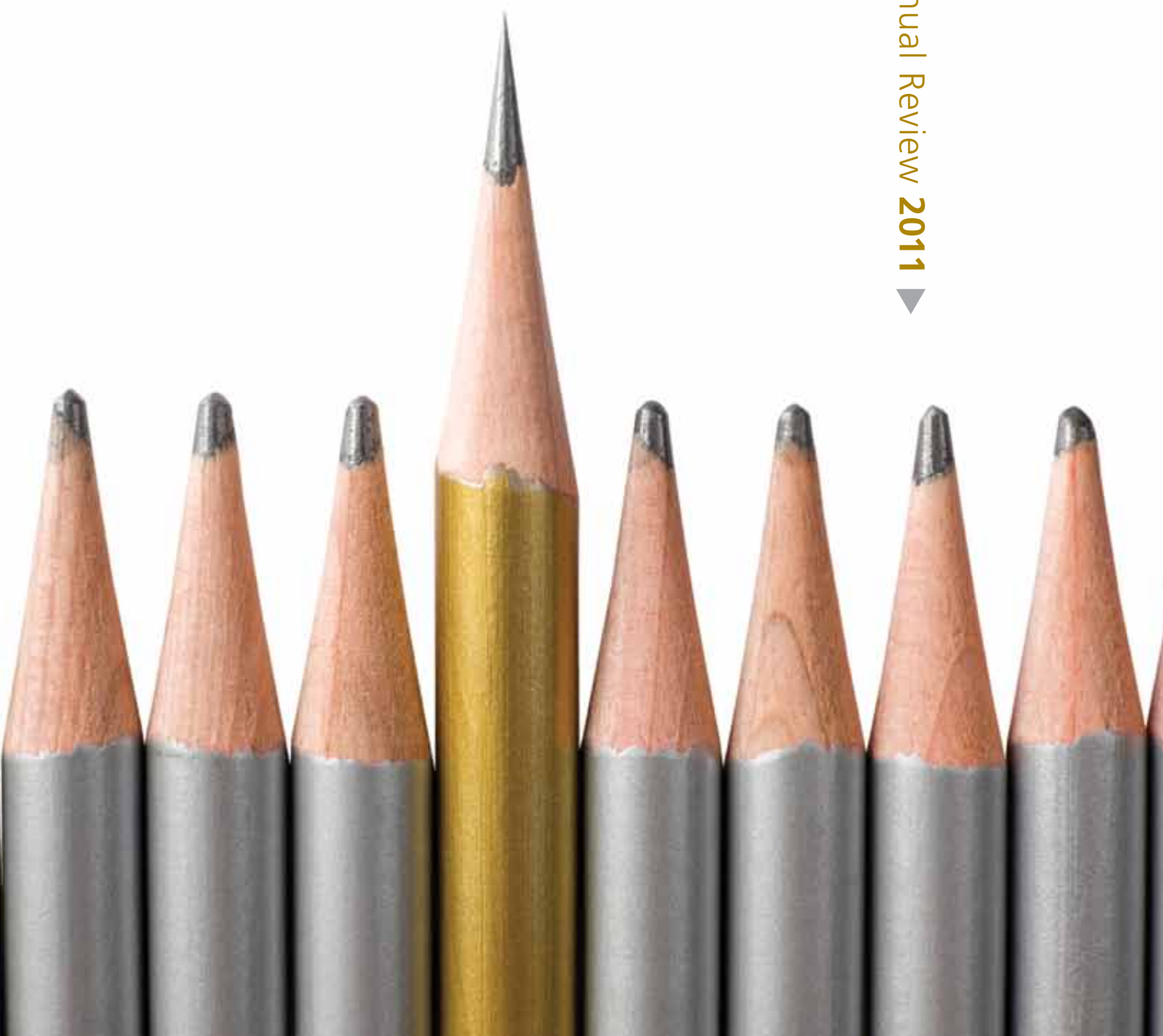




Professional Engineers
Ontario

SHARPENING our FOCUS

Annual Review 2011 ▼



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	
Brenda Caplan	1104
Executive assistant, CEO/registrar	
Anne Chhangur	1103
Deputy registrar, regulatory compliance	
Linda Latham, P.Eng.	1076
Manager, complaints and investigations	
Ken Slack, P.Eng.	1118
Manager, litigation	
Eric Newton	1071
Deputy registrar, licensing and finance	
Michael Price, P.Eng., MBA, FEC	1060
Manager, admissions	
Moody Farag, P.Eng.	1055
Manager, licensure	
Pauline Lebel, P.Eng.	1049
Manager, registration	
Brian MacEwen, P.Eng.	1056
Examinations administrator	
Anna Carinci Lio	1095
Deputy registrar, tribunals and regulatory affairs	
Johnny Zuccon, P.Eng., FEC	1081
Director, policy and professional affairs	
Bernard Ennis, P.Eng.	1079
Manager, policy	
Jordan Max	1065
Program manager, OCEPP	
Catherine Shearer-Kudel	416-224-1100 ext.1204
Manager, tribunals	
Salvatore Guerriero, P.Eng., LLM	1080
Regulatory Support Services	
Chief administrative officer	
Scott Clark, B.Comm, LLB, FEC (Hon)	1126
Manager, government and student liaison programs	
Jeannette Chau, MBA, P.Eng.	647-259-2262
Manager, EIT programs	
Manoj Choudhary, P.Eng.	1087
Director, people development	
Fern Gonçalves, CHRP	1106
Recognition coordinator	
Olivera Tosic, BEd	416-224-1100 ext.1210
Committee/volunteer coordinator	
Viktoria Aleksandrova, MEd	416-224-1100 ext.1207
Manager, chapters	
Matthew Ng, P.Eng., MBA	1117
Director, communications	
Connie Mucklestone	1061
Editor, <i>Engineering Dimensions</i>	
Jennifer Coombes (on leave)	1062
Manager, communications	
David Smith	1068

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2011-2012 PEO Council

Officers

President

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

Past president

Diane Freeman, P.Eng., FEC

President-elect

Denis Dixon, P.Eng., FEC

Vice president (elected)

Patrick Quinn, P.Eng., FEC

Vice president (appointed)

Thomas Chong, MSc, P.Eng., PMP

Executive members

David W. Euler, P.Eng., FEC
(Chair, 2011-2012)
Santosh Gupta, PhD, MEng, P.Eng., FEC
Rebecca Huang, LLB, MBA

Councillors

Councillors-at-large

Roger Jones, P.Eng.
Roydon A. Fraser, PhD, P.Eng., FEC
Michael Hogan, PhD, P.Eng.

Northern Region councillors

David W. Euler, P.Eng., FEC
Michael Wesa, P.Eng., FEC

Eastern Region councillors

Chris Taylor, MEng, P.Eng., MBA
Paul Ballantyne, P.Eng., FEC

East Central Region councillors

Denis Carlos, P.Eng., FEC
Thomas Chong, MSc, P.Eng., PMP

Western Region councillors

Len C. King, P.Eng.
Wayne Kershaw, P.Eng.

West Central Region councillors

Colin T. Moore, P.Eng., FEC
Robert Willson, P.Eng.

