



Professional Engineers
Ontario

PROVIDING CLEAR DIRECTION

ANNUAL REVIEW 2013

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.

REGULATORY PROCESS

	EXT
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Senior executive assistant, president and registrar	
Brenda Caplan	1104
Deputy registrar, regulatory compliance	
Linda Latham, P.Eng.	1076
Manager, complaints and investigations	
Ken Slack, P.Eng.	1118
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, tribunal office	
Salvatore Guerriero, P.Eng., LLM	1080

REGULATORY SUPPORT SERVICES

Chief administrative officer	
Scott Clark, B.Comm, LLB, FEC (Hon)	1126
Manager, student and government liaison programs	
Jeannette Chau, P.Eng., MBA	647-259-2262
Manager, EIT programs	
Manoj Choudhary, P.Eng.	1087
Director, people development	
Fern Gonçalves, CHRP	1106
Recognition coordinator	
Olivera Tasic, BEd	416-224-1100 ext. 1210
Committee/volunteer coordinator	
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Manager, chapters	
Matthew Ng, P.Eng., MBA	1117
Director, communications	
Connie Muckleston	1061
Editor, <i>Engineering Dimensions</i>	
Jennifer Coombes	1062
Manager, communications	
David Smith	1068

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2013-2014 PEO COUNCIL AND EXECUTIVE STAFF

Officers

President

Annette Bergeron, P.Eng., MBA, FEC

Past president

Denis Dixon, P.Eng., FEC

President-elect

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

Vice president (elected)

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

Vice president (appointed)

Sandra Ausma, PhD, P.Eng.

Executive members

Ishwar Bhatia, MEng, P.Eng., FEC

Rebecca Huang, LLB, MBA

Michael Wesa, P.Eng., FEC

Councillors

Councillors-at-large

Bob Dony, PhD, P.Eng., FIET, FEC

Roydon A. Fraser, PhD, P.Eng., FEC

Roger Jones, P.Eng., MBA, SMIEEE

Northern Region councillors

Sandra Ausma, PhD, P.Eng.

Michael Wesa, P.Eng., FEC

Eastern Region councillors

Chris Taylor, MEng, P.Eng., MBA

David Brown, P.Eng., BDS, C.E.T.

East Central Region councillors

Denis Carlos, P.Eng., FEC

Changiz Sadr, P.Eng., CTP, CTME,

ITILv3, FEC

Western Region councillors

Len C. King, P.Eng., FEC

Ewald Kuczera, MSc, P.Eng.

West Central Region councillors

Danny Chui, P.Eng., FEC

Robert Willson, P.Eng.

Lieutenant governor-in-council appointees

Ishwar Bhatia, MEng, P.Eng., FEC

Santosh K. Gupta, PhD, MEng, P.Eng., FEC

Richard J. Hilton, P.Eng.

Rebecca Huang, LLB, MBA

Vassilios (Bill) Kossta

James Lee, PhD, P.Eng., FEC

(until January 2014)

Mary Long-Irwin

Sharon Reid, C.Tech.

Chris D. Roney, P.Eng., BDS, FEC

Tarsem Lal Sharma, PhD, P.Eng.

(until March 2014)

Rakesh K. Shreewastav, P.Eng., AVS, FEC

Marilyn Spink, P.Eng. (as of February 2014)

Martha Stauch, MEd

Engineers Canada Directors

Diane Freeman, P.Eng., FEC

Catherine Karakatsanis, MEng, P.Eng., FEC

E. Philip Maka, P.Eng., FEC

Chris D. Roney, P.Eng., BDS, FEC

Rakesh Shreewastav, P.Eng., AVS, FEC

Executive Staff

Registrar

Gerard McDonald, P.Eng., MBA

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)



Recyclable where facilities exist





Annette Bergeron, P.Eng.,
MBA, FEC, President

My tenure as PEO president came with some unexpected challenges, which I believe were effectively met and clear direction on significant issues was provided as a result.

The 2013-2014 council term began with a search for a new registrar, something I hadn't expected; however, I am glad I was able to participate in, what I think, is one of the most important duties of council or of any board of governance. Hiring the right person to lead PEO sets the tone of our association for years to come and, undoubtedly, has a lasting impact on the success we have in carrying out our mandate. Gerard McDonald, P.Eng., MBA joined PEO as registrar early in 2014 and brings to the association a proven record of high level regulation development and expertise, along with commitment to focus PEO on its core mandate. I would like to thank Deputy Registrar, Licensing and Finance, Michael Price, P.Eng., MBA, FEC, for serving as acting chief executive officer and registrar since October 2012.

My election platform in 2012 promised a clear focus on regulatory activities and I am proud of this council's focus on regulation as we have had to deal with some critical regulatory issues.

