



Professional Engineers
Ontario

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Annual Review 08

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GROUND



PEO Staff Contacts

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

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Executive assistant, president/council	
Brenda Caplan	1104
Executive assistant, CEO/registrar	
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Director, legal/general counsel	
Mark Baruzzi, LLB	1069
Litigation counsel	
Aviva Raffoul-Harari, LLB	1099
Manager, discipline, registration and enforcement	
Eric Newton	1071
Deputy registrar, licensing and registration	
Michael Price, P.Eng., MBA	1060
Manager, precicensing programs	
Noreen Calderbank, P.Eng.	1050
Manager, admissions	
Moody Farag, P.Eng.	1055
Manager, licensure	
Richard Furst, P.Eng.	1049
Manager, registration	
Brian MacEwen, P.Eng.	1056
Examinations administrator	
Anna Carinci Lio	1095
Deputy registrar, standards and tribunals	
Johnny Zuccon, P.Eng.	1081
Manager, practice and standards	
Bernard Ennis, P.Eng.	1079
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Salvatore Guerriero, P.Eng., LLM	1080
Deputy registrar, regulatory compliance	
Bruce Matthews, P.Eng.	1076
Regulatory Support Services	
Director, communications and chapters	
Connie Muckelstone	1061
Manager, chapters	
Matthew Ng, P.Eng., MBA	1066
Editor, <i>Engineering Dimensions</i>	
Jennifer Coombes	1062
Manager, communications	
David Smith	1068
Director, administrative services/treasurer	
Frank Borsi, CA	1120
Director, governance and culture/ general secretary	
Scott Clark, B.Comm, LLB	1126
Manager, policy	
Jordan Max	1065
Manager, people development	
Fern Goncalves, CHRP	1106
Manager, volunteers	
Tom Chessell	1107
Executive director, Ontario Centre for Engineering and Public Policy	
Donald Wallace, PhD	1078

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2008-2009 PEO Council

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Vice president (appointed)

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Patrick J. Quinn, P.Eng.

Executive Staff

CEO/registrar

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Scott Clark, B.Comm, LLB

Director, information and technology services
Eric Brown, P.Eng.

Director, legal/ general counsel
Mark Baruzzi, LLB



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Hon. Christopher Bentley, LLB
Attorney General of Ontario

Working
together, we
can find new
pathways for
engineers to
mobilize their
expertise in
support of the
public interest.

Dear PEO Members,

On behalf of the Government of Ontario and the Ministry of the Attorney General, I am delighted to bring greetings to Professional Engineers Ontario and all 71,500 professional engineers in the province.

PEO can take pride in its dedication to protecting the public interest and to creating a profession that upholds exemplary values and professionalism since 1922.

As Minister responsible for the engineering profession, I am repeatedly reminded of the many exceptional contributions that PEO has made to the province and its people.

Your work with our government and MPPs of all parties through the Government Liaison Program, the new Ontario Centre for Engineering and Public Policy and your 36 chapters across the province is much appreciated.

I particularly applaud the creation of the Centre and its core mission of enhancing the role of engineers in public policy formation.

Working together, we can find new pathways for engineers to mobilize their expertise in support of the public interest.

PEO has been at the forefront of all professions with its constructive contribution to the *Fair Access to the Regulated Professions Act*, an important initiative of the McGuinty Government.

I very much enjoyed attending your Queen's Park reception last September and your 2008 annual meeting in Windsor last year, when you recognized David Zimmer, MPP, with your PEO award for his work with you as Parliamentary Assistant to the Attorney General.

I know Ontario's MPPs enjoy attending your licence ceremonies, town hall meetings and bridge building competitions. These community events provide important opportunities for public representatives to receive concrete feedback on issues affecting individual engineers.

Our government has introduced major new programs that will have wide-ranging impacts on Ontario engineers, including the *Green Energy Act* and the infrastructure initiatives in the provincial budget.

We welcome your comments as much as we will rely on the ingenuity of engineers to help create the innovative new jobs in Ontario.

Keep up the good work, and thank you for all the work you do to build Ontario.

Sincerely,

A handwritten signature in black ink that reads "Chris Bentley". The signature is written in a cursive, flowing style.

Hon. Christopher Bentley, MPP (London West)
Attorney General of Ontario



Dave Adams, P.Eng., MBA
President

As I campaigned for president over two years ago, I did so with the intention of making a difference in our profession, creating real, positive, effective change.

It was a primary goal of my presidency to expand our licensure system and I am pleased to inform you that PEO has been involved in work on a new and dynamic National Framework for Membership and Licensure.

The proposed model involves participation of all those engaged in the engineering profession—both domestic and foreign-trained—from the student, through graduation to internship, and finally to licensure. With this model, it would be possible to identify all who practise engineering, license them according to their competency, and thereby hold them publicly accountable for their work and conduct.

This is the first major review of licensure by PEO in many years, and it's the first time we're looking at ways to make sure university graduates who decide to practise engineering become members and are included explicitly in PEO's licensing efforts. Too many engineering graduates finish university, start work, do not undertake internship training and never apply for their licence. For the good of the profession and the public we serve, I believe it's time for them to get their iron ring and their licence. Our emphasis on internship and work experience opportunities will help keep engineers and students on the path to a licence.

You will also remember from my election platform that I promised a more structured, measurable internship program with "Wiki"-style mentorship, linking experienced practitioners with interns in the same field of practice. This, too, will be undertaken and become part of any new comprehensive licence that's developed.

This new framework, if adopted, would ensure our province and our country is positioned to compete and win in an increasingly globalized economy. The Hon. Chris Bentley, LLB, attorney general of Ontario, expressed his interest in our work on this new model. From his standpoint, one of the benefits of our proposal would be its alignment with the Agreement on Internal Trade put forth by all of Canada's premiers. At a recent meeting between the cabinets of Ontario and Quebec, the notion of breaking down interprovincial barriers was a top priority.

Our goal is to ensure that engineers licensed in Ontario can work in other provinces, and engineers from outside Ontario can be readily licensed to work in this province. We also seek to ensure that applicants for licensure can be guided along a path that will both fulfill their aspirations and protect the public interest.

The mobility vision for engineering has been long established in Canada, as we are the fourth largest supplier of consulting services in the world. Increasingly, mobility of practice is now being recognized formally in agreements among different jurisdictions. I expect all engineering activities, services and products would be more effectively regulated within Canada under this system and all members and licence holders would enjoy full mobility across Canada when adopted by all regions, which was another of my goals. As well, I envision that we will soon be offering U.S. examinations in the fundamentals of engineering at Ontario universities at time of graduation for those who wish to qualify for work in U.S. jurisdictions.

I believe the development of a broad framework encompassing the removal of major exceptions to regulation would also serve to bring a sense of unity to the entire profession across the country.

This initiative already has the support of several provinces and is being championed by our national organization, Engineers Canada. The principle of a national framework is seen to benefit all stakeholders in the engineering community, including practitioners, employers, government and the public.