Lieutenant governor-in-council appointees

Ishwar Bhatia, MEng, P.Eng.
Santosh K. Gupta, PhD, MEng, P.Eng., FEC
Richard J. Hilton, P.Eng.
Rebecca Huang, LLB, MBA
Vassilios Kossta
James K.W. Lee, PhD, P.Eng., FEC
Mary Long-Irwin
Sharon Reid, C.Tech
Chris D. Roney, P.Eng., BDS, FEC
Tarsem Lal Sharma, PhD, P.Eng.
Rakesh K. Shreewastav, P.Eng., AVS
Martha Stauch, MEd

Engineers Canada Directors

David W. Euler, P.Eng., FEC
Diane Freeman, P.Eng., FEC
Catherine Karakatsanis, MEng, P.Eng., FEC
E. Philip Maka, P.Eng., FEC
Chris D. Roney, P.Eng., BDS, FEC

Executive Staff

CEO/registrar

Kim Allen, P.Eng., MBA, FEC

Deputy registrar, licensing and finance

Michael Price, P.Eng., MBA, FEC

Deputy registrar, regulatory compliance

Linda Latham, P.Eng.

Deputy registrar, tribunals and regulatory affairs

Johnny Zuccon, P.Eng., FEC

Chief administrative officer

Scott Clark, B.Comm, LLB, FEC (Hon)



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

In summary, my second term as president focused on the following:

1. Reassessment and clarification of PEO's mandate and responsibilities as the regulator and governor of our members under the *Professional Engineers Act*.
2. Preparing industry for the elimination of the industrial exception.
3. Redefining public policy direction, effort and cost.
4. Preparing scopes of practice for new disciplines: nanotechnology and communications infrastructure engineering.
5. Defined our future relationship with OSPE.
6. Reaffirmation by referendum the election of our president by the members.
7. Continued implementation of improvements in our discipline and complaints processes.
8. Overall engineering accountability by way of an engineer of record.
9. Exercise spending control of members' fees.
10. Continued development of a national licence and employment opportunities.

My dear friends in the engineering profession,

As I began my second term as your president, I realized we were sorely in need of a reassessment and clarification of our role as the regulator and governor of our members under the *Professional Engineers Act*. Our act is the declaration in law of the responsibilities and mandate of our association. I have outlined by way of examples these responsibilities in my president's message in the March/April 2012 edition of *Engineering Dimensions*.

As a result of new provincial legislation, PEO is now engaging industry to ensure businesses are prepared for the forthcoming elimination of the industrial exception.

Under this act change, a practitioner must now be licensed to carry out work within the practice of professional engineering in relation to machinery and equipment to produce products in the facilities of their employer. Repeal of the exception was part of a series of initiatives contained in the Ontario government's Bill 68—*Open for Business Act*, which among other things sought to streamline licensing and registration practices for all provincial regulators, providing a level playing field by removing licensing barriers. PEO has been alerting companies and employees to these impending changes and providing assistance to put these measures into effect.

We refocused our public policy efforts on new areas of engineering practice requiring guidelines and standards of practice. We appointed an external public policy advisory board and are liaising with government officials, engineers and scientists on future societal needs. This refocused effort will enhance PEO's primary functions of governing licence holders and regulating engineering practice. Further, it will provide greater value at a substantially lower cost in fulfilling our regulatory responsibilities in current and new fields.

We also made great strides in defining the scopes of practice for nanotechnology and communications infrastructure engineering, new and important fields requiring public protection. In addition, council approved three professional standards and five professional practice guidelines designed to enhance the regulation of our profession.

During the year, PEO also revised its collaboration policy with the advocacy body for the profession, the Ontario Society of Professional Engineers (OSPE).

PEO sought member approval to terminate our legal agreement with OSPE, signed originally in 2000 to provide transitional financing over the first three years of their operation. In the referendum, nearly 80 per cent of PEO licence holders voted to terminate the agreement. Although this decision allows greater autonomy for each entity, PEO remains committed to working with OSPE on joint projects when appropriate, as we do with other members of the engineering community on matters affecting the profession.

In November, council also provided PEO licence holders the opportunity to voice their opinion on another significant governance issue when it directed that the proposal from the previous council to have future PEO presidents elected by council from within council, rather than directly by members, be put to members in a binding referendum to be held in conjunction with PEO's 2012 council elections. I am pleased to report that the results overwhelmingly (74 per cent) supported the members directly electing the president, a right I believe to be fundamental to a strong and accountable self-governing engineering profession and one I was proud to fight for.

Further, the criteria for governing our actions at PEO, using members' fees, should be directly related to the commission given our association by the *Professional Engineers Act*. This must be our vision and our calling for all programs and actions we undertake.

We have endeavoured to make our complaints and discipline processes more fair and transparent to all through implementation of recommendations brought forward by a task force that studied the operation and outcomes of a number of real cases processed by our committees.

An important initiative was to institute an Engineer of Record to effect single accountability for field failures of all engineered projects and products. Determining responsibility for the engineering of machines, outdoor stages, bridges, etc. heretofore often not included in specific jurisdictions is currently under study by our Professional Standards Committee.

In conclusion, it has indeed been an honour and a pleasure to serve as your leader twice in the past four years. During these terms of challenge and change, I have made an effort to refocus attention on PEO's core responsibilities while stressing fiscal prudence and open governance.

My hope going forward is that PEO continues to devote resources to recognizing new fields of practice in both traditional and emerging disciplines, investigate how to provide employment opportunities for engineering interns, including that of global work, and enhance the education of new graduates to make them more employable.

Our annual PEO licensure rate represents only 41 per cent of the total educated to perform engineering work in Ontario (provincially trained plus internationally trained). Not only does this represent a costly imbalance, it is inhibiting our progress as a province, both in GNP and in the loss in employment of vast numbers of supporting workers. We must also continue to develop a national licence that will improve access to engineering work across Canada and abroad, while seeking new technologies to replace traditional employment. Ours is a wonderful and vital profession. Let us all work together to find answers to these problems.

My thanks to all those who supported and contributed to our vision to advance PEO's leading role in the engineering community.



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

The Register at December 31, 2011

Total P.Eng. licences—74,909

Certificates of Authorization—4,761

Limited Licences—137

Provisional Licences—31

Consulting Engineer Designations—1,203

Engineering interns—7,503

2011 PEO Committee, Task Force, Task Group Reports

Annual reports of PEO committees, task forces and task groups will be provided at the 2012 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.

Through the *Professional Engineers Act*, PEO governs licence and certificate holders and regulates professional engineering in Ontario. With this significant responsibility comes the complex task of providing processes that are stringent enough to ensure the public interest is served and protected, yet flexible enough to allow for improvements that increase fairness and accessibility. Our association is fortunate to have such a talented group of staff that works diligently with our volunteers to effectively balance and carry out this mission.

One year ago, I was pleased to report the Ontario government had adopted several regulatory improvements proposed by PEO in its *Open of Business Act*. In 2011, we began to see results from perhaps the most significant

change made to increase accessibility to licensure in the province—the elimination of the requirement for Canadian citizenship or permanent resident status to obtain an Ontario P.Eng. licence—with an increase in licence applications.

Our work was supported by Ontario's immigration and citizenship ministry, which helped to publicize the regulatory change. Citizenship and Immigration Minister Eric

Hoskins, MD, wrote to all the province's immigrant serving agencies alerting them to the change, noting that his government's legislation, which included 66 changes to the *Professional Engineers Act*, had created a more competitive business climate while making it easier for professionals, such as internationally trained engineering professionals, to work in Ontario.

During the year, PEO also took steps to strengthen its complaints and discipline processes. The Complaints and Discipline Process Task Force was mandated by council to review concerns expressed by members about PEO's complaints and discipline processes, with the view to strengthening the processes and the public's and members' confidence in them. In September, council approved recommendations from the task force's final report. Work is now underway to coordinate implementation of the recommendations.

