants took part in facilitated break-out sessions on ways to get the profession's messages heard by the target audiences.



Panel participant Jim Jones, regional councillor and former MP, Town of Markham (right), is greeted at Engineers' Weekend 2005 by PEO CEO and Registrar Kim Allen, P.Eng. (left) and PEO Councillor Jeff Mark, P.Eng.

The afternoon panel session focused on communicating with politicians and the media. Panelists Tony Wong, MPP, Markham; Jim Jones, regional councillor and former MP, Town of Markham; and Ian Urquhart, Queen's Park Bureau, *Toronto Star*, took part.





Attorney General Michael Bryant thanks PEO for educating MPPs about its role and issues of concern.



Left to right, Norm Sterling, P.Eng., MPP Lanark-Carleton; Ernie Parsons, P.Eng., MPP Prince Edward-Hastings; President Bob Goodings, P.Eng.; Phil McNeely, P.Eng., MPP Ottawa-Orléans; Past President George Comrie, P.Eng.

Bill 124

Despite extensive negotiations over many months with the Ministry of Municipal Affairs and Housing (MMAH) and the Attorney General's office, PEO was not able to secure an exemption of professional engineers from the application of the ministry's amendments to the *Ontario Building Code* (OBC), or find any common ground on which to move forward, by the January 1, 2006 deadline.

As a result, on January 1, the government began asking professional engineers to comply with the designer qualification and registration requirements in the OBC if they wanted to engage in designs related to building permits.

At that time, PEO also indicated to MMAH staff that it would develop and write amendments to Regulation 941/90 to support its own Building Design Specialist (BDS) designation, as a flexible alternative to the OBC registration and qualification system. The aim was that once the BDS was established, PEO would work with the Attorney General to have professional engineers and temporary licence holders exempted from the OBC registration and qualification system.

In the meantime, PEO adopted the "official marks" Building Design Specialist and BDS under section 9 of the *Federal Trade-marks Act*, and is granting permission for P.Engs and temporary licence holders who have qualified and registered under the OBC system to use the marks. Licensing of the marks to qualified PEO licence holders is a way for PEO to ascertain who has qualified under the OBC regime and for these licence holders to differentiate themselves from others holding the OBC certification. An application form to license the official marks from PEO is available on the website.

PEO also created a directory of all professional engineers and temporary licence holders who license the marks.

At the same time, PEO's Bill 124 Task Force continued to examine options for using its full legal and political resources to oppose the MMAH infringement on PEO's authority under the PEA to regulate professional engineering practice. In 2006, PEO filed a Notice of Application for Judicial Review with Divisional Court.

Please visit PEO's website and read *Engineering Dimensions* to stay abreast of this changing situation.

MTCU's Regulators Report Card

PEO was ranked first among 10 professional regulatory bodies, representing 91 per cent of immigrant landings who self-identified as professionals in 2003, for having the most measures to respond to the barriers facing internationally educated individuals seeking access to licensure, registration, or certification in Ontario.

The results were included as part of a progress report released by the Ministry of Training, Colleges and Universities (MTCU) on January 31, 2005. Entitled *An Investment in Prosperity: Welcoming Internationally-trained Individuals into Ontario's Workforce*, the report gathered for the first time comprehensive information on supports for the internationally trained.

Engineering Dimensions Wins Design Award

In September, PEO was notified *Engineering Dimensions* had won an award for Editorial Design in the Creativity 35 competition for the first spread of the Privacy Protection feature in the January/February 2005 issue (pp. 54-55). The spread will be showcased in the 35th edition of *The Creativity Annual*. Published since 1971, *The Creativity Annual* is a showcase for outstanding work in advertising and graphic design. The 35th edition will be a hard-cover, full-colour, 400-page publication, distributed in more than 100 countries around the world.



The opening spread of a feature on privacy in the January/February 2005 issue of *Engineering Dimensions* was awarded for editorial design.

Creative work from all over the United States and elsewhere will be included. The competition's entries from 40 states and 31 countries were judged on concept and creativity. This is *Engineering Dimensions'* first award for design. The win was featured in the magazine's 2006 advertising sales promotion kit, which was distributed to advertising prospects in the fall.