Indeed, should all engineering practitioners be licensed, all stakeholders would enjoy increased professional recognition, enhanced employability, greater mobility, expanded networking and affinity opportunities, the opportunity to advertise a united profession, as well as the ability of all to participate in governance of the profession. It is scheduled that the principles behind this model would be adopted by all provincial and territorial regulators by June 2009.

In conjunction with the plan for a licensing framework, your Council has also approved in principle a restructuring of the engineering internship and Engineering Intern Training (EIT) programs. The proposed new model will help PEO partner with and guide employers in developing an engineering experience plan for licence applicants that will allow them to meet all requirements, including the 12 months of Canadian experience. Companies should then focus on PEO as the regulator and the *Professional Engineers Act* as their employee's obligation. The structured internship, though still a voluntary enrolment system, will carry with it mandatory participation in the activities by each intern as well as their supervisor. This ought to improve company and public awareness of how PEO actively participates in the development of qualified licensed professionals.

At the outset of my term, I also called on professional engineers to become more active in determining industrial policy and exploiting the profession's generally positive image as trusted advisors to government. In 2008, PEO Council approved the creation of the Ontario Centre for Engineering and Public Policy to do just that. This new centre will not only publish technical papers in its *Journal of Policy Engagement*, but also hold an annual policy conference to ensure the voice of engineers is heard, in a helpful way, in the halls of power in government and business over the coming years.

The centre will research position papers on technical issues related to promising initiatives, making full use of our members' expertise. We plan, in this way, to assist government decision makers by providing technical analysis of the most promising investment opportunities in Ontario. Our profession has this ability to be a source of sound technical advice to government policy makers. The quest for elements of a new industrial policy for Canada and the study of technically correct solutions for these new scientific endeavours will become a prime focus of the new Ontario Centre for Engineering and Public Policy.

To further increase the profile of the profession and to ensure it has adequate space to continue to provide a high level of service and accessibility to its stakeholders, including licence holders, applicants, volunteers, staff and the public, we have moved forward with the purchase of a new office building for PEO headquarters. The new location provides us with potential space for an examination hall, lecture theatres, an engineering museum, and centrally located meeting facilities for members and their clients. As the owner of the building, PEO qualifies for reduced municipal taxes under the *Municipal Act* on the portion of the building it uses. It also receives a substantial rental income from tenants. The net rent and operating costs will be less than the current location, resulting in nearly double the space for the same cost.

Another goal was to further develop practise standards in significant areas. In August, PEO unveiled a new regulation under the *Professional Engineers Act* that toughens engineering practices for demolition projects in the province. Further, we are addressing additional performance standards relating to the delegation and supervision of engineering work performed by non-engineers, including reporting under the *Safe Water Drinking Act*. These initiatives are welcomed and supported by both government and industry.

All of these matters are of significant importance to your association. As my term as your president draws to a close, reflecting on the past 12 months provides some satisfaction that our profession is becoming an increasingly engaging, inclusive and effective one.

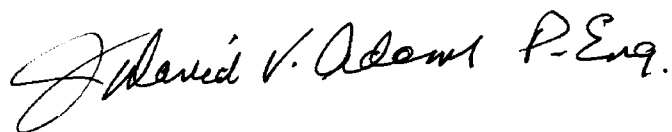
When I sought the leadership position with PEO, I did so with a list of objectives to accomplish in a relatively short amount of time. To earn trust from members embodies following through after the election on the promises made prior to it. I'm pleased to report that the majority of these goals have been met. I believe, as a profession, we are now better positioned to think outside ourselves and visualize the impact of engineering on society.

This success has come as a result of much determination, persistence and spirited collaboration with Council and from the CEO/Registrar, Kim Allen, P.Eng., who went the extra mile to keep pace with my ambitious vision for the association.

While there is still much work to be done to ensure our place in the foremost ranks of Ontario's self-regulated professions, I believe we have made significant progress over the past year in putting PEO on track for a prosperous and influential future.

I thank you, our members, for the opportunity to serve as your president. It has been fun and challenging, and we have accomplished much. I consider many of you lifelong friends and I hope our paths will continue to cross.

As a profession,
we are now better
positioned to think
outside ourselves
and visualize
the impact of
engineering on
society.



J. David Adams, P.Eng., MBA
President



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

As one of the largest regulators in the province, with more than 71,500 licensed practitioners, Professional Engineers Ontario continues to be a leader among its counterparts through innovative practices and programs.

Our Engineering Intern Training Financial Credit Program (FCP) is one such initiative, designed to enable qualified engineering graduates and newcomers to Canada to apply for an Ontario professional engineer licence at no cost. Following its launch in mid-2007, I am pleased to report the program has been a tremendous success, with PEO receiving nearly 1100 applications through the FCP in 2008.

The 4449 total P.Eng. applications received during the year represents an increase of 600 from 2007. The 2008 number represents the highest number of P.Eng. applications since 1998, when the experience requirement for licensure was increased from three years to four years. In 2008, PEO received 2228 applications from graduates of programs accredited by the Canadian Engineering Accreditation Board, which is also the highest number in 10 years.

The FCP advances our commitment to ensure that all qualified applicants in Ontario are given a fair and equal opportunity to obtain their P.Eng. licence. To further PEO's leadership position among regulators in the province, the association was nominated to be among the first group of Ontario regulators to have an independent compliance audit for the Ontario Fairness Commission under the *Fair Access to Regulated Professions Act*. PEO is currently preparing for the independent audit of registration practices to be conducted in March 2009. The audit will cover the period from July 16, 2007 to July 15, 2008 as specified by the Fairness Commissioner.

To further enhance our core processes, PEO continued its work on revamping the Certificate of Authorization (C of A) to streamline the application and renewal processes, put in place a fee structure that provides a better balance between large firms and sole practitioners, and make available to the public more information about C of A holders. These changes are expected to be reflected in regulations in mid-2009.

The year also saw an increased focus on preventing illegal engineering practice. Through our proactive enforcement program, PEO chapters, industry associations, government departments, regulatory bodies, and industry were targeted in an outreach campaign designed to inform them on licensure and C of A requirements and proper title use.

PEO also launched the Ontario Centre for Engineering and Public Policy to engage the profession in meaningful discussions aimed at influencing the development of public policy that would benefit from an engineering viewpoint. The centre will stage its inaugural policy conference in conjunction with PEO's 2009 annual general meeting.

In all our activities—from licensing, to setting standards for admission and practice, to statutory tribunals for discipline and registration, to enforcement, to outreach through chapters—PEO relies heavily on the ongoing support of the more than 800 volunteers who serve on Council, committees, task forces, chapter executives, the Engineering Internship Training program and the Government Liaison Program. My thanks to all those who have helped lead our profession during the year.