In 2011, PEO undertook both PEO leasehold improvements and base building enhancements at 40 Sheppard Avenue West, including increasing the building's operating efficiency to reduce consumption of such resources as power and water. Sustainability is at the heart of our efforts to create a smart, state-of-the-art, energy-efficient

facility that provides a superior indoor working environment. In September, PEO received almost \$232,000 from the Building Owners and Managers Association (BOMA) Toronto in recognition of our extensive renovations aimed at achieving Gold CI certification under the Leadership in Energy and Environmental Design (LEED) system. PEO now occupies 41,000 square feet of the building with the balance occupied by tenants. I'd like to thank council for its leadership in creating our landmark building. This investment will serve our profession well for many years to come.

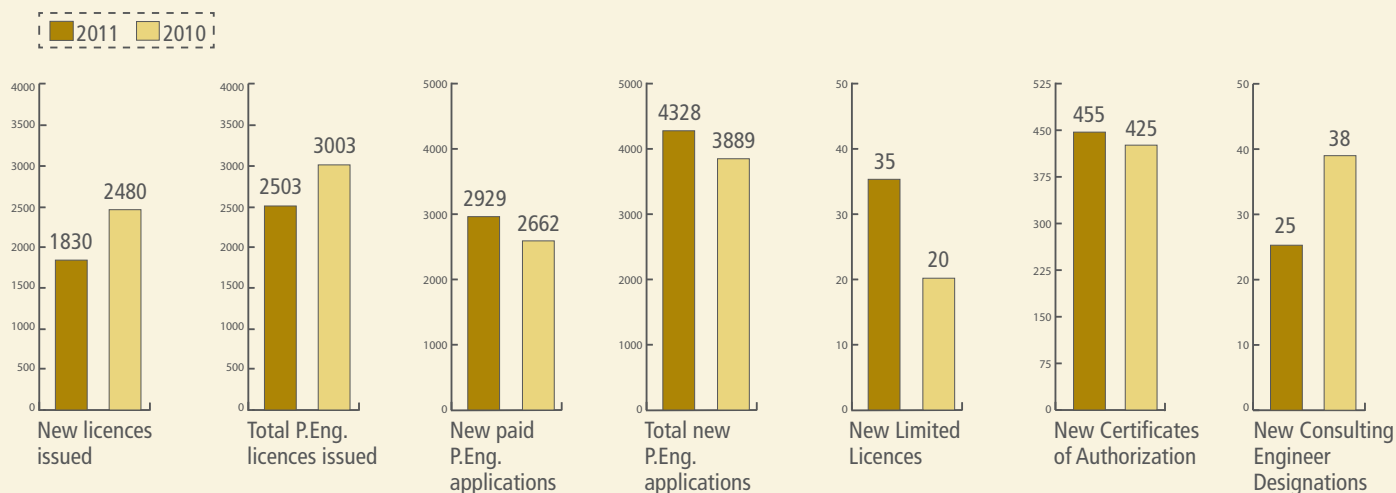
In keeping with our commitment to sustainable activities, PEO introduced a permanent membership card that eliminates the need for us to issue paper cards on an annual basis, and we implemented electronic voting for licence holders during association elections. These initiatives are part of PEO's effort to adopt eco-friendly business practices and save money by reducing paper use and our annual mailing costs.

Also introduced in 2011 was a volunteer recognition program to thank the more than 900 people who volunteer their time on PEO council, chapters, committees and task forces every year. To recognize these efforts, PEO began awarding service pins to our current volunteers who have accumulated five, 10, 15, 20 or 25 years of service. It's a small token of appreciation to those who have continuously served the association in a wide variety of activities and events on behalf of the profession.

I would also like to congratulate the 45 professional engineers licensed with PEO who were recognized by Engineers Canada in 2011 for having provided noteworthy service to the profession. Engineers upon whom this honour is bestowed are awarded the privilege of the use of the designation "Fellow of Engineers Canada" or FEC. Non-engineers upon whom this honour is bestowed are awarded the designation "Honorary Engineers Canada Fellow" or FEC (Hon).

Thank you to all of our dedicated staff and volunteers who contributed to the success of regulating the profession in order that the public interest was served and protected. Together, we have made great strides towards achieving our vision of becoming the global leader in professional self regulation that responsibly improves the quality of life for all.

Kim Allen, P.Eng., MBA, FEC



Enforcement Statistics

Year of Activity	2011	2010
Employment advertisers contacted	28	4
Complaints received and Ministry of Government Services (MGS) referrals (including major files)	212	242
Old business names reviewed (not including MGS referrals)	175	203
New business names contacted (not including MGS referrals)	38	49
Daily Commercial News listings contacted	22	26
Self-employed engineers contacted	27	35
Internet title use contacted	1	1
Prosecutions	3	0

Complaints Committee Statistics

Year of Activity	2011	2010
Complaints filed	61	101
Complaints considered by Committee	56	85
Referred to Discipline Committee	4	21 ¹
Not referred to Discipline Committee	47	60
Consideration deferred	5	4

¹ Based on date of committee decision to refer, not date of signed decision.

Discipline Committee Statistics

Year of Activity	2011	2010
Matters referred to Discipline	6	18
Hearings completed	16	9
Matters stayed	-	2
Pre-hearing conferences held	27	12
Matters pending (caseload)	22	25
Decisions appealed to Divisional Court	1	0

Registration Committee Statistics

Year of Activity	2011	2010
Requests for hearings	5	0
Hearings completed	1	3
Pre-hearing conferences held	1	0
Matters pending (caseload)	9	4
Decisions appealed to Divisional Court	0	0

Complaints Review Councillor Statistics

Year of Activity	2011	2010
Applications for review	5	9
Dismissals	7	3
Notices to conduct a review	4	10
Reviews	0	0
Files pending	11	10

PEO terminates agreement with OSPE, continues discussions

In November, PEO members voted to terminate the agreement between PEO and the Ontario Society of Professional Engineers (OSPE). Signed in 2000, the agreement provided for transitional measures over the first three years to establish OSPE, significant continuing obligations for PEO and a legalistic and restrictive method of resolving disputes between the organizations.

After many meetings with OSPE and extensive discussions, PEO council concluded that continuing with an outdated and overly restrictive agreement, when it is possible to terminate it, could be viewed as poor stewardship of PEO's resources. The termination clause of the agreement stipulated that it could be terminated only by a vote of PEO licence holders. Twenty-six per cent of licence holders voted in the referendum with 79 per cent in favour of terminating the agreement. As a result of the referendum, PEO council at its December meeting approved holding meetings with OSPE on the relationship between the organizations and what's good for the profession. Councillor David Euler, P.Eng., FEC, was also appointed as an additional PEO member to the PEO-OSPE Joint Relations Committee, comprising representatives from PEO and OSPE mandated to facilitate co-operation and communication between the organizations in areas of mutual interest and concern. Council's motion specified that discussion between PEO and OSPE be carried on "without prejudice," as OSPE had indicated it is reserving the right to challenge the meaning of the PEO member vote at a later date.

Members speak on election of the president

At its November meeting, council approved holding a binding member referendum at the time of the 2012 council elections on direct election of the president-elect by members as opposed to appointment of the president by council from among elected councillors. The referendum results favoured having the position elected directly by licence holders (74 per cent).

A proposal in February 2010 to change the process by which the president is elected was part of a PEO Executive Committee package of recommendations resulting from its review of the regulator's governance structure. After further discussion of the concept at PEO's annual general meeting in May 2010, council's June 2010 workshop, and again at council's June 2010 meeting, council directed that stakeholders be surveyed on the issue. Over 4000 members responded to council's survey, carried out in July and August 2010, 57.2 per cent of whom supported "the status quo, where members annually elect the president-elect and one vice president."

In November 2010, council defeated a referendum question prepared by the Human Resources and Compensation Committee, instead approving a motion that it elect the president from among elected councillors, beginning immediately following the 2013 annual general meeting.