Member Recognition

In April, PEO celebrated outstanding dedication to the profession by 12 professional engineers at its Order of Honour Awards Investiture at the London Convention Centre. The Order of Honour recognizes individuals who have rendered conspicuous service to the engineering profession, usually through the association. This year's inductees included: Officer: Argyrios (Gerry) Margaritis, F.C.I.C., Ph.D., P.Eng.; and Members: Carolyn Adams, P.Eng., Tony Cecutti, P.Eng., Judith Dimitriu, P.Eng., Nick Gurevich, P.Eng., Charles Kidd, P.Eng., Michael Mastronardi, P.Eng., M. Clare Morris, P.Eng., David Richards, P.Eng., Denise Spaddotto, P.Eng., John Turner, P.Eng., and Richard Weldon, P.Eng.

Eleven professional engineers were honoured for exceptional achievement at the annual Ontario Professional Engineers Awards, on Saturday, November 19 at the Hilton Suites Toronto/Markham Conference Centre. The awards gala was co-hosted by PEO and the Ontario Society of Professional Engineers. Honoured in 2005 were: Professional Engineers Gold Medal: Frank Ewasyshyn, P.Eng.; Engineering Medal—Engineering



Steven J. Landry, president and CEO, DaimlerChrysler Canada and PEO LGA Councillor, Peter Frise, P.Eng. (right), flank 2005 Ontario Professional Engineers Awards Gold Medal recipient Frank J. Ewasyshyn, P.Eng., executive vice president—manufacturing, DaimlerChrysler Corporation.

Excellence: Jack de la Vergne, P.Eng., Gordon Slemon, Ph.D., P.Eng., and Bert Wasmund, Ph.D., P.Eng.; Engineering Medal—Entrepreneurship: Tony Franceschini, P.Eng.; Engineering Medal—Management: Tom Closson, MBA, P.Eng.; Engineering Medal—Research and Development: Ralph Haas, Ph.D., P.Eng., and Sher Ali Mirza, Ph.D., P.Eng.; Engineering Medal—Young Engineer: Tom Chau, Ph.D., P.Eng.; Citizenship Award: Wes Libbey, P.Eng., and Kevin Lockey, P.Eng.

OPERATIONS, PROJECTS AND PROGRAMS



Tony Wong, MPP, Markham, delivers a keynote on communicating your message at Engineers' Weekend 2005.



Globe and Mail Supplement

On November 7, a six-page supplement appeared in the *Globe and Mail* to increase awareness of the Ontario Professional Engineers Awards program and the value of licensure in engineering. Produced by PEO and the Ontario Society of Professional Engineers, the supplement was viewed by a readership of nearly 650,000 and supported by several generous advertisers.

Administrative Services

The Administrative Services department launched several process improvements in 2005 and leveraged technology to enhance response to member needs and improve PEO's financial position, including:

- **Financial Transparency**—Council approved a new format for PEO's financial statements at its December 2005 meeting. The newly designed financial statements will offer higher visibility of the use of the association's financial resources and increase transparency, relevance, and consistency in its financial reporting.
- **Bill Payment Options**—PEO members became able to pay their licence renewal fees, OSPE fees and voluntary donations by PC banking, telephone banking and ATM banking. Introduced in December 2005, these payment options provide PEO a cost-effective and environmentally friendly way to collect revenue.
- **Process of Licensing Applications and Change of Addresses**—PEO's Document Centre received and processed 3535 applications for licensing and 4018 address changes for members and applicants. To further improve PEO's membership data, a promotion was used to encourage members who had not supplied PEO with an email address or whose email addresses were invalid to update their records. As a result, 6000 members updated their records.
- **Approval of an Internal Control System**—PEO's internal control system was reviewed and a set of comprehensive policies and procedures were developed and presented to joint meetings of the Audit Committee and Finance Committee. The committees brought forward a set of recommendations at Council's September meeting, which were approved.

- **Accommodation Task Force**—Interviews and surveys were held with Council members, volunteers, and staff to obtain feedback from key stakeholders regarding PEO's accommodation needs. Council approved the ownership of a building, through either purchasing an existing building or building on land to be acquired.
- **Telephone System**—PEO introduced new features to quickly connect callers with the appropriate staff members. Increased capacity for handling in-coming calls has eliminated the busy signals that frustrated many of our callers in years past. The direct dial feature enables in-bound callers to connect directly to the person to whom they wish to speak, completely by-passing the automated attendant and switchboard operator.

Chapter Communications

In response to recommendations from the START II initiatives, and to support the operations of the chapters, PEO implemented an online calendar and new email system in 2005. Members can now view a calendar of events by chapter, by region, or for the province. The calendar can be accessed through each of the chapter websites. Information on the events and how to register is included.