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

The Register at December 31, 2008

Total P.Eng. licences—71,575

Certificates of Authorization—4397

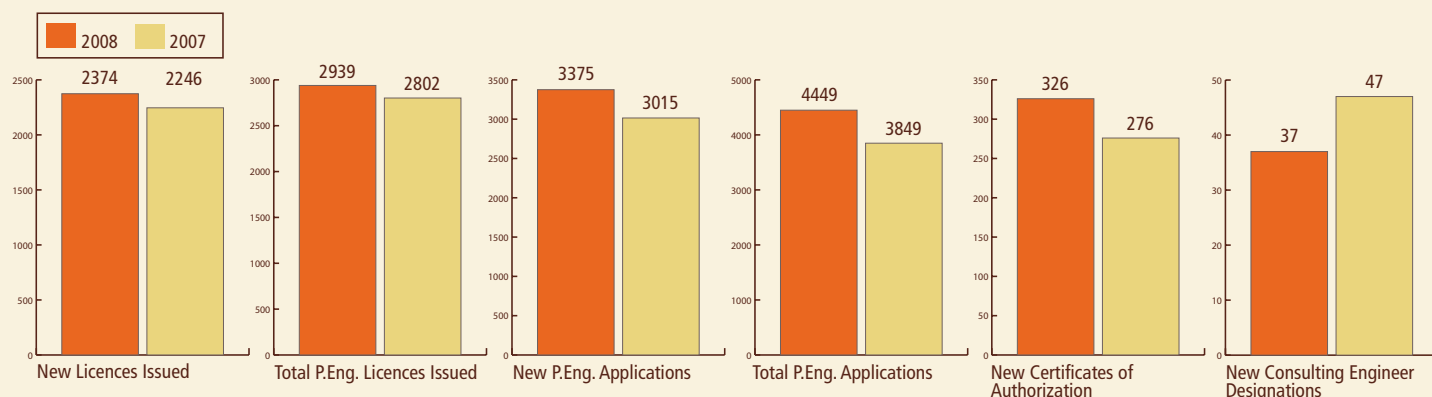
Provisional licences—36

Consulting Engineer Designations—1323

Recorded Engineers-in-Training—4884

2008 PEO Committee, Task Force Reports

Annual reports of PEO committees and task forces will be provided at the 2009 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.



Most Licences Issued Since 1991

In 2008, PEO licensed 2374 professional engineers, the highest number of first-time P.Eng. licences issued since 1991.

Enforcement Statistics

Activity	2008	2007
Employment advertisers contacted	35	50
Yellow Pages advertisers contacted	0	117
Complaints received (including major files)	149	90
Old business names reviewed	277	206
New business names contacted	37	42
Daily Commercial News listings contacted	25	18
Out-of-province engineers contacted	124	244
Self-employed engineers contacted	175	100
Internet title use contacted	12	5
Insurance certificates contacted	0	3
Prosecutions	1	1

* Council, on advice of a process audit from WeirFoulds LLP, recommended to the Complaints Committee that it cease making referrals under the stipulated order process to the Discipline Committee and that, instead, the Complaints Committee make use of its remedial powers under section 24(2)(c) of the *Professional Engineers Act* in appropriate circumstances.

Discipline Committee Statistics

Activity	2008	2007
Matters referred to Discipline	18	9
Hearings completed	10	15
Pre-hearing conferences held	4	0
Stipulated Orders process	*	2
Matters pending (caseload)	17	10
Decisions appealed to Divisional Court	1	2

Registration Committee Statistics

Activity	2008	2007
Requests for Hearings	2	2
Hearings completed	3	15
Pre-hearing conferences held	1	0
Matters pending (caseload)	3*	4
Decisions appealed to Divisional Court	0	0

* two transition files

Complaints Committee Statistics

Activity	2008	2007
Formal complaints	39	47
Referred to Discipline Committee directly	15	9
Referred to Discipline Committee via the Stipulated Order process	*	4
Not Referred to Discipline	19	34
Consideration deferred	5	0
Letters of Advice sent	6	10

* Council, on advice of a process audit from WeirFoulds LLP, recommended to the Complaints Committee that it cease making referrals under the stipulated order process to the Discipline Committee and that, instead, the Complaints Committee make use of its remedial powers under section 24(2)(c) of the *Professional Engineers Act* in appropriate circumstances.

Complaints Review Councillor Statistics

Activity	2008	2007
Applications for review	0	9
Dismissals	7	9
Decisions to conduct a review	0	0
Reviews	0	0
Files pending	0	7



National framework for membership and licensure

In 2008, PEO began exploring a concept that could have a far-reaching impact on the profession—a national framework for membership and licensure. The concept is for a comprehensive and inclusive membership and licensing model that will engage and hold accountable for their work and conduct all those educated and working in engineering, from graduates, to interns, to licence holders, each with their own specified academic and experience requirements. It is anticipated that such a national framework, if adopted by all regions, would more effectively regulate engineering activities and services within Canada and enable all members and licence holders to enjoy full mobility across the country.

In September, Council directed PEO CEO/Registrar Kim Allen, P.Eng., to continue developing the national framework, and to consult broadly while doing so. Since then, the proposal has been supported by many of the other provincial/territorial engineering regulators across Canada.

In support of the plan, PEO President Dave Adams, P.Eng., convened town hall meetings throughout Ontario in early 2009 to solicit feedback to report to Council.

Ontario Centre for Engineering and Public Policy

In mid-June, Council took a huge step forward in engaging the engineering profession in informing public policy by approving creation of the Ontario Centre for Engineering and Public Policy. Donald C. Wallace, PhD (above), was subsequently appointed as the new centre's first executive director. The centre will focus on developing policy papers and related research to bring the collective learning of engineers to bear on solving society's technical challenges.

It is envisioned the centre will eventually be entirely independent of PEO, to which PEO and others with an interest would belong. The first issue of its *Journal of Policy Engagement* debuted in early 2009.

In developing the centre, Wallace will work with others in the engineering community, including the Ontario Society of Professional Engineers, Consulting Engineers of Ontario, Engineers Canada and the deans of Ontario's 15 engineering schools.

It launched the first of its Policy Engagement Series briefings for policy makers at Queen's Park in early 2009.

PEO buys a new home

In early 2009, PEO purchased an office building along the Yonge Street subway corridor in Toronto to increase its profile and ensure it continues to provide a high level of service and accessibility to licence holders, applicants, volunteers, staff and the public.

The building at 40 Sheppard Avenue West has a floor plate of approximately 14,000 square feet and over 100,000 square feet of usable space spread over eight storeys. PEO leases just over 30,000 square feet spread over one and a half floors of a 22-storey tower at its current location. It plans eventually to occupy approximately 50,000 square feet of the new location with facilities that could include an auditorium, exhibit space, and meeting space and business services for members.

The lease on PEO's current premises at 25 Sheppard Avenue West expires at the end of 2009, and it is expected PEO will move to its new building in stages.

To help finance the expenditure, PEO members confirmed a bylaw amendment that raised the annual professional engineer licence fee by \$20, effective May 1, 2008. These funds will be used to pay the mortgage.

New performance standards released

During 2008, PEO released its first performance standards since 1984. The new regulation under the *Professional Engineers Act—Regulation 260/08*—toughens engineering practices for demolition projects in the province. The new performance standards, covering preparation of a demolition plan and general review of demolition, are a consequence of the Uptown Theatre collapse in Toronto in 2003. Effective July 25, 2008, the new performance standards apply to the work of all licence holders involved in providing services for demolition projects as provided for under the *Building Code Act*.