Before enshrining the change in regulations, however, council directed that town hall meetings be held before the 2011 AGM to discuss the issue with PEO members. Based on the discussion at the town halls, the 2011

AGM and among members, the Regional Councillors Committee proposed the binding referendum.



Mentorship program expands

At its April meeting, council approved Phase 2 of PEO's mentoring program for engineers, expanding it from the initial five chapters to 16. The program connects professional engineers with engineering interns, to provide interns with guidance and support as they progress toward professional licensure. PEO believes mentoring will equip new engineers with a greater understanding of their roles and responsibilities and for success in their chosen profession.

Council also directed that a subcommittee of PEO's Experience Requirements Committee be established to advise on the role of collaborators and mentors in helping licence applicants obtain the required 12 months of Canadian experience for licensing.

At the end of 2011, three chapters (Toronto-Humber, Oakville and Scarborough) had launched the expanded program, boasting a combined total of over 70 participants. Early 2012 launches in Hamilton-Burlington, Sudbury, Lake Ontario, Mississauga, Grand River and Windsor-Essex are planned, with eight other chapters (Algoma, Brampton, Kingston, Lakehead, North Bay, Ottawa, Willowdale-Thornhill and York) rounding out the chapters involved in this phase of the program. Phase 3 will entail rolling out the program to all chapters.

Access to Canadian experience enhanced

In February 2011, PEO council approved acceptable alternatives to permit an applicant who does not work under the direct supervision of a Canadian P.Eng. to meet his or her 12-month Canadian experience requirement for licensure. One alternative allows an engineering intern to work with a professional engineer monitor to meet the experience requirement, where the monitor assumes responsibility for the services within the practice of professional engineering that are provided by the engineering intern. The other alternative allows the experience acquired while the holder of a temporary licence collaborates with a licence holder in the practice of professional engineering in respect of the work undertaken to count towards meeting the licensure requirement.

Section 33(1)4, Regulation 941, requires "12 months experience acquired in a Canadian jurisdiction, under the supervision of one or more persons legally authorized to engage in the practice of professional engineering in that jurisdiction" as part of an applicant's required 48 months of work experience for licensure. As a result of council's decision,

the regulation will be amended to make applicable work experience acquired while a temporary licence holder works with a professional engineer collaborator, or while an engineering intern works with a professional engineer monitor. In practice, PEO, in fact, already recognized 12 months experience acquired without the direct supervision of a licence holder where a professional engineer monitored an engineering intern employed in an organization that did not have a licence holder available to supervise, and where a temporary licence holder had gained 12 months experience working with a professional engineer collaborator.

Emerging disciplines recognized

Through its Emerging Disciplines Task Force, PEO has taken the lead in recognizing two new engineering disciplines: Nanotechnology/Molecular Engineering (NME) and Communications Infrastructure Engineering (CIE).

PEO council passed resolutions to recognize the new disciplines, directed the Academic Requirements Committee to develop the respective academic requirements (board sheets) and directed the CEO/registrar to develop a campaign to raise public awareness that these two disciplines are within the practice of professional engineering. Articles on both disciplines have appeared in *Engineering Dimensions*, and both have been the subject of policy engagement series lectures sponsored by the Ontario Centre for Engineering and Public Policy. In September 2011, council-approved position statements affirming that NME and CIE are the practice of professional engineering were published to the PEO website at www.peo.on.ca/consultation/Positions.html.

The Canadian Engineering Qualifications Board recently approved development of a national Technical Examination Syllabus for the new disciplines, which will commence soon. PEO has offered two experts to assist with this effort.

The Emerging Disciplines Task Force subgroups are now working on their Phase 2 reports, which will present the “road map” for PEO licensure and regulation of these two new areas, including definition of scopes of practice, academic and experience requirements and professional practice guidelines.

New professional standards and guidelines

Three professional standards were approved by council in 2011. They were: *Writing Evaluation Reports for Drinking Water Systems*; *Use of Building Code Compliance Data Matrix on Drawings Prepared by Professional Engineers*; and *Preparation of Environmental Site Assessment Reports*. Compliance with them will become mandatory once they are filed as part of Regulation 260/08.

Subcommittees of PEO’s Professional Standards Committee (PSC) are also working on standards for *Tower Crane Review*, a draft of which is anticipated to be available for review by the full committee in early 2012.

Council also approved five professional practice guidelines during the year: *Preparing Engineering Evaluation Reports for Drinking Water Systems*; *Professional Engineers Reviewing Work Prepared by another Professional Engineer*; *The Professional Engineer as an Expert Witness*; *Professional Engineers Providing Services for Demolition of Buildings and other Structures*; and *Professional Engineers Using Software-Based Engineering Tools*. These

guidelines are now available on PEO’s website at www.peo.on.ca/publications/guidelines.htm except for the guideline on drinking water systems, which must await filing of its associated professional standard.

PSC continues to work on guidelines for: *Forensic Engineering*; *Practice Review*; *Professional Engineers Developing Software for Safety Critical Engineering Applications*; and *Structural Engineering in Buildings*.

Recommendations approved to strengthen complaints and discipline processes

In September, council approved 24 of 25 recommendations in the final report of the Complaints and Discipline Process Task Force (CDPTF).

Council established the CDPTF at its November 2010 meeting to review concerns expressed by members about PEO’s complaints and discipline processes, with the view to strengthening the processes and the public’s and members’ confidence in the processes.

As an alternative to the recommendation it did not approve, council approved forming a committee of experienced practitioners to propose more concise definitions of incompetence, unprofessional conduct and conduct unbecoming a professional; a process for sifting complaints and defining the requirements of those suitable for resolution by a simple peer review process without lawyers; and a simple peer review process that is fair, economical, and would be a prerequisite of such complaints before they enter the formal complaints and discipline process. The Executive Committee was delegated responsibility for selecting the experienced practitioners to sit on the committee.

Volunteer recognition initiative launched

An initiative to recognize the efforts of PEO volunteers through the awarding of service pins was rolled out in

late 2011. More than 900 people volunteer their time on PEO council, chapters, committees and task forces every year.

The service pin program was spearheaded by PEO’s Advisory Committee on Volunteers.

To qualify, an individual must be a current volunteer with PEO and have accumulated five, 10, 15, 20 or 25 years of service based on records held by PEO. The service does not have to be continuous.

The service pins are modelled after PEO’s existing P.Eng. pins, with the pin for each milestone having a corresponding number and different colour. The Fellow of Engineers Canada (FEC) pin, with a service criterion of 10 years, will be awarded instead of a 10-year PEO pin. For at least 25 years of service, volunteers will receive a numberless sterling silver pin of a design similar to the numbered pins.





Participants in the first GLC meeting on May 6 from left to right: (Front row) PEO CEO/Registrar Kim Allen, P.Eng., FEC; Consulting Engineers of Ontario President Barry Steinberg, P.Eng.; GLP Manager Jeannette Chau, P.Eng.; PEO then President Diane Freeman, P.Eng., FEC; McMaster student Shannon Pole; Manager of Government Relations for Engineers Canada Alana Lavoie; PEO Government Relations Coordinator Kaitlynn Dodge; PEO President-elect Denis Dixon, P.Eng., FEC; (Back row) PEO Government Relations Consultant Howard Brown; Engineers Canada representative Jonathan Risto, P.Eng.; PEO Oakville Chapter member Anita Cwynar, P.Eng.; LGA Councillor Ishwar Bhatia, P.Eng.; PEO Councillor Chris Taylor, P.Eng., BDS, FEC; Windsor-Essex Chapter member Andrew Dowie, P.Eng., OSPE representative Axil Garcia, P.Eng.; and PEO Chief Administrative Officer Scott Clark, LLB, FEC (Hon).