A new email system was also provided to the chapters for distributing newsletters and event notifications. The system is integrated with our member database and will allow chapters to create additional distribution lists.

More products are planned for 2006, including new websites for the chapters.

Limited Licence

Early in 2005, a new three-phase implementation plan designed to enhance the limited licence provisions under the *Professional Engineers Act* was endorsed by the councils of PEO and the Ontario Association of Certified Engineering Technicians and Technologists.

This initiative follows Council approval in 2002 of recommendations made by a PEO task group established to study the licensing of suitably qualified engineering technologists to practise engineering in Ontario.

Moving forward with this implementation plan demonstrates PEO's continuing commitment to allowing qualified certified engineering technologists to practise professional engineering within a defined scope in Ontario. In 2006, a method of shortening implementation to two phases will be explored.



Outgoing PEO President George Comrie, P.Eng., (left) passes the gavel to incoming President Bob Goodings, P.Eng., at PEO's 2005 Annual General Meeting on April 16 in London.



2005 PEO ABBREVIATED FINANCIAL STATEMENTS

Balance Sheet December 31, 2005

Balance Sheet			December 31, 2005		2005	2004
Assets	Current	Cash	\$	457,445	\$	704,453
		Marketable securities (market value \$818,972; 2004–\$5,372,587)		816,971		5,328,508
		Accounts receivable		583,835		593,405
		Prepaid expenses		303,501		275,082
				2,161,752		6,901,448
	Portfolio Investments (market value \$14,241,885; 2004–\$7,991,882)		14,320,584		7,894,645	
	Capital Assets (Note 4)		853,088		795,239	
			17,335,424		15,591,332	
Liabilities	Current	Accounts payable and accrued liabilities		855,027		799,953
		Fees in advance and deposits		7,006,326		6,752,032
				7,861,353		7,551,985
	Employee Future Benefits (Note 5)		1,960,056		1,797,171	
			9,821,409		9,349,156	
Operating Reserve	Invested in Capital Assets		853,088		795,239	
	Internally Restricted		6,660,927		5,446,937	
			7,514,015		6,242,176	
On behalf of the Council: <i>Member–Robert A. Goodings, P.Eng.; Member–Patrick Quinn, P.Eng.</i>			\$	17,335,424	\$	15,591,332

Statement of Revenue and Expenses

Year Ended December 31, 2005

		2005			2004
		OPERATING FUNDS (NOTE 3)	DISCRETIONARY RESERVE (NOTE 3)	TOTAL	TOTAL
Revenue	P.Eng. revenue	\$ 11,471,713	—	\$ 11,471,713	\$ 11,094,151
	Application, registration, examination and other fees	3,433,072	—	3,433,072	3,475,450
	Investment income	612,787	—	612,787	554,089
	Advertising income	474,140	—	474,140	646,736
		15,991,712	—	15,991,712	15,770,426
Expenses	Full-time staff salaries and benefits (Note 6)	5,450,880	105,211	5,556,091	5,386,207
	Retiree and full-time staff future benefits	1,168,645	—	1,168,645	1,598,692
	Occupancy costs	1,233,965	5,931	1,239,896	1,178,620
	Purchased services	955,673	333	956,006	922,909
	Legal and tribunal	720,886	64,310	785,196	748,867
	CCPE	738,392	—	738,392	726,880
	Volunteer business expenses	704,509	14,420	718,929	551,944
	Contractors and temporary staff	489,212	14,999	504,211	631,425
	Chapters	485,510	—	485,510	462,427
	Postage and courier	446,230	19	446,249	482,623
	Consultants	302,639	126,417	429,056	391,422
	Amortization	342,476	—	342,476	377,425
	Computers and telephone	219,957	348	220,305	269,777
	Transaction fees and commission	197,389	—	197,389	177,626
	Insurance	186,459	—	186,459	207,036
	Advertisement	182,733	—	182,733	118,314
	Printing and photocopying	171,095	—	171,095	197,544
	Office supplies	151,396	—	151,396	219,297
	Staff business expenses	106,025	3,610	109,635	91,224
	Recognition, grants and awards	55,399	10,107	65,506	58,196
	Training and development	63,311	1,388	64,699	44,491
		14,372,781	347,093	14,719,874	14,842,946
Excess of revenue over expenses (expenses over revenue)		\$ 1,618,931	\$ 347,093	\$ 1,271,838	\$ 927,480