At the same time it created Regulation 260, PEO also amended Regulation 941/90 to remove the performance standard for general review of construction and place it into Regulation 260. From here on, PEO performance standards will all be part of Regulation 260. Performance standards under development include: delegating to and supervising engineering work of non-engineers; and preparing reports under the *Safe Water Drinking Act*.

Because they are in regulation, PEO licence holders who fail to follow the performance standards could face disciplinary action for professional misconduct.



Province-wide mentoring approved in principle

In 2008, PEO Council approved support for a province-wide mentorship program and the formation of a Mentorship Task Force (MTF) to develop a workable model and implementation plan. It is envisioned that a successful mentoring program would enhance the association's reputation as a leader among self-regulated professions; attract, develop and retain a larger number of professionals; improve the overall calibre of professional practice; and enhance the leadership skills of participating professional engineers.

The MTF has been given six months to evaluate the concept of a formal mentorship program within PEO and will present recommendations for action to Council in June 2009.

FCP leads to P.Eng. application surge

In 2008, PEO received the highest number of P.Eng. applications since 1998, when the experience requirement for licensure was increased from three years to four years.

For the second consecutive year, PEO received more applications from graduates of programs accredited by the Canadian Engineering Accreditation Board (CEAB) than from graduates of other programs, reversing a previous trend in which most applications were coming from those educated outside Canada.

Much of the upsurge in applications from CEAB graduates is due to the introduction the previous year of the Engineering Intern Training Financial Credit Program (FCP). Introduced in May 2007, the FCP aims to encourage recent graduates of bachelor of engineering programs accredited by the CEAB and newcomers to Canada with a bachelor of engineering or a bachelor of applied science to apply for licensure as professional engineers by removing potential economic hurdles. The program enables those eligible to apply for a professional engineer (P.Eng.) licence at no cost. They may also be registered in the Engineering Intern Training program for the first year at no cost, if they meet eligibility criteria established by PEO.

EIT restructuring

To complement the success of its FCP initiative, PEO is beginning work on a restructuring of the engineering internship and Engineering Intern Training (EIT) programs, following Council approval in principle.

Currently, licence applicants navigate the licensing process alone or voluntarily enroll in the EIT program. The restructured EIT program will add a structured engineering internship component, in which PEO will partner with and guide employers in developing engineering experience plans for licence applicants to enable the applicants to acquire all the elements of the required experience for licensing, including the 12 months of Canadian experience. While enrolment in the structured internship component of the EIT program will remain voluntary, once enrolled, engineering interns and their supervisors will be committed to participating in mandatory activities to successfully complete the program.

Council has directed the CEO/registrar to prepare an implementation plan to roll out the restructured EIT program. At the end of 2008, 4884 of approximately 9000 P.Eng. licence applicants were enrolled in the EIT program.

Limited licence holders now on Brownfields QP list

PEO recorded a key victory in its ongoing government liaison when the environment ministry adopted regulation changes to recognize PEO limited licence holders as qualified to file records of site condition (RSCs) for Brownfields remediation work.

Ontario Regulation 154/04 was amended April 1, 2008 to add PEO limited licence holders (and professional geoscientist limited members) to the qualified persons (QP) list.

The environment ministry had excluded limited licence holders from the list since the regulation was first put forward in 2004. Not only does the revised regulation recognize the value of the limited licence, it also eliminates from the QP list unlicensed practitioners. After October 31, 2009, only those licensed by PEO or the Association of Professional Geoscientists of Ontario will be considered qualified to conduct or supervise environmental assessments and file RSCs.



PEO President David Adams, P.Eng. (left), with David Zimmer, LLB, parliamentary assistant to the attorney general, MPP Willowdale.

Ontario Attorney General Chris Bentley, LLB, is flanked by PEO Past President Walter Bilanski, PhD, P.Eng., and President-elect Catherine Karakatsanis, P.Eng.

The Hon. John Milloy, minister of training, colleges and universities, MPP Kitchener Centre, with Diane Freeman, P.Eng., PEO vice president.

Government Liaison Program continues to grow

PEO's effort to strengthen relations with provincial legislators in 2008 was highlighted by the third Engineering for Ontario Day reception at Queen's Park in September. Over 30 MPPs and cabinet ministers, including Attorney General Chris Bentley, met with PEO members, chapter representatives, staff and others in the Ontario engineering community. David Zimmer, LLB, MPP Willowdale and parliamentary assistant to the attorney general, was re-presented with PEO's President's Award for 2008 in front of his provincial parliament colleagues.

PEO's 36 chapters across the province are the local presence of the Government Liaison Program through their meetings and events with local politicians to promote the role of the self-regulating profession in serving and protecting the public interest. About 40 government representatives attended PEO chapter events in 2008.

Several chapters also developed special projects or events to highlight the engineering-public policy link. For example, **York Chapter** prepared a preliminary discussion paper on proposed solutions to improve the electricity supply to northern York Region and subsequently held a public forum to present and discuss its findings. A committee comprising volunteer engineers undertook the review following a discussion with Dr. Helena Jaczek, MPP Oak Ridges-Markham, on how the profession might help her with issues at the constituency level. The purpose of the

review was to help inform the general public in York Region about the complex issues surrounding this topic.

MPP Frank Klees addressed the need for long-term planning and predictable funding for Ontario's public infrastructure at the York Chapter's inaugural "Breakfast Meeting with Your MPP" in June in Newmarket. The chapter's series of breakfast meetings is designed to bring together local elected officials, the public, and those in the engineering community to discuss issues of mutual interest. The chapter's second breakfast meeting in November featured Dr. Reza Moridi, MPP Richmond Hill, who discussed building a knowledge-based economy.

Similarly, **Etobicoke Chapter** hosted a forum to discuss the development of wind power on Crown land and the role of professional engineers in providing non-partisan technical advice to government. The Hon. Donna Cansfield, Ontario minister of natural resources, MPP Etobicoke Centre, presented the evening's keynote address.

PEO senior staff also met with their counterparts in the provincial civil service at PEO's first public service dinner. The event on November 24 was attended by 12 deputy ministers or assistant deputy ministers.

Proactive enforcement increases reporting 45 per cent

PEO's program of raising awareness about the requirements to be licensed and to hold a Certificate of Authorization and about the proper use of engineering titles enjoyed significant success in encouraging stakeholders to report potential violations of the *Professional Engineers Act* to PEO staff for investigation and follow-up.

A key element of the endeavour was development and distribution of an interactive enforcement multimedia guide entitled *Licence Please!*. The CD-ROM was designed to help get the message out about when a licence or certificate is required under the act, the nature of illegal engineering practice, and what PEO does when it encounters illegal practice and unauthorized use of engineering titles. PEO staff took the presentation across the province to a diverse group of audiences. In total, more than 8100 copies of *Licence Please!* were distributed at:

- over 70 PEO chapter events, including regional congresses, certificate presentation ceremonies and annual general meetings;
- 16 seminars held for interns enrolled in PEO's Engineering Intern Training program;
- over 20 meetings of professional associations, independent authorities, government departments and agencies;
- 12 companies that employ professional engineers, including several consulting engineering firms;
- four events during National Engineering Week;
- three universities and one college (three of which now use *Licence Please!* as part of their undergraduate engineering curriculum on engineering law and ethics);
 - two trade shows;
 - one breakfast meeting with human resources professionals; and
 - one municipal Engineering Day.