Government Liaison Program: Gaining Momentum in 2011

From the creation of the Government Liaison Committee (GLC) in May, to the first Engineering Government Relations Conference in September, to three engineers being elected to the Ontario legislature in October, 2011 was an action-packed year for engineering initiatives in the province. PEO staff, chapters, councillors and engineering students were active from Thunder Bay to Ottawa to Windsor, attending training sessions, conferences, public meetings and other events.

In May, the GLC was struck and representatives from PEO's Government Liaison Program (GLP), Engineers Canada, the Ontario Society of Professional Engineers (OSPE), Consulting Engineers of Ontario (CEO), the Ontario Centre for Engineering and Public Policy (OCEPP), engineering interns and students joined together to determine the direction of government relations for engineers in the province. The committee met regularly throughout the year to create and execute a work plan, provide advice and feedback on the direction of government relations activities, consult with stakeholders, monitor trends, develop position statements, organize events and training initiatives, and encourage involvement in public policy development.

ENGINEERING GOVERNMENT RELATIONS CONFERENCE

The highlight of the committee's work was the Engineering Government Relations Conference, held on September 12. Entitled "Gaining Momentum," the conference brought together engineers from across Ontario to review existing strategies and explore new approaches to effective government relations. It was sponsored by PEO, Engineers Canada, CEO and the Engineering Student Societies' Council of Ontario.

Guest speakers highlighted the importance of engineers plugging into the public policy process early and the value the profession brings to the process. They included Brian Gaston, P.Eng., former assistant deputy minister, Ministry of Transportation; Terry Fallis, author of *The Best Laid Plans*, an award-winning novel that fuses engineering and politics; Sean Conway, fellow, School of Policy Studies, Queen's University, and former Ontario education minister; and Alison Loat, co-founder and executive director, Samara.

REGULATORY AFFAIRS

The GLP aims to ensure the Government of Ontario respects the jurisdiction of PEO to regulate the engineering profession in the province. Through the program, PEO continued to monitor and consult on the implementation of the *Green Energy and Green Economy Act*, *Water Opportunities and Conservation Act*, the *Open for Business Act* and changes to the *Ontario Building Code Act*.

ENCOURAGING ENGINEERS TO THE LEGISLATURE

The grassroots of the GLP are its 36 chapter committees that encourage and support the involvement of engineers in public policy, including the 11 licence holders who ran for the provincial legislature in the October 6 election. Three were elected: Phil McNeely, P.Eng. (Ottawa-Orléans), Jack MacLaren, P.Eng. (Carleton-Mississippi Mills), and Jim McDonnell, P.Eng. (Stormont-Dundas-South Glengarry).

A Western Region GLP Academy hosted by the PEO Hamilton-Burlington Chapter GLP Chair Wayne Kershaw, P.Eng., launched the momentum for the year in January. Greg Sorbara, MPP Vaughan, former Ontario finance minister and Liberal campaign chair, spoke to representatives from across western Ontario to discuss ways to become more involved in public policy, the role of media in increasing awareness, how to host an MPP and how to get involved in the community.

Numerous events were attended and held across the province over the months leading into the October provincial election, including chapter town halls to raise issues on energy, infrastructure and jobs with provincial candidates. Highlights included: the Mississauga Chapter hosting 75 engineers and seven provincial candidates on September 8; over 100 people participating in the London Chapter's town hall on September 15; the Brampton Chapter hosting 80 people at a town hall on September 15; the York Chapter hosting a panel of candidates from the Oak Ridges-Markham, Markham-Unionville and Newmarket-Aurora constituencies to debate the issues on September 20; and the Oakville Chapter partnering with the Oakville Canadian Federation of University Women for a debate between area candidates on September 21.

The relationships forged throughout the many events, chapter initiatives, training academies and conferences in 2011 have built a strong foundation for the GLC to drive government relations priorities in 2012.



Nearly 150 delegates attended the 2011 conference of the Ontario Centre for Engineering and Public Policy including, from left: the Hon. Glen Murray, then Ontario Minister of Research and Innovation; Ray Linesman, P.Eng., FEC, PEO Thousand Islands Chapter chair; and Sheena Sharp, OAA, president, Ontario Association of Architects. In a post-event survey, nearly 90 per cent of respondents rated the conference good or excellent.

Ontario Centre for Engineering and Public Policy

The Ontario Centre for Engineering and Public Policy (OCEPP) refocused the scope of its objectives to align more closely with PEO's mandate to license and regulate the practice of professional engineering to protect the public interest.

OCEPP's role is to help provide input to PEO's regulatory policies and enhance the role of regulation, raise public understanding of the impact of engineering on the health, safety and economic well-being of Ontarians, and contribute to building the knowledge base of the broader community.

An OCEPP advisory board was formed in June 2011. The seven-member board provides advice and support on key issues facing the centre, the refinement of OCEPP's mission and focus, and the engagement of engineers in public policy development.

In January 2011, the *Journal of Policy Engagement* was replaced with the Policy Engagement section in *Engineering Dimensions*. The new section includes articles on such topics as understanding the practice of professional engineering, aviation engineering, regulation and oversight, the Canadian Framework for Licensure project and sustainable city design.

A bound edition of the 2010 *Journal of Policy Engagement* was published and distributed to Ontario MPPs, deputy and assistant deputy ministers, Ontario university engineering and policy deans, the Ontario Legislative Library, and Library and Archives Canada.

The annual public policy conference kicked off the 2011 AGM weekend on May 6 in Ottawa. Entitled "Engineering a Better Ontario," the conference featured 20 engaging and informative speakers, including the Hon. Glen Murray, then Ontario research and innovation minister. The 146 participants took part in panel discussions ranging from infrastructure in a deficit-cutting world, to the policy challenges of the *Green Energy Act*, improving health-care delivery and patient safety, and engineering education and global mobility. Lesley Herstein, a PhD student from the University of Toronto, was the recipient of \$1,000 as the winner of the third annual Student Essay Competition. Lesley presented her paper on how engineers can help address Ontario's water infrastructure deficit.

The centre's Policy Engagement Series (PES) continued to draw attendees from all parts of the engineering and broader community. Since its debut in 2009, there have been 11 PES presentations with more than 800 participants. The seminars in 2011 were "Adapting civil infrastructure to a changing climate: From policy to practice," "Electronic health records: The role of regulation in engineering and design," and

"The future of professional engineering regulation in the global trade environment." The purpose of the policy engagement series is to encourage engineers to become more involved in public policy, contribute to policy dialogues that can benefit from an engineering perspective, strengthen coordination with other regulatory bodies, and be a conduit between PEO and the professional engineering community in Canada.

OCEPP also co-sponsored 10 events, including a presentation on the Fukushima Daiichi nuclear event, and a day-long workshop on how to assess and document the vulnerability of infrastructure to the impact of climate change. The events have strengthened OCEPP's connections with engineering and policy groups, and have raised awareness of the OCEPP cause.

The centre also continued its involvement in the Work in a Warming World (W3) project by connecting researchers with engineers and other professionals. W3 is a six-year, \$1-million endeavour with 30 partnering organizations and universities that focuses on seven employment sectors and how the leading organizations in these sectors understand and respond to the challenges of a changing climate.