When I assumed the presidency in April 2013, we were at the height of our efforts to ensure proclamation of the repeal of section 12(3)(a) of the *Professional Engineers Act*, an exception that, regrettably, allows certain acts of engineering in a manufacturing setting to be performed by unlicensed employees. Although proclamation of this important legislation was ultimately postponed in 2013 by the Ontario government, it remains on the government books until 2020. Undeterred, PEO continues to press for its implementation. I have been meeting with MPPs, industry stakeholders and the media to raise awareness of the repeal and summon the facts. This issue is one of protecting safety in workplace environments, and I remain concerned every time I read about another manufacturing accident where life has been lost or a worker has been harmed. Repealing the exception would also close a regulatory gap that impedes PEO's ability to regulate engineering practice in industry generally and enhance practitioner mobility, since Ontario is the only province with a full machinery exception. So our resolve to see the repeal proclaimed remains steadfast.

As president, I'm grateful to have had the expertise and support of five structural engineers on council and staff who, as a task force, addressed the issues and questions presented to PEO by the Elliot Lake Commission of Inquiry during its examination into the partial collapse of the rooftop parking deck of the Algo Centre Mall. I am very proud of the association's contributions to the commission, which included participating in expert roundtable sessions and submitting recommendations intended to strengthen PEO's regulation of engineering practice to help prevent similar tragedies from occurring again. I look forward to the commission's final report in October 2014 and anticipate that we, as a profession, may have additional regulatory work ahead of us as a result.

During the 2013-2014 council term, I remained true to my promise to carry on Past President Denis Dixon's work with the Ontario Society of Professional Engineers (OSPE). I increased the frequency of our Joint Relations Committee meetings to almost one a month (there were years in the past where the committee never met) to further clarify the roles of each group. As I've stated previously, we have two engineering bodies in Ontario, leaving PEO the luxury of focusing on regulation, and OSPE on advocacy and member services. The distinction is obviously an important one but often gets overlooked, even in our best efforts to serve the profession. This continuous dialogue helps to provide clarity for the leadership groups of both organizations and makes us stronger in the process.

While significant work has been accomplished this year to improve the governance of our profession, there is still much to be done. A presidential term of one year is short by governance standards. Fortunately, our new registrar will be formulating a forward-looking corporate and strategic plan for council's consideration that should assist in keeping PEO on course.

I would like to thank the council of 2013-2014 for their support during my term and our licence holders for bestowing on me the privilege of leading the profession.

Sincerely,

A handwritten signature in black ink that reads "A. Bergeron, P.Eng.".

Annette Bergeron, P.Eng., MBA, FEC
President 2013-2014



Gerard McDonald,
P.Eng., MBA, Registrar

While I agreed to join PEO as its registrar in December, I didn't officially commence my responsibilities until January 2014. I'm very excited to work with all of our stakeholders in an effort to determine how we can most effectively and efficiently serve the association's mandate of regulating the practise of professional engineering in Ontario.

My goal is to create an environment in which council, staff and our dedicated volunteers can thrive and be productive.

I would like to thank Deputy Registrar, Licensing and Finance, Michael Price, P.Eng., MBA, FEC, for serving as acting chief executive officer and registrar since October 2012. Michael was instrumental to the successes of the past year and, on behalf of PEO, I thank him for his contributions.



Michael R. Price, P.Eng.,
MBA, FEC, Acting Chief
Executive Officer and
Registrar (2013)

On behalf of PEO staff, I would like to extend a warm welcome to new Registrar Gerard McDonald, P.Eng., MBA, and look forward to working with him to ensure PEO continues to provide innovative and effective regulation of our profession.

We worked on several important issues in 2013 and I would like to thank council for its leadership and direction.

PEO participated in the Elliot Lake Inquiry and provided recommendations to the commission on the role of professionals in preventing tragedies similar to the June 23, 2012 partial collapse of the rooftop parking deck of the Algo Centre Mall. Commissioner Paul R. Bélanger singled out PEO for "its critically useful recommendations."

We continued to push for a change that would close existing safety gaps and provide the accountability that will help to ensure a healthier and safer workplace, following the provincial government's abrupt decision mid-year to abandon a previously announced proclamation date of September 1, 2013 for the repeal of section 12(3)(a) of the *Professional Engineers Act*. We were pleased to have support on this issue from our provincial counterparts, many of whom wrote Ontario's attorney general to voice concerns about the government's decision. Our work will continue until we secure an implementation date for the repeal.

In 2013, PEO's P.Eng. licence fee remained frozen at the lowest level in Canada for the fifth consecutive year. PEO received 6238 new applications for P.Eng. licensure in 2013, the highest amount since 1996—when the experience requirements for licensure as a P.Eng. were increased from two years to three years—and represents a 36 per cent increase over 2012 applications. PEO's cash reserve has doubled from \$4.2 million at the beginning

of 2012 to more than \$8.4 million by the end of 2013, while allowing us to proceed with two significant capital projects in 2013. The first project was the purchase of the Aptify online licence holder management system to improve the efficiency of the licensing process and enhance the responsiveness of the licensing experience for applicants. It is expected that the first phase of this system will be operational by the end of 2014. The second project was the relocation of staff from the second floor to the sixth floor to enhance office space efficiency and intra- and inter-departmental staff effectiveness.