PEO's almost 4400 Certificate of Authorization holders also received copies of *Licence Please!*. It can be viewed online or downloaded from PEO's website at www.peo.on.ca.

In the 12 months since the launch of *Licence Please!* in the third quarter of 2007, PEO saw a 45 per cent increase in the reporting of potential enforcement matters. In addition, comparative survey results in January 2005 and November 2008 show a significantly greater awareness of PEO's enforcement activities and products among PEO licence holders, with 55 per cent of survey respondents indicating they are familiar with PEO's enforcement activities (from 33.5 per cent in 2005). Those indicating familiarity with PEO's enforcement brochures increased to 53.8 per cent from 31.2 per cent. Over 87 per cent of respondents indicated they are "very satisfied" with PEO's enforcement activities, up from 78.5 per cent previously.

A number of employers of professional engineers have also reported establishing company policies to eliminate the improper use of engineering titles amongst staff.

Honours

ORDER OF HONOUR

Thirteen dedicated PEO volunteers were recognized at the annual Professional Engineers Ontario Order of Honour gala ceremony May 9 in Windsor. Recognized in person were Nancy E. Hill, LLB, P.Eng. (Companion); Denis Dixon, P.Eng. (Officer); Peter R. Frise, PhD, P.Eng. (Officer); John Lipsett, P.Eng. (Officer); Kenneth (Ken) G. Lopez, P.Eng. (Officer); Geoff Clarkson, P.Eng. (Member); Jeremy P. Cook, P.Eng. (Member); Robert Gravelle, P.Eng. (Member); C.K. (Ches) Jonys, PhD, P.Eng. (Member); Matthew Ng, MEng, P.Eng. (Member); Barna Szabados, PhD, P.Eng. (Member); and Michael C. Wesa, P.Eng. (Member). Aziz Akhtar, P.Eng., who was inducted as a Member of the Order but was unable to attend the ceremony in Windsor, was recognized in October in Toronto.



Nancy E. Hill, LLB, P.Eng.
Companion, Order of Honour

ONTARIO PROFESSIONAL ENGINEERS AWARDS

Thirteen professional engineers were honoured for exceptional professional and civic achievements at the annual Ontario Professional Engineers Awards on November 15 at the Royal Ontario Museum. The awards gala was co-hosted by PEO and the Ontario Society of Professional Engineers. Honoured in 2008 were: Walter Curlook, PhD, P.Eng. (Professional Engineers Gold Medal); R.L. (Bob) Hemmings, PhD, P.Eng. (Engineering Medal—Engineering Excellence); Roy Stephen Slack, P.Eng. (Engineering Medal—Entrepreneurship); Mark J. Hundert, P.Eng. (Engineering Medal—Management); Alistair Davie, P.Eng. (Engineering Medal—Research & Development); Milos Popovic, PhD, P.Eng. (Engineering Medal—Research & Development); Sohrab Rohani, PhD, P.Eng. (Engineering Medal—Research & Development); William Altenhof, PhD, P.Eng. (Engineering Medal—Young Engineer); Constantin Christopoulos, PhD, P.Eng. (Engineering Medal—Young Engineer); John T.W. Yeow, PhD, P.Eng. (Engineering Medal—Young Engineer); Rane Mahalingam, P.Eng. (Citizenship Award); Robert Henry Rehder, P.Eng. (Citizenship Award); and Harold Usher, P.Eng. (Citizenship Award).

ACADEMIC ACHIEVEMENT AWARDS

Awards for achievement in PEO's examination program were presented at the AGM luncheon on May 10. Recipient of the V.G. Smith Award for high marks in technical examination programs was Dereje Tafesse, P.Eng., a technical coordinator for the Town of Markham. The S.E. Wolfe Thesis Award for excellence in engineering reports went to Sally Baldwin, P.Eng., a 1998 graduate of the University of Birmingham, UK, for her report on water quality in the Grand River Watershed.

Abbreviated Financials

Balance Sheet

YEAR ENDED DECEMBER 31, 2008

			2008	2007
ASSETS	CURRENT	Cash	\$ 294,776	\$ 674,572
		Marketable securities at market value	22,753,692	20,413,749
		Accounts receivable	216,981	565,149
		Prepaid expenses and refundable deposits	926,124	280,905
			24,191,573	21,934,375
		Capital assets (Note 7)	539,836	599,809
			\$ 24,731,409	\$ 22,534,184
LIABILITIES	CURRENT	Accounts payable and accrued liabilities	\$ 651,109	\$ 851,212
		Fees in advance and deposits	8,222,737	8,048,718
			8,873,846	8,899,930
		Employee future benefits (Note 8)	4,281,274	3,728,365
			13,155,120	12,628,295
		OPERATING RESERVE	11,576,289	9,905,889
			\$ 24,731,409	\$ 22,534,184

On behalf of the council: J. David Adams, P.Eng., president; Catherine Karakatsanis, P.Eng., president-elect;
K.J. Allen, P.Eng., CEO/registrar

Statement of Changes in Operating Reserve

YEAR ENDED DECEMBER 31, 2008

	COUNCIL INTERNALLY RESTRICTED RESERVES (NOTE 4)	COUNCIL DISCRETIONARY RESERVE (NOTE 5)	COUNCIL DISCRETIONARY BUILDING RESERVE (NOTE 6)	2008 total	2007 total
Balance, beginning of year	\$ 9,387,889	\$ 518,000	\$ –	\$ 9,905,889	\$ 8,341,094
Excess of revenue over expenses (expenses over revenue)	1,508,150	(252,967)	741,845	1,997,028	1,278,942
	10,896,039	265,033	741,845	11,902,917	9,620,036
Reclassification adjustment for gains recognized during the year in the statement of operations	(2,858)	–	–	(2,858)	–
Change in unrealized losses on available for sale financial assets	(323,770)	–	–	(323,770)	285,853
	\$ (326,628)	–	–	\$ (326,628)	\$ 285,853
Internally imposed restrictions					
Capital asset additions	230,924	(230,924)	–	–	–
Inter-reserve transfer	(595,891)	595,891	–	–	–
	(364,967)	364,967	–	–	–
Balance, end of year	10,204,444	630,000	741,845	11,576,289	9,905,889