Abbreviated Financials

BALANCE SHEET

AS AT DECEMBER 31, 2011

BALANCE SHEET			2011	2010
AS AT DECEMBER 31, 2011				
ASSETS	CURRENT	Cash in interest-bearing accounts	\$ 794,808	\$ 2,245,695
		Marketable securities at market value	3,379,767	12,113,603
		Accounts receivable	1,086,691	258,241
		Prepaid expenses and deposits	245,858	189,070
		5,507,124	14,806,609	
	Capital assets (Note 3)	36,908,779	28,559,805	
	Derivative asset (Note 5)	–	20,970	
TOTAL ASSETS		42,415,903	43,387,384	
LIABILITIES	CURRENT	Accounts payable and accrued liabilities	1,423,467	1,711,683
		Fees in advance and deposits	8,592,054	8,698,335
		Current portion of long-term debt (Note 5)	830,000	808,000
			10,845,521	11,218,018
	LONG TERM	Long-term debt (Note 5)	11,100,000	11,930,000
		Derivative liability (Note 5)	746,901	–
		Employee future benefits (Note 6)	6,250,139	5,787,807
TOTAL LIABILITIES		28,942,561	28,935,825	
	Operating reserve (Note 7)	13,473,342	14,451,559	
TOTAL LIABILITIES AND OPERATING RESERVE		42,415,903	43,387,384	

On behalf of council: J. David Adams, P.Eng., MBA, FEC, president; Denis Dixon, P.Eng., FEC, president-elect

STATEMENT OF CASH FLOWS

YEAR ENDED DECEMBER 31, 2011

			2011	2010
	OPERATING	Excess of revenue over expenses	\$ 24,794	\$ 1,892,110
		Add (deduct) items not affecting cash		
		Write-off of building improvements	945,247	–
		Amortization	1,330,565	921,461
		Employee future benefits	1,930,337	1,400,622
		Loss (gain) on disposal of marketable securities	280,420	(432,356)
			4,511,363	3,781,837
		Change in non-cash working capital items (Note 11)	(1,279,735)	743,437
			3,231,628	4,525,274
	FINANCING	Repayment of mortgage	(808,000)	(1,786,000)
		Contributions to employee future benefit plans	(1,468,005)	(847,606)
			(2,276,005)	(2,633,606)
	INVESTING	Proceeds of disposal of marketable securities	17,030,330	1,429,244
		Acquisition of marketable securities	(8,812,054)	–
		Additions to capital assets	(10,624,786)	(4,299,148)
			(2,406,510)	(2,869,904)
	Decrease in cash		(1,450,887)	(978,236)
	Cash, beginning of year		2,245,695	3,223,931
	Cash, end of year		\$ 794,808	\$ 2,245,695

**STATEMENT OF REVENUE, EXPENSES AND
CHANGES IN THE OPERATING RESERVE**

YEAR ENDED DECEMBER 31, 2011

		2011	2010
		Operating reserve (Note 7)	Operating reserve (Note 7, 16)
REVENUES	P.Eng. revenue	\$ 14,224,220	\$ 13,975,353
	Application, registration, examination and other fees	5,189,979	5,120,789
	Investment income	546,602	474,878
	Advertising income	409,690	459,684
	Building operations (Note 4)	2,354,380	2,320,336
		22,724,871	22,351,040
EXPENSES	Full-time staff salaries/retiree and staff future benefits	9,659,586	8,989,331
	Occupancy costs (Note 4)	652,279	617,580
	Purchased services	1,331,419	1,241,046
	Legal and tribunal	1,159,134	654,131
	Engineers Canada	825,979	802,812
	Volunteer business expenses	945,188	800,534
	Contractors and temporary staff	341,088	247,072
	Chapters (Note 14)	598,260	550,902
	Postage and courier	641,278	550,254
	Consultants	274,272	286,322
	Amortization	728,513	514,568
	Computers and telephone	612,297	694,687
	Transaction fees and commission	415,953	394,809
	Insurance	139,747	136,199
	Advertisement	185,950	127,385
	Printing and photocopying	142,768	211,965
	Office supplies	116,729	140,446
	Staff business expenses	167,161	171,676
	Recognition, grants and awards	161,292	165,635
	Training and development	64,715	106,561
	Building operations (Note 4)	2,267,212	2,280,877
		21,430,820	19,684,792
Excess of revenue over expenses before the undernoted		1,294,052	2,666,248
Council discretionary reserve expenses (Note 8)		(324,011)	(774,138)
Write-off of building improvements (Note 9)		(945,247)	—
Excess of revenue over expenses		24,794	1,892,110
Reclassification adjustment for gains recognized during the year in the statement of operations		(208,427)	(23,503)
Change in unrealized (losses) gains on available for sale financial assets		(26,713)	81,621
Loss on derivative designated as cash flow hedge (Note 5)		(767,871)	(402,930)
Reserve balance, beginning of year		14,451,559	12,904,261
Reserve balance, end of year		\$ 13,473,342	14,451,559

*The above information is an abbreviated version of PEO's 2011 financial statements. The full report appears in the May/June 2012 issue of *Engineering Dimensions*.

Chapter Highlights



Maria Story, P.Eng., of the Sudbury Chapter (right) presents a chapter scholarship award to Lynsey Topliss, who is studying civil engineering at Lakehead University.



Ramona Mirtorabi, P.Eng., of the Brampton Chapter at the CareerMashup event at Roy Thomson Hall in Toronto on October 28.



2011 Engineering Innovations Forum speakers (from left): Steven D'Souza of the CBC (moderator); Corinne Boone of Hatch Environmental Services; Professor Caetano Dorea, PhD, of Laval University; and Major Claire Bamma, commanding officer, 55 Engineer Support Squadron, Canadian Forces.

Chapter Activities

PEO chapters sought to engage young minds in discovering the joys of math, science and engineering through a variety of events and initiatives during the year.

NATIONAL ENGINEERING MONTH

Since 1992, National Engineering Month (NEM) has grown as a nation-wide celebration of the engineering profession. Every year, communities across Canada host a wide range of volunteer-led events that promote engineering, particularly to school-age children. PEO chapters staged numerous events in support of NEM including:

- Over 160 students, grades 6-8, competed in challenging and fun competitions hosted by the Lakehead Chapter, the faculty of engineering at Lakehead University and Union Gas Ltd. Teams of students came to the Lakehead campus to build bridges, make catapults, and have a junk drawer war. The bridge-building

competition was judged on how much weight a popsicle-stick bridge could support over a span of 16 inches. Bishop E.Q. Jennings took first prize in the bridge-building competition, with second place going to Ecole Gron Morgan, whose bridge supported 12.91 kilograms.

- The Mississauga Chapter held its annual Bridge Building Challenge at Tomken Road Middle School with over 150 students participating from schools in the Peel Public and Catholic school boards. The students presented the bridges to the judges and then tested them on the bridge-crushing machine. Mississauga Ward 6 Councillor Ron Starr, P.Eng., spoke on the importance of such events in developing the skills of the students and the impact on their future and career.

ENGINEERING INNOVATIONS FORUM

With its theme of "Engineering innovations in disaster relief and recovery," the 2011 Engineering Innovations Forum (EIF) provided a



Seventy-five engineers, volunteers and provincial election candidates participated at the PEO Mississauga Chapter town hall meeting on September 8. The event supported PEO's Government Liaison Program and allowed local candidates and engineers to discuss issues important to the profession and the community. Mississauga Chapter executive member Wafik Sunbaty, P.Eng., ran as the Progressive Conservative candidate for the riding of Mississauga-Streetsville.



Former NASA astronaut Jon McBride test drives Laurentian University's lunabot at the Kennedy Space Center in Florida.



Engineering students set off one of the world's largest Rube Goldberg machines at the CN Tower during NEM 2011. Pictured are, from left, Geoff Fowler, Dean Taleb, Ryan Farrugia, Raquel Almeida, Cameron Winterink, Alessia Danelon, Arif Qureshi, Stephen Schauer and Leah Allen.