Statement of Changes in Operating Reserve Year Ended December 31, 2005

	2005							2004
	COUNCIL INTERNALLY RESTRICTED FUNDS FOR LONG-TERM PURPOSES			MEMBERSHIP FEE STABILIZATION FUNDS			TOTAL	TOTAL
	INVESTED IN CAPITAL ASSETS	COUNCIL INTERNALLY RESTRICTED FUND	TOTAL	COUNCIL DISCRETIONARY RESERVE FUND	COUNCIL GENERAL FUND	TOTAL		
Balance, beginning of year	\$ 795,239	\$ 2,704,761	\$ 3,500,000	\$ 1,600,000	\$ 1,142,176	\$ 2,742,176	\$ 6,242,176	\$ 5,314,696
(Deficiency) Excess of revenue over expenses	(342,476)	—	(342,476)	(347,093)	1,961,408	1,614,315	1,271,839	927,480
Investment in capital assets	400,325	—	400,325	(400,325)	—	(400,325)	—	—
Internally imposed restrictions (Note 7)	—	(857,849)	(857,849)	2,007,418	(1,149,569)	857,849	—	—
Balance, end of year	\$ 853,088	\$ 1,846,912	\$ 2,700,000	\$ 2,860,000	\$ 1,954,015	\$ 4,814,015	\$ 7,514,015	\$ 6,242,176

* The above information is an abbreviated version of PEO's 2005 financial statements. The full audited report was published in the March/April 2006 issue of *Engineering Dimensions*.

CHAPTER OPERATIONS

PEO chapters are the association's local presence and assist PEO in meeting its objectives. Chapter Executives are professional engineers and engineering interns who want to develop the profession locally and who might, through mentoring, become the future leaders of the profession.

Through local presence and activities, PEO chapters aim to:

- facilitate participation and training of licence holders in the governance, succession planning for PEO leadership, and the statutory duties of the profession;
- work to identify the value of the profession to future licence holders;
- promote and enhance understanding within society of the self-regulated engineering profession and the importance of licensure; and
- actively participate in PEO's policy development.

Students test the load-to-weight ratio of their drinking-straw bridge at the Peterborough Chapter's 2005 Engineering Challenge.



CHAPTER HIGHLIGHTS

At the **Chapter Leaders' Conference** on April 15 in London, delegates discussed ways in which members could strengthen the profession by creating a collaborative working relationship with policymakers and government. The session concluded chapters can and should improve communications with their local MPs, MPPs and all levels of government by inviting them to chapter events. The session also concluded chapters should make a point of inviting local news media to cover their events that showcase the accomplishments of professional engineers in their communities.



Attendees of the the 2005 Chapters Leaders' Conference in London, Ontario, brainstorm during a break-out session.

John Gerretsen, minister of municipal affairs and housing, presented certificates and served as guest speaker at the **Kingston Chapter's** licensing ceremony on July 13, at the Royal Military College. Minister Gerretsen welcomed the new licensees to their chosen profession and addressed issues relating to building code examination requirements.

The **Scarborough Chapter** held its second Popsicle Stick Bridge Building Competition on March 5 at the Scarborough Civic Centre. Fifty-four teams from 18 schools, totalling about 238 students from Grades 3 to 8 participated, with 350 to 400 people attending the event. Each bridge entry was designed and constructed before being brought to the contest. The bridges had to be made of ordinary Popsicle sticks and weigh less than 300 grams. The bridges were then tested to destruction to determine the maximum load-bearing capability. The bridge constructed by the St. Gabriel Lalemant Catholic School won first prize, weighing 293 grams and withstanding a load of 1340 Newtons. The event was covered by the CTV evening news.

The **York Chapter** combined AGM and licensing ceremony on February 12 was attended by 130 guests, including Bryon Wilfret, MP, Oak Ridges, and Kim Allen, P.Eng., CEO and Registrar, PEO. The chapter also hosted two technical seminars and five business seminars jointly with the Markham Small Business Enterprise Centre.

In conjunction with its licence ceremony on November 15, the **Simcoe-Muskoka Chapter** staged a presentation on the AVRO Arrow. The evening's guest speaker, William (Bill) Coyle, was a member of the Engineering Group that worked on the "Arrow" project. He discussed the technical challenges encountered during the design and manufacture of Canada's legendary fighter aircraft. The presentation included a video consisting of actual AVRO production and testing sequences.