Statement of Revenue and Expenses
YEAR ENDED DECEMBER 31, 2008

		2008				2007
		OPERATING RESERVES (NOTE 4)	DISCRETIONARY RESERVE (NOTE 5)	DISCRETIONARY BUILDING RESERVE (NOTE 6)	TOTAL	TOTAL
REVENUE	P.Eng. revenue	\$ 12,418,541	\$ —	\$ 741,845	\$ 13,160,386	\$ 11,877,724
	Application, registration, exam and other fees	4,301,800	—	—	4,301,800	4,220,539
	Investment income	1,079,766	—	—	1,079,766	767,704
	Advertising income	603,074	—	—	603,074	593,435
		18,403,181	—	741,845	19,145,026	17,459,402
EXPENSES	Full-time staff salaries and benefits (Note 9)	7,369,121	60,957	—	7,430,078	6,956,481
	Retiree and full-time staff future benefits	1,042,754	—	—	1,042,754	1,014,156
	Occupancy costs	1,313,612	—	—	1,313,612	1,272,542
	Purchased services	1,011,832	12,854	—	1,024,686	1,201,515
	Legal and tribunal	688,858	103,588	—	792,446	663,604
	Engineers Canada	760,553	—	—	760,553	741,665
	Volunteer business expenses	717,877	1,107	—	718,984	670,689
	Contractors and temporary staff	399,574	27,192	—	426,766	429,245
	Chapters (Note 14)	540,450	—	—	540,450	509,558
	Postage and courier	531,871	234	—	532,105	485,575
	Consultants	327,712	32,609	—	360,321	401,636
	Amortization	290,897	—	—	290,897	305,489
	Computers and telephone	588,463	—	—	588,463	268,035
	Transaction fees and commission	386,142	—	—	386,142	371,162
	Insurance	122,216	—	—	122,216	123,572
	Advertisement	101,731	10,811	—	112,542	108,772
	Printing and photocopying	197,238	—	—	197,238	200,998
	Office supplies	138,449	—	—	138,449	140,043
	Staff business expenses	166,258	2,967	—	169,225	137,667
	Recognition, grants and awards	139,263	648	—	139,911	118,901
	Training and development	60,160	—	—	60,160	59,155
		16,895,031	252,967	—	17,147,998	16,180,460
Excess of revenue over expenses (expenses over revenue)		\$ 1,508,150	\$ (252,967)	741,845	\$ 1,997,028	\$ 1,278,942

* The above information is an abbreviated version of PEO's 2008 financial statements. The full report was published in the March/April 2009 issue of Engineering Dimensions.

Chapter Highlights



Brenden MacKinnon, P.Eng. (left), and Doug Hamilton, P.Eng. (right), present Matthew Barton with his prize and trophy at the Kingston Chapter popsicle stick bridge-building contest during National Engineering Week 2008.



Geoff Clarkson, P.Eng., then chair of PEO's Education Committee, presents a certificate of appreciation to Holly Anderson, P.Eng., chair, National Engineering Week Ontario Steering Committee.



Toronto West Chapter Chair Robert Willson, P.Eng. (left), congratulates newly licensed professional engineer Mohammad Adam Mohamedti, P.Eng.

Region boundaries realigned, new chapter created in busy year

In response to recommendations of a Chapter Boundary Task Force, PEO revised the boundaries of its five regions (Western, West Central, East Central, Eastern and Northern) in 2008. The new boundaries became effective June 16 when amendments to section 5 of Regulation 941/90 came into force. The regions into which the 36 chapters in Ontario are grouped form the "electoral districts," from which are elected the 10 regional councillors on PEO council. The changes were necessary because the prior regional boundaries were based on outdated federal electoral districts. The new boundaries are based on the first three letters of the postal codes (the forward sortation area) and fixed geographic features, such as highways and rivers. In instances where it was not clear into which region members should be assigned, the affected members made the decisions, with referenda determining that members in Collingwood, previously part of the

Georgian Bay Chapter in the Western Region, would be part of the Simcoe-Muskoka Chapter in the East Central Region, while members in Woodbridge, previously part of the Brampton Chapter in the West Central Region, would be part of York Chapter in the East Central Region.

In addition, a new West Toronto Chapter was created through the merging of the Toronto Dufferin and North Toronto chapters. The new chapter hosted its inaugural event in early December, a seasonal soirée and networking event, at which members of the merged chapters, as well as reassigned members from the East Toronto and Kingsway Chapters, met and socialized in an informal setting. Boding well for the new chapter's future, the event was a big success with over 70 members and guests attending.



The Windsor-Essex Engineering Week Committee hosted events during National Engineering Week 2008, including a bridge-building design competition that attracted 70 students representing 10 high schools.



Georg Kralik, P.Eng. (left), chair of PEO's North Toronto Chapter, was joined by PEO chapter manager Matthew Ng, P.Eng. (second from left), Don Grandy, P.Eng., and Ed Grandy, P.Eng. (far right), at a June 25 pub night social marking the end of the North Toronto Chapter.



Steve Favell, P.Eng. (right), of PEO's Kingsway Chapter, presents Michael Gerbis, P.Eng., with a token of appreciation following his February 5 talk on global warming.



Engineering volunteers test a bridge to destruction at the K'NEX construction workshop held at the Ontario Science Centre during National Engineering Week 2008.



D. Bruce McCowan, P.Eng., organizer of the 2008 PEO Education Conference.



Matthew Xie, P.Eng. (right), chair of PEO's York Chapter, with Matthew Ng, P.Eng., PEO chapter manager.

Chapter activities

NATIONAL ENGINEERING WEEK

In late February to early March, chapter volunteers across the province helped celebrate National Engineering Week by donating time, energy and expertise to activities and events promoting the profession, including:

- a popsicle stick bridge-building contest at the **Algonquin Chapter**;
- a senior and junior team impromptu design competition at the **Chatham-Kent Chapter**; and
- a Half Day of Engineering Fun in local classrooms courtesy of the **Niagara Engineering Week Committee**.



Local high school students battled for honorary engineering supremacy as the **Etobicoke Chapter** hosted its Engineering Idol challenge. The competition was an opportunity for students from Etobicoke Collegiate Institute, Martingrove Collegiate Institute and Michael Power/St. Joseph Secondary School to experience the engineering profession in a team challenge event. Teams were judged by engineering versions of Randy, Paula and Simon on their proposals to build an economically viable wind turbine farm in Ontario.

The Toronto chapters of PEO and the Ontario Association of Certified Engineering Technicians and Technologists hosted their annual **Engineering Innovations Forum** at the Ontario Science Centre. Focusing on engineering innovations in health care, the public event explored the remarkable and diverse ways in which engineering is advancing the field of medicine.



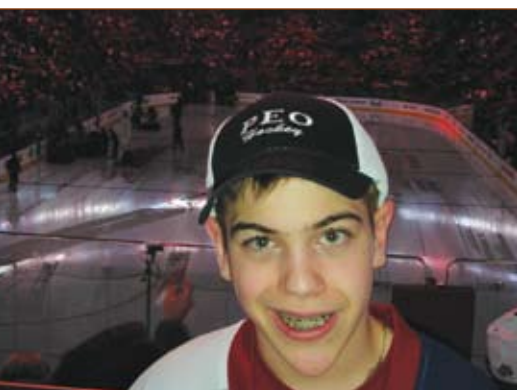
PEO Councillor Richard Weldon, P.Eng. (front row, right), with Etobicoke Centre MP Borys Wrzesnewskyj (front row, left) during the Engineering Idol competition.



Michael Chan, P.Eng., of PEO's Willowdale-Thornhill Chapter (left) with PEO Councillor James Lee, P.Eng.