Engineer-in-Residence Executive Director Jeffrey Crelinsten receives encouragement from would-be competitors during a rocket launcher challenge at the Canadian Science and Technology Museum.

timely and inspiring reminder of the engineering profession's potential to bring immediate relief when war and natural disasters strike vulnerable populations. Held annually during National Engineering Month, the forum is an opportunity to promote dialogue and raise public awareness of the beneficial role engineering plays in linking science and technology. The 2011 forum, held March 3 at the Ontario Science Centre, was hosted by CBC video-journalist Steven D'Souza. The evening also included award presentations to the winners of a new EIF student design competition.

EVENTS

On November 24, the Mississauga Chapter held its fall licence certificate presentation ceremony, which was a resounding success with 105 participants. Special guests included keynote speaker Bob Chow, director of transmission integration, Ontario Power Authority, who delivered an overview of the future of energy in Ontario; Robert Willson, P.Eng., West Central Region junior regional councillor; and Mississauga Councillor Ron

Starr, P.Eng. (Ward 6), who congratulated the recipients. Tapan Das, PhD, P.Eng., was presented with a service recognition award for his many and valuable contributions to the chapter during his time as chair.

The first Sudbury Chapter Networking Lunch was held on March 16 in Copper Cliff, with 80 participants. Keynote speaker Roy Slack, P.Eng., president, Cementation Canada, Inc., discussed his company's involvement in the 2010 rescue of 33 trapped miners at the San Jose mine in northern Chile. In addition, fourth-year mechanical engineering students from Laurentian University's lunabotics design team showed off their robot submission for NASA's then upcoming Lunabotics Competition in May 2011. The team subsequently won first prize in this international competition in Florida.



Members of the PEO London Chapter Executive Committee and participating panellists at the September 15 town hall meeting in London.



In 2011, the 14th Annual Sudbury Chapter Professional Engineers Ontario Hockey Tournament raised \$14,000 for charity. Approximately \$40,000 has been raised to date.



ORDER OF HONOUR

At a May 6 gala in Ottawa, nine professional engineers were inducted as Members into PEO's Order of Honour. Recognized were (back row, left to right) Joseph Calabrese, P.Eng.; Matthew Xie, P.Eng.; Otto Zander, P.Eng.; Edward A. Grandy, P.Eng., FEC; (front row, left to right) Gordon Ip, P.Eng., FEC; Ian Cheng, P.Eng.; Lawrence Pond, P.Eng.; and Changiz Sadr, P.Eng., FEC. Not pictured: James Victor Morris, MSc, P.Eng.



S.E. WOLFE THESIS AND V.G. SMITH AWARDS

PEO's annual general meeting luncheon was the venue for the presentation of the regulator's awards for academic achievement, which are presented to professional engineers licensed during the previous year by writing technical exams.

Andrew Walter Tron, P.Eng. (left), took home the 2011 S.E. Wolfe Thesis Award and Vsevolod Marouchko, P.Eng., received the 2011 V.G. Smith Award.



G. GORDON M. STERLING ENGINEERING INTERN AWARD

Sharing the stage with the Order of Honour recipients May 6 was Cara Stapley, EIT (left), who was presented the 2011 G. Gordon M. Sterling Engineering Intern Award by 2010-2011 PEO President Diane Freeman, P.Eng., FEC. A North Bay resident, Stapley captured this year's award for her academic record and her active support of PEO's North Bay Chapter. The intern award is given each year in memory of the late Gordon Sterling, P.Eng., PEO president in 2001-2002. The award was established to celebrate leadership and achievement among engineering graduates registered in PEO's Engineering Intern (EIT) program.

PRESIDENT'S AWARD

Former astronaut Roberta Bondar, MD, PhD, received the 2011 President's Award at the Order of Honour Awards gala May 6. The award recognizes non-engineers who have shown continuous support of, and made significant contributions to, advancing the engineering profession in Ontario.



ONTARIO PROFESSIONAL ENGINEERS AWARDS

Honoured at the 2011 Ontario Professional Engineers Awards gala in November were, from top left: Anton Davies, PhD, P.Eng., FCAE; Stephan Matusch, P.Eng., MBA; Michael E. Charles, PhD, P.Eng., FCAE; Doug Perovic, PhD, P.Eng.; Nils Voermann, P.Eng., MBA; Mohamed Attalla, PhD, P.Eng.; Robert Bryant, P.Eng.; and David Zingg, PhD, P.Eng. From bottom left: Elizabeth Edwards, PhD, P.Eng.; Anna Dunets Wills, P.Eng.; and Milica Radisic, PhD, P.Eng. Alourdes Sully, P.Eng., president and chair, Ontario Society of Professional Engineers; J. David Adams, P.Eng., MBA, FEC, president, PEO; and Helen Wojcinski, P.Eng., MBA, FEC, chair, Professional Engineers Awards Committee, participated in the presentation.

Volunteer List

Professional Engineers Ontario relies on members' voluntary participation in both its governance and operation. In 2011, more than 900 professional engineers, engineering interns 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 Viktoria Aleksandrova, MED, committee coordinator.

A

Samuel Abd el Malek, P.Eng.
Galal Abdelmessih, P.Eng.
Paul Accchione, P.Eng.
Sarah Ackert-Ferguson, EIT
J. David Adams, P.Eng.
Joe Adams, P.Eng.
Vivender Adunuri, P.Eng.
Ali Afshar, P.Eng.
Umar Afzaal, P.Eng.
Anuj Agarwal, P.Eng.
Punit Aggarwal, EIT
Hanieh Aghighi, P.Eng.
Ariel Agor, EIT
Aziz Ahmed, P.Eng.
Hanafy Ahmed
Parvez Akhtar, EIT
Zahraa Al-Ali, EIT
Shufrah Alam, EIT
Shah Alamgir, P.Eng.
Behzad Alavi, P.Eng.
Carmen Aldea, P.Eng.
Luminata Aldea, P.Eng.
Abel Aleman, P.Eng.
Fonar Alrubaie
Subhi Alsayed, P.Eng.
Omar Al-Shareeda, EIT
Obatosin Aluko, P.Eng.
Luigi Alvisi, P.Eng.
Ryszard (Richard) Ambroz, P.Eng.
James Amson, P.Eng.
Kate Anderson, P.Eng.
Ross Anderson, P.Eng.
Gordon Andrews, P.Eng.
Heissel Aparicio, P.Eng.
Gheorghe (George) Apostol, P.Eng.
Neil Arcot, EIT
Matt Arndt, EIT
Mishuk, Ashpakul, P.Eng.
Narayana Asogan, P.Eng.

Jon Atkinson, P.Eng.
Behrouz (Bruce) Atrie, P.Eng.
Magdy Attia, P.Eng.
Oscar Avila, P.Eng.
Arshad Azhar, P.Eng.
Edward Aziz, P.Eng.

B

David Babbs, P.Eng.
Souheila Badakji, P.Eng.
Devinder Bahra, P.Eng.
John D. Bailes, P.Eng.
James Bailey, P.Eng.
Jack Baker, P.Eng.
Michael Ball, P.Eng.
Paul Ballantyne, P.Eng.
Adam Balogh, P.Eng.
Vajahat Banday, P.Eng.
Pregrad Baranjanin, P.Eng.
Babak Baradaran-Seyed, P.Eng.
Douglas Barker, P.Eng.
Mike Barker, P.Eng.
Roger Barker, P.Eng.
Daniel Barrette, P.Eng.
Chuck Barsony, P.Eng.
Haafiz Bashir, P.Eng.
Bouzar Bassiji, EIT
Bozena Bednarska, P.Eng.
Bill Bélanger, P.Eng.
Christian Bellini, P.Eng.
Mark Bendix, P.Eng.
James Bennett, P.Eng.
Tim Benson, P.Eng.
Annette Marie Bergeron, P.Eng.
Reynaldo Bernales, P.Eng.
Larry Betuzzi, P.Eng.
Ishwar Bhatia, P.Eng.
Satyendra Bhavsar, P.Eng.
Sanjiwan Bhole, P.Eng.
Md Soharab Bhuiyan, P.Eng.