REGIONS AND CHAPTERS

	Regional Councillors	Chapter	P.Engs	P.Engs + EITs	EITs	Website
West Central Region	Colin T. Moore, P.Eng. Philip Maka, P.Eng.	Toronto Dufferin	1116	1222	106	www.todufferin.peo.on.ca
		Toronto-Humber	863	974	111	www.tohumber.peo.on.ca
		North Toronto	1338	1382	44	www.northtoronto.peo.on.ca
		Kingsway	1072	1104	62	www.kingsway.peo.on.ca
		Etobicoke	980	1012	32	www.etobicoke.peo.on.ca
		Mississauga	4738	5110	372	www.mississauga.peo.on.ca
		Oakville	2393	2467	74	www.oakville.peo.on.ca
		Brampton	2468	2680	212	www.brampton.peo.on.ca
			14,968	15,951	1013	
East Central Region	Daniela Iliescu, P.Eng. Jeff Mark, P.Eng.	East Toronto	2558	2718	160	www.easttoronto.peo.on.ca
		Scarborough	2192	2445	253	www.scarborough.peo.on.ca
		Willowdale/Thornhill	3584	3817	233	www.willowdalethornhill.peo.on.ca
		Lake Ontario	2405	2487	82	www.lakeontario.peo.on.ca
		York	4898	5092	194	www.york.peo.on.ca
		Simcoe Muskoka	1232	1268	36	www.simcoemuskoka.peo.on.ca
			16,869	17,827	958	
Western Region	John O. Vieth, P.Eng. Diane Freeman, P.Eng.	Hamilton	3276	3424	148	www.hamilton.peo.on.ca
		Brantford	566	586	20	www.brantford.peo.on.ca
		Grand River	3248	3418	170	www.grandriver.peo.on.ca
		London	1987	2095	108	www.london.peo.on.ca
		Chatham-Kent	252	272	20	www.chathamkent.peo.on.ca
		Lambton	846	889	43	www.lambton.peo.on.ca
		Windsor-Essex	1240	1339	99	www.windsor.essex.peo.on.ca
		Georgian Bay	778	805	27	www.georgianbay.peo.on.ca
		Niagara	1472	1512	40	www.niagara.peo.on.ca
			13,665	14,340	675	
Eastern Region	Cliff L. Knox, P.Eng. Nicholas P. Colucci, P.Eng.	Peterborough	722	742	20	www.peterborough.peo.on.ca
		Thousand Islands	435	444	9	www.thousandislands.peo.on.ca
		Quinte	426	447	20	www.quinte.peo.on.ca
		Kingston	1071	1114	43	www.kingston.peo.on.ca
		Ottawa	7217	7464	247	www.ottawa.peo.on.ca
		Upper Canada	234	244	10	www.uppercanada.peo.on.ca
		Algonquin	292	296	4	www.algonquin.peo.on.ca
			10,397	10,750	353	
Northern Region	David C. Robinson, P.Eng. Seimer Tsang, P.Eng.	Lake-of-the-Woods	102	110	8	www.lakeofwoods.peo.on.ca
		North Bay	280	301	21	www.northbay.peo.on.ca
		Algoma	257	268	11	www.algoma.peo.on.ca
		Lakehead	447	478	31	www.lakehead.peo.on.ca
		North Superior	25	27	2	www.northsuperior.peo.on.ca
		Porcupine/Kapuskasing	192	205	13	www.porcupinekap.peo.on.ca
		Temiskaming	75	77	2	www.temiskaming.peo.on.ca
		Sudbury	833	899	66	www.sudbury.peo.on.ca
			2211	2365	154	



Professional Engineers Ontario relies on members' voluntary participation in both its governance and operation. In 2005, over 800 volunteers served on PEO committees, task forces, chapter executives, and the Engineering Internship Training program. PEO Council gratefully recognizes and thanks the many professional engineers and others who participate in the operation and governance of the association. This list includes those who have been appointed to PEO committees, task forces and chapter executives; however, many others serve the profession in a wide variety of activities and events throughout the year. To participate in PEO, contact Tom Chessell, Manager, Volunteer Management.