Angela Macdonald, P.Eng., engineer-in-residence (EIR) at Laurelwood Public School in Waterloo, discusses the viscosity of different fluids at a November 29 EIR event at the Waterloo Region Children's Museum.



York University engineering students celebrate their first-place finish in a competition organized as part of PEO York Chapter's mentoring program. Left to right: students Imad Siddiqui, Tushar Goel, team mentor Barry Barnett, P.Eng., student Neela Maharaj, Richard Hornsey, PhD, P.Eng., associate dean of the school of engineering, and student Dennis Alocilja.

Porcupine-Kapuskasing Chapter Chair Imola Götz, P.Eng. (right), and Gilles Bisson, MPP for Timmins-James Bay (centre), present Andrea Rose Lagace, P.Eng., with her licence.

Ryan Benoit attended the 2009 NHL All-Star game thanks to the fundraising efforts of the Professional Engineers Hockey Tournament.

A FULL CALENDAR OF PROGRAMS AND EVENTS

In January, the **Toronto-Humber, Etobicoke and North Toronto chapters** hosted a special presentation about the applications on Earth of a recycling process that turns organic waste into animal feed and fertilizer, originally developed for space travel. The process, developed by Ivan Milin, P.Eng., president, EcoSpace Engineering Ltd., uses fly larvae to process the organic waste into protein-rich animal feed and a high quality organic fertilizer.

Meanwhile, **London Chapter** launched its Engineering Career Navigator (ECN), a pilot initiative with the University of Western Ontario's (UWO) engineering department. ECN aims to assist first-year engineering students at UWO in deciding which engineering discipline they want to enter in second year. For each discipline of engineering offered at UWO, the chapter provides a list of local professional engineers interested students can contact.

York Chapter has been especially active with mentoring projects, for three years with Ryerson University and with York University in 2008. The program pairs chapter members with university professors to guide final-year engineering students in completing their final engineering design projects. The York University project culminated with an official judging, demonstration and awards presentation May 1. Six student engineering teams, aided by nine York Chapter members, competed in a special design project that was incorporated into the students' graduating-year curriculum. Mentors provided practical advice, technical consulting and project management skills to the students. Competing projects included a wireless activation robot, temperature adjustment garment, and micro-satellite payload radiator. The students were judged at the end of the term on the soundness of their designs, team work, report writing and oral presentation skills.

In November, **Mississauga Chapter** presented a record 108 new professional engineers with their licence certificates, believed to be the largest number of recipients in a single licence presentation ceremony.

In 2008, the Professional Engineers Hockey Tournament—organized and led by **Sudbury Chapter** executive member Dan Cacciotti—was able to deliver a dream to a local child. Through players and sponsors (including several PEO chapters), \$6,500 was raised for the Sunshine Foundation, a Canada-wide charity that delivers dreams to children with terminal or long-term illnesses. This year's dream was granted to Ryan Benoit of Val Caron, who has cerebral palsy. Ryan's dream was to attend the 2009 NHL All-Star game in Montreal with his entire family. Thanks to money raised from the tournament, his dream came true.

The Professional Engineers Hockey Tournament regularly attracts about 25 teams and 350 skaters from around the province.

Visit www.peo.on.ca/PEO_Chapters/link_to_chapter.htm for a complete list of PEO chapters.



Volunteer List

Professional Engineers Ontario relies on members' voluntary participation in both its governance and operation. In 2008, more than 800 professional engineers, engineers-in-training and non-engineers volunteered their time to work on behalf of the association. This list includes those who have served on PEO committees and their subcommittees; task forces; chapter executives; the Engineer-in-Residence program; the Government Liaison Program; and those who have represented PEO on external boards and advisory groups, and volunteered for chapter-sponsored programs. PEO Council gratefully recognizes and thanks all those who have served the profession in a wide variety of activities and events throughout the year. To participate in PEO, contact Tom Chessell, Manager, Volunteer Management.

A

Samuel Abd el Malek, P.Eng.
Galal Abdelmessih, P.Eng.
Sarah F. Ackert Ferguson, P.Eng.
J. David Adams, P.Eng.
Joseph L. Adams, P.Eng.
Steven J. Adema, P.Eng.
Sudip Adhikari, P.Eng.
Jorge S. Adib, P.Eng.
Maqsood Admad
Ali Afshar, P.Eng.
Amir Ajanovic, P.Eng.
Muna Albanna, P.Eng.
Ryan R. Albert
L. Carmen Aldea, P.Eng.
Nabil Alexan, P.Eng.
Philip H. Alexander, P.Eng.
Subhi Alsayed, P.Eng.
L.M. (Lucky) Amaratunga, P.Eng.
Holly Anderson, P.Eng.
George Apostol, P.Eng.
Karen (Karine) Arciszewski, P.Eng.
Ehab Y.Y. Armanious, P.Eng.
Trevor Armstrong, P.Eng.
Prem Arora, P.Eng.
I. Mishuk Ashpakul, EIT
Narayana P. Asogan, P.Eng.
Behrouz (Bruce) Atrie, P.Eng.
Oscar Avila, P.Eng.
Arshad Azhar, P.Eng.
Edward M. Aziz, P.Eng.

B

David L. Babbs, P.Eng.
Robert Bacic, P.Eng.
George Bacioiu, P.Eng.
Devinder S. Bahra, P.Eng.
John D. Bailes, P.Eng.
Jim Bailey, P.Eng.
Jack F.G. Baker, EIT

T. Henry (Harry) W. Baker, P.Eng.
Michael A. Ball, P.Eng.
Alice Ballantyne
Sara Ballantyne
Paul Ballantyne, P.Eng.
Adam Balogh, P.Eng.
Vajahat H. Banday, P.Eng.
Predrag Banjanin, P.Eng.
Lindsay Banks, P.Eng.
Xian Feng (Brenda) Bao, P.Eng.
Babak Baradaran-Seyed, P.Eng.
Michael R. Barker, P.Eng.
Douglas R. Barker, P.Eng.
Chuck Barsony, P.Eng.
S. Rudy Bartus, P.Eng.
Guy Bastien, P.Eng.
Robert B. Bates, P.Eng.
Dave Bayly, P.Eng.
Bozena Bednarska, P.Eng.
Stephen A. Beech, P.Eng.
Bill Bélanger, P.Eng.
Rodney P. Bell, P.Eng.
Samuel Bell, P.Eng.
Christian Bellini, P.Eng.
Don Belyea, P.Eng.
Mark L. Bendix, P.Eng.
J.E. (Tim) Benson, P.Eng.
Reynaldo Bernales, P.Eng.
Benjamin D. Bernstein, P.Eng.
Larry Betuzzi, P.Eng.
Ishwar Bhatia, P.Eng.
Sanjiwan D. Bhole, P.Eng.
Jeanette L. Biemann, P.Eng.
Walter K. Bilanski, P.Eng.
George Biljan, P.Eng.
Nigel Birch, P.Eng.
Duncan Blachford, P.Eng.
Gerald M.A. Black, P.Eng.
Kevin Blades, P.Eng.
Peter Blakey, P.Eng.
Stephen J. Blaney, P.Eng.