Jeanette Biemann, P.Eng.
Walter Bilanski, P.Eng.
George Biljan, P.Eng.
Joe Bilton
Nigel Birch, P.Eng.
Doug Bisset
Duncan Blachford, P.Eng.
Victor Blandon, P.Eng.
Maziyar Bolour, P.Eng.
Trevor Bolt, P.Eng.
Alice Bom, P.Eng.
Andre Bom, P.Eng.
Joe Bonadie, P.Eng.
Anthony (Tony) Bonney, P.Eng.
Guy Boone, P.Eng.
Spiridon Bot, P.Eng.
Jo-Anne Boucher, P.Eng.
Clement Bourgogne, EIT
Mohamed Boutazakhti, P.Eng.
Roger Boutette, P.Eng.
Andrew Bowers, P.Eng.
Dashrathkumar Brahmabhatt, P.Eng.
John Bray, P.Eng.
Patti Breaker, P.Eng.
Robert Bressan, P.Eng.
Brian Breukelman, P.Eng.
Peter Broad, P.Eng.
Helmut Brosz, P.Eng.
Randal Brown, P.Eng.
Mark Brys, P.Eng.
Dave Buck, P.Eng.
Geoffrey Burn, P.Eng.
Michael Burrell, P.Eng.
Betty Anne Butcher, P.Eng.
Bill Butuk, P.Eng.

C

Ronald Caldwell, P.Eng.
Fernando Camacho
Ian Cameron, P.Eng.
Darla Dee W. Campbell, P.Eng.
Colin Cantlie, P.Eng.
Diego Cardenas, P.Eng.
Denis Carlos, P.Eng.
Liz Carlson
Marie Carter, P.Eng.
David Caryll, P.Eng.
Rene Cascanette, P.Eng.
Dan Castellan, P.Eng.
Jamie Catania, P.Eng.
Carlo Ceccarelli, EIT
Anthony (Tony) Cecutti, P.Eng.
Karen Chan, P.Eng.
Kwok-Wai (Michael) Chan, P.Eng.
Raju Chander, P.Eng.
Sukaina Chandoo
Jian Ming Chang, P.Eng.
Michael Chapman, P.Eng.
George Charitou, P.Eng.
V. George Chelvanayagam, P.Eng.
Jason Chen, P.Eng.
Ian Cheng, P.Eng.
Kevin Chessman, P.Eng.
Yiu Ming (Roger) Cheung, P.Eng.
Asim Chida
Chantal Chiddle, P.Eng.
Jim Chisholm, P.Eng.
Peter Chisholm, P.Eng.
Corneliu Chisu, P.Eng.
Ken Chiu, P.Eng.
Brett Chmiel, P.Eng.
Richard Chmura, P.Eng.
Raymond Chokelal, P.Eng.
Thomas Chong, P.Eng.
Mohammed Chowdhury, P.Eng.
David Christie, P.Eng.
Wan Tat (Vincent) Chu, P.Eng.
Danny Ciasullo, EIT
Bruce Clarida, P.Eng.
John Clark, P.Eng.
Ronald Clarkin, P.Eng.
John Clayton, P.Eng.
Kenneth Clupp, P.Eng.
Steve Cobeane, P.Eng.
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Nolan Coelho, EIT
Gino Colonico, P.Eng.
Nicholas (Nick) Colucci, P.Eng.
Brendan Colven, EIT
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Louis Cooke

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Levente Diosady, P.Eng.
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Dennis Domenichini, P.Eng.
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Eman El-Ali
Maha El-Birani
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Ronald Ellis, P.Eng.
Keith Ellison, P.Eng.
Waguih ElMaraghy, P.Eng.
Khaled El-Rahi, P.Eng.
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Hassan Erfanirad, P.Eng.
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Zbigniew Ewertowski, P.Eng.

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Marc Gaudet, P.Eng.
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Syed Gilani, P.Eng.

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John Glover, P.Eng.
Branislav Gojkovic, P.Eng.
Peter Golem, P.Eng.
Desmond Gomes, P.Eng.
Terry Gomez, P.Eng.
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Robert A. Goodings, P.Eng.
Santhosh Gopalakrishnan, P.Eng.
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Imola Götzt, P.Eng.
Marlene Graham, P.Eng.
Dragan Grandic, P.Eng.
Don Grandy, P.Eng.
Ed Grandy, P.Eng.
David Grant, P.Eng.
Juris Grava, P.Eng.
Bob Gravelle, P.Eng.
Mohinder Grover, P.Eng.
Eduard Guerra, P.Eng.
Niveen Guindy, P.Eng.
Ehab Guirguis, P.Eng.
Nihal J. (Tilak) Gunaratne, P.Eng.
Ravi Gupta, P.Eng.
Santosh Gupta, P.Eng.
Nick Gurevich, P.Eng.
Orlando Gutierrez, P.Eng.

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Doug Hamilton, P.Eng.
Faiz Hammadi, P.Eng.
Catherine Hancharek, EIT
Micky (Qi) Hao, P.Eng.
Lauren Hardy, P.Eng.
Marjorie Harmsen, P.Eng.
Michael Harris, P.Eng.
Kellie Harrison, EIT
Agha Hasan, P.Eng.
Mason Hatahet, EIT
R. Douglas (Doug) Hatfield, P.Eng.
Jana Havard, P.Eng.
Mark Haynes, P.Eng.
Joe Hayward
John Hazel, P.Eng.
Darren Headrick, P.Eng.
Yahya Hematy, P.Eng.
David Henderson, P.Eng.
Ryan Heppler, P.Eng.
Araceli Hernandez, P.Eng.
Bill Heska, P.Eng.
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J

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M

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T

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 John Vieth, P.Eng.
 Rafael Villadiego, P.Eng.
 Paul Vincett
 Milan Vyas, P.Eng.

W

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 Patrick Yeung, P.Eng.
 Shigong (George) Yin, P.Eng.
 Panch Yogeswaran, P.Eng.
 Richard Yoon, P.Eng.
 Danny Young, P.Eng.
 Gord Young, P.Eng.

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 Peter Zandbergen, P.Eng.
 Otto Zander, P.Eng.
 Boze Zekan, P.Eng.
 Dan Zhang, P.Eng.
 Sufang (Sarah) Zhang, P.Eng.
 Paul Zhao, P.Eng.
 Miao Priscilla Zhou, P.Eng.
 Nilesh Zinzuwadia, P.Eng.
 Richard Zytner, P.Eng.
 Malgorzata (Gosha) S. Zywno, P.Eng.



PEO 2010-2011 President Diane Freeman, P.Eng., FEC (left) passes the ceremonial gavel to newly installed 2011-2012 President J. David Adams, P.Eng., MBA, FEC at PEO's 2011 Annual General Meeting.

PEO volunteers are recognized with service pins for their five years of service to the association during the November Chapters Leaders Conference.

From left to right: President-elect Denis Dixon, P.Eng., FEC, and President J. David Adams, P.Eng., MBA, FEC, present PEO Councillor Colin Moore, P.Eng., FEC, Thousand Islands Chapter Chair Ray Linseman, P.Eng., FEC, and PEO Councillor Paul Ballantyne, P.Eng., FEC, with service pins for 25 years of PEO volunteerism.



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- ❖ Teamwork

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