Mohamed Abdallah, P.Eng.
Galal Abdelmessih, P.Eng.
Kassim Abdullah, P.Eng.
Sarah Ackert-Ferguson, P.Eng.
J. David Adams, P.Eng.
Joseph L. Adams, P.Eng.
Jorge Adib, P.Eng.
Umar Afzaal, EIT
Amir Ajanovic, P.Eng.
Subhi Al Sayed, P.Eng.
Ryan Albert, EIT
L. Carmen Aldea, P.Eng.
Nabil Alexan, P.Eng.
Philip H. Alexander, P.Eng.
Ali Alizedah, P.Eng.
Matt Allen, P.Eng.
Chris Allsop
Lucky Amaratunga, P.Eng.
Lumi Anastase, P.Eng.
Holly Anderson, P.Eng.
Ken Andrus
Onofrio Aniello, P.Eng.
George Apostol, P.Eng.
Karine Arciszewski, P.Eng.
Trevor Armstrong, P.Eng.
Prem Arora, P.Eng.
William Arthur, P.Eng.
Steven Ash, P.Eng.
Behrouz (Bruce) Atrie, P.Eng.
Dave Auld, P.Eng.
Oscar Avila, P.Eng.
Arshad Azhar, P.Eng.
Edward M. Aziz, P.Eng.
George Baciouli, P.Eng.
Devinder S. Bahra, P.Eng.
John D. Bailes, P.Eng.
Dinarte Bairos, P.Eng.
Charles D. Baker, P.Eng.
Harry C. Baker, P.Eng.
Clair Baker
Michael A. Ball, P.Eng.
Paul Ballantyne, P.Eng.
Adam Balogh, P.Eng.
Pregard Banjanin, P.Eng.
Lindsay Banks, P.Eng.
Babak Baradian-Seyed, P.Eng.
Douglas R. Barker, P.Eng.
Chuck Barsony, P.Eng.
Magdy M. Barsoum, P.Eng.
Guy Bastien, P.Eng.
David Batchelor
Dave Bayly, P.Eng.
Fred Bealle, P.Eng.
Steve Beaulac, EIT
Norbert K. Becker, P.Eng.
Bozena Bednarska, P.Eng.
Neil H. Beesley, P.Eng.
Gertjan Bekkers, P.Eng.
Bill Bélanger, P.Eng.
Bradley A. Belford, P.Eng.
Rodney P. Bell, P.Eng.
Samuel Bell, P.Eng.
Christian Bellini, P.Eng.
Don Belyea, P.Eng.
Mark Bendix, P.Eng.
Wayne Bennette, P.Eng.
J.E. (Tim) Benson, P.Eng.
Ben Bernstein, P.Eng.
Larry Betuzzi, P.Eng.
Kamlesh Bhatt, EIT
Sanjiwan D. Bhole, P.Eng.
Jeannette Biemann, P.Eng.
Mary Lynn Biggley
Nykolai Bilaniuk, P.Eng.
George Biljan, P.Eng.
Nigel Birch, P.Eng.
Duncan Blachford, P.Eng.
Kevin Blades, P.Eng.
Peter Blakey, P.Eng.
Stephen J. Blaney, P.Eng.
Brian Bocher-Gauthier
Jo-Anne Boucher-Miron
Jeremy Bochner
Tirupathi Boliseti, EIT
Trevor Bolt, P.Eng.
Andre Bom, P.Eng.
Joe Bonadie, P.Eng.
Anthony Bonney, P.Eng.
Ted Botterill, P.Eng.
Tom Bourque
Andy Bowers, P.Eng.
Richard W. Braddock, P.Eng.
John R. Bray, P.Eng.
Robert Bressan, P.Eng.
Peter J. Broad, P.Eng.
Anne Brooke, P.Eng.
Alex T. Brown, P.Eng.