Brian Bocher-Gauthier
Mario J. Boetto, P.Eng.
Tirupati Boliseti, P.Eng.
Trevor Bolt, P.Eng.
Andre J.K. Bom, P.Eng.
Joe Bonadie, P.Eng.
Anthony Bonney, P.Eng.
Guy C. Boone, P.Eng.
Jo-Anne M.L. Boucher, P.Eng.
Andrew J. Bowers, P.Eng.
Paul Bowman, CET
Karen A. Bozynski, P.Eng.
Richard W. Braddock, P.Eng.
John R.S. Bray, P.Eng.
Robert Bressan, P.Eng.
Lucie M.J. Brouillette, P.Eng.
Barry G. Brown, P.Eng.
Mark Brys, P.Eng.
James M.A. Bucci, P.Eng.
Jeremy R. Buchner, EIT
Dave Buck, P.Eng.
Melissa Buelow, P.Eng.
Geoffrey R.A. Burn, P.Eng.
Betty Anne Butcher, P.Eng.
Bill Butuk, P.Eng.

C

Dan M. Cacciotti, P.Eng.
Karry A. Campbell, P.Eng.
Colin S. Cantlie, P.Eng.
Alphonse Caouette, P.Eng.
Diego Cardenas, EIT
Greg Carli, P.Eng.
Denis Carlos, P.Eng.
Karen Carmichael
Al Caron, P.Eng.
David B. Caryll, P.Eng.
Gary D. Cassar, P.Eng.
Dan Castellan, P.Eng.
Carlo J. Cattarello, P.Eng.
A.A. (Tony) Cecutti, P.Eng.

Denis A. Cesarin, P.Eng.
Lolita R. Chakravarti, P.Eng.
Mark Champion, P.Eng.
Kwok-Wai (Michael) Chan, P.Eng.
Raju Chander, P.Eng.
Jian Ming (Jimmy) Chang, P.Eng.
George Chelvanayagam, P.Eng.
Jason Chen, P.Eng.
Ian Cheng, P.Eng.
Chantal S. Chiddle, P.Eng.
James J. Chisholm, P.Eng.
Martin Chisholm, P.Eng.
Peter Chisholm, P.Eng.
Corneliu Chisu, P.Eng.
Ken K.K. Chiu, P.Eng.
Robert Chmura, P.Eng.
Raymond Chokelal, P.Eng.
Thomas Chong, P.Eng.
David Christie, P.Eng.
Wan Tat (Vincent) Chu, P.Eng.
Bruce E. Clarida, P.Eng.
Geoff Clarkson, P.Eng.
John F. Clayton, P.Eng.
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Parvaneh (Gina) Cody, P.Eng.
Nicholas Colucci, P.Eng.
Brendan J. Colven, EIT
George R. Comrie, P.Eng.
Christopher J.G. Conway, P.Eng.
Donald J. Cook, P.Eng.
Jeremy P. Cook, P.Eng.
Dan Cosmin, P.Eng.
Robert E. Cotnam, P.Eng.
Ben J. Coulson, P.Eng.
Daniel P. Couture, P.Eng.
Paul Cripwell, P.Eng.
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Mike Crutchley, P.Eng.
Guy Cuerrier, P.Eng.
Peter Cushman, P.Eng.

D

Peter J. D'Angelo, P.Eng.
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Humberto DaSilva, P.Eng.
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Ingrid De Buda, P.Eng.
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Tom Debevc, P.Eng.
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David Dengler, P.Eng.
Peter M. DeVita, P.Eng.

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Yehoudith (Judith) Dimitriu, P.Eng.
Paul DiNovo, P.Eng.
Levente L. Diosady, P.Eng.
Denis Dixon, P.Eng.
Robert D. Dony, P.Eng.
R. Craig Doran, P.Eng.
Evan L. Douglas, P.Eng.
Andrew Dowie
Mircea I. Dreve, P.Eng.
Linda Drisdelle, P.Eng.
Jerry Dudzic, P.Eng.
Matt Dugalic, P.Eng.
Robert A. Dunn, P.Eng.
Sean Dunne, P.Eng.
Luc Duval, P.Eng.

E

Afshin Ebtekar, P.Eng.
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Ray Eleid, P.Eng.
Kam E. Elguindi, P.Eng.
George W. Elliott, P.Eng.
S. Ronald Ellis, P.Eng.
Waguih H. ElMaraghy, P.Eng.
Khaled El-Rahi, P.Eng.
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David W. Euler, P.Eng.
Zbigniew Ewertowski, P.Eng.

F

David C. Fabbro, P.Eng.
Thomas Fabry, P.Eng.
Amjad Farran, P.Eng.
Steve Favell, P.Eng.
Charlene Fawcett, P.Eng.
Reda Fayek, P.Eng.
Andy Feam
John Fear, P.Eng.
Jim Fedorkiw, P.Eng.
Zenon (Zeke) W. Fedun, P.Eng.
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James Finch, ISP
Greg B. Finley, P.Eng.
Roy H. Fletcher, P.Eng.
Brian Flint, P.Eng.
Roberto V. Floh, P.Eng.
Rabiz N. Foda, P.Eng.

Ian Forster, P.Eng.
Murray J. Frankom, P.Eng.
Larry Frankum, P.Eng.
Roydon A. Fraser, P.Eng.
Guy Frechette, P.Eng.
Diane L. Freeman, P.Eng.
Marc Fricker
Mark Friedberg, P.Eng.
Aubrie A. Friedman, P.Eng.
Peter R. Frise, P.Eng.
Monique Frize, P.Eng.
Amanda Froese, P.Eng.
G. Keith Fuller, P.Eng.
Ronnie Fung, P.Eng.

G

Richard A. Gabel, P.Eng.
John D.N. Gamble, P.Eng.
Janos I. Garami, P.Eng.
Bisrat K. Gelan, P.Eng.
Stelian George-Cosh, P.Eng.
I. Edward A. Gerges, P.Eng.
Jeremy D. Getson, EIT
Allan Giacomelli, P.Eng.
J. Shawn Gibbons, P.Eng.
G. Ross Gillett, P.Eng.
M. Lianne M. Girard, P.Eng.
Pierre Girouard, P.Eng.
Dalila C. Giusti, P.Eng.
Mark Gledhill, P.Eng.
John Glover, P.Eng.
Pierre J.R. Godbout, P.Eng.
L.C. Robert Godbout, EIT
Richard W. Goguen, P.Eng.
Branislav Gojkovic, P.Eng.
Peter J. Golem, P.Eng.
Desmond Gomes, P.Eng.
Lance Goodick, P.Eng.
Robert A. Goodings, P.Eng.
Rafael E. Lepira Gorosito, EIT
Imola Götz, P.Eng.
Sheri-Lee Graham, P.Eng.
Dragan Grandic, P.Eng.
Rene V.J. Grandmaison, P.Eng.
Don Grandy, P.Eng.
Ed Grandy, P.Eng.
David Grant, P.Eng.
Bob Gravelle, P.Eng.
Peter Green, P.Eng.
John Grefford, P.Eng.
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