Stephen D. Brown, P.Eng.
Isabelle Brown, P.Eng.
Mark Brys, P.Eng.
David Bucar, P.Eng.
Melissa Buelow, P.Eng.
Keith Burnett, P.Eng.
Betty-Anne Butcher, P.Eng.
Michael A. Butt, P.Eng.
Bill Butuk, P.Eng.
Peter T. Bziuk, P.Eng.
Patricia Cabeza, P.Eng.
Dan Cacciotti, P.Eng.
Joe Calabrese, P.Eng.
Elizabeth Calwell, P.Eng.
Colin S. Cantlie, P.Eng.
Alphonse Caouette, P.Eng.
Diego Cardenas
Greg Carli, P.Eng.
Denis Carlos, P.Eng.
David B. Caryll, P.Eng.
Carlo Cattarello, P.Eng.
William Cavers, EIT
Anselmo Cayetano, P.Eng.
Nicole Caza, P.Eng.
A.A. (Tony) Cecutti, P.Eng.
John Ceko, P.Eng.
Denis Cesarin, P.Eng.
J. Donald Chambers, P.Eng.
Mark Champion, P.Eng.
Jian Ming (Jimmy) Chang, P.Eng.
Ramesh Chaudhuri, P.Eng.
George Chelvanayagam, P.Eng.
Jason Chen, P.Eng.
Ian Cheng, P.Eng.
Martin Chisholm, P.Eng.
Cornellio Chisu, P.Eng.
Ken Chiu, P.Eng.
Robert Chmura, P.Eng.
Thomas Chong, P.Eng.
Wan Tat (Vincent) Chu, P.Eng.
Steve Ciona, P.Eng.
Bruce E. Clarida, P.Eng.
Geoff Clarkson, P.Eng.
John Clayton, P.Eng.
Steve Cobean, P.Eng.
Alexandru Cocuz, P.Eng.
Gina P. Cody, P.Eng.
Nick Colucci, P.Eng.
Nicolae Comanescu, P.Eng.
Corry Cornello, P.Eng.
George R. Cormie, P.Eng.
Peter L. Cook, P.Eng.
Jeremy Cook, P.Eng.
Dan Cook, P.Eng.
Deanna Cooney, EIT
Donald E. Cormack, P.Eng.
Karyn Cornfield, P.Eng.
Pierre Couillard, P.Eng.
Ben J. Coulson, P.Eng.
Daniel P. Couture, P.Eng.
Paul Crippwell, P.Eng.
William Crocker, P.Eng.
Guy Cuerrier, P.Eng.
Randy T. Culp, P.Eng.
Mike Cunningham, P.Eng.
Ye (Yvonne) Dai, P.Eng.
William Dale, EIT
Slobodan Damjanovic, P.Eng.
Bogdan Damjanovic, P.Eng.
Michael N.D. Dang, P.Eng.
Farid Danial, P.Eng.
Bruno D'Arcangelo, P.Eng.
Tapan Das, P.Eng.
Humberto DaSilva, P.Eng.
Alistair Davie, P.Eng.
Brian Davies, P.Eng.
Steve Davis, P.Eng.
Bill Davison, P.Eng.
Ingrid De Buda, P.Eng.
Charles de la Riviere, P.Eng.
Tom Debevc, P.Eng.
Candace DiCresce, P.Eng.
Joseph D. DeMarco, P.Eng.
Alberto De-Santis, P.Eng.
Peter M. DeVita, P.Eng.
Mervin J. Dewasha, P.Eng.
Deepak Dey, P.Eng.
Zahir R. Dharani, P.Eng.
Pankaj Dhawan, P.Eng.
Bruno Di Stefano, P.Eng.
Judith Dimitriu, P.Eng.
Paul DiNovo, P.Eng.
Denis Dixon, P.Eng.
Robert D. Dony, P.Eng.
R. Craig Doran, P.Eng.
Mircea Dreve, P.Eng.
Linda Drisdelle, P.Eng.

Camila Duarte, P.Eng.
Carl Dube, P.Eng.
Jerry Duddic, P.Eng.
Matt Dugalic, P.Eng.
David Dundas, P.Eng.
Robert A. Dunn, P.Eng.
Paul S. Dunseath, P.Eng.
James S. Dunsmuir, P.Eng.
Charles Durais, EIT
Luc Duval, P.Eng.
Afshin Ebtekar, P.Eng.
Márta Ecsedi, P.Eng.
Ray Eleid, P.Eng.
David Elfstrom, P.Eng.
Kam E. Elguindi, P.Eng.
Nabil El-Khazen, P.Eng.
Catherine M. Ella, P.Eng.
Tom Ellerbusch, P.Eng.
Stan Elliott, P.Eng.
Don Elliott, P.Eng.
Waguin H. ElMaraghy, P.Eng.
Devin Eldridge, P.Eng.
Wafiq El-Sunbaty, P.Eng.
S. Jalal Emami, P.Eng.
Richard E. Emode, P.Eng.
Hassan Erfanirad, P.Eng.
Jean-Pierre Eskander
Tabandeh Estakhri, P.Eng.
Thomas A. Etches, P.Eng.
Alin Etegan
David Euler, P.Eng.
Zbigniew Everetowski, P.Eng.
Robert Fabian
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