Throughout the year, the association was assisted by the efforts of some 1000 volunteers who have tirelessly worked on behalf of PEO in various ways. During the lead-up to the provincial byelections on August 1, for example, several of our chapters and Government Liaison Program representatives reached out to candidates in each of the five ridings involved and held all-candidate debates in four. This helped raise awareness of issues that affect regulation of the engineering profession and educated participants on PEO's role in protecting the public. This level of dedication can be seen in all 36 of our chapters across the province and their service as a local presence for the profession is extremely valuable.

Equally as important are the volunteers who capably serve the association as members of PEO committees, task forces and task groups, and whose work helps to develop many of the policies that guide the association.

I would like to extend my sincere appreciation to all our volunteers and staff for their many and varied contributions in 2013.

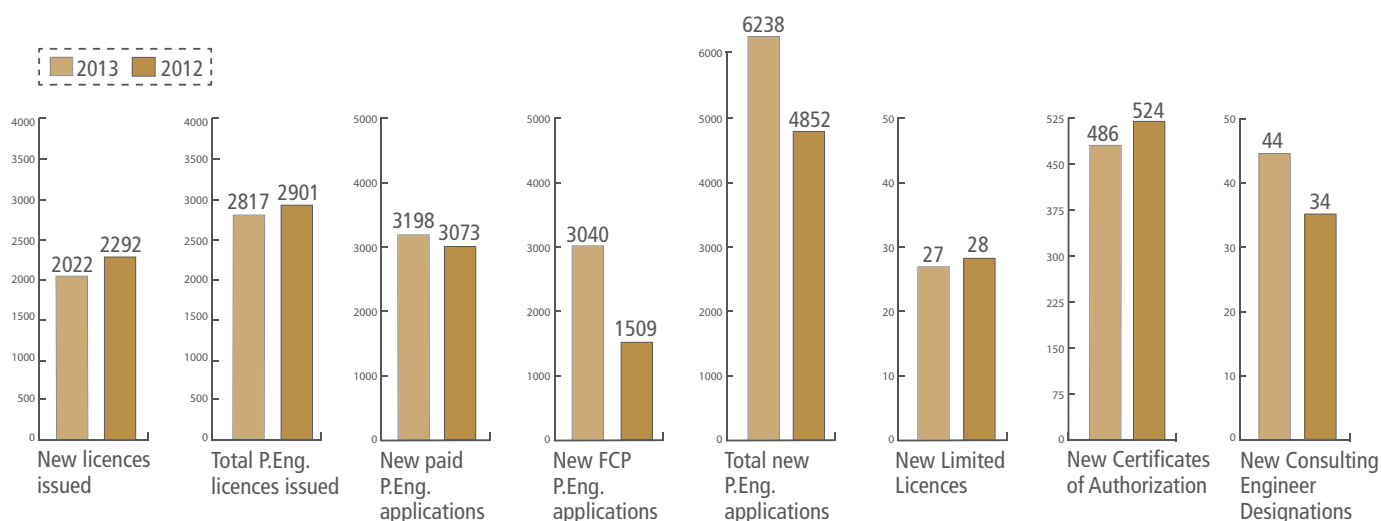
2013 PEO Committee, Task Force, Task Group Reports

Annual reports of PEO committees, task forces and task groups will be provided at the 2014 PEO Annual General Meeting and posted on the PEO website at www.peo.on.ca.

The Register at December 31, 2013

Total P.Eng. licences	77,001
Certificates of Authorization	4860
Provisional Licences	28
Consulting Engineer Designations	1147
Engineering interns	10,704
Limited Licences	177

2013 STATISTICS AT A GLANCE



ENFORCEMENT STATISTICS

	2013	2012
Active files at January 1	300	159
New files opened	488	548
Files closed	450	407
% compliance achieved for closed files	97%	98%
Active files at December 31		
Ministry of Government Services name challenges	135	122
Public inquiries	91	103
Old business names	70	49
New business names	26	23
Self-employed engineers	2	3
Lapsed Certificates of Authorization	14	0
Total	338	300

Reporting changed mid-2012. Some figures not directly comparable.

DISCIPLINE COMMITTEE STATISTICS

Activity	2013	2012
Matters referred to discipline	3	6
Pre-hearing conferences held	4	6
Matters pending (caseload)	10	18
Hearings completed	6	8
Written final decisions issued	10	10

REGISTRATION COMMITTEE STATISTICS

Activity	2013	2012
Requests for hearings	1	4
Pre-hearing conferences held	1	4
Matters pending (caseload)	10**	10*
Hearings completed	3	2
Written final decisions issued	3	2

*4 matters deferred **5 matters deferred

COMPLAINTS COMMITTEE STATISTICS

Activity	2013	2012
Complaints filed	66	95
Complaints disposed of by Committee	74	70
Referred to Discipline	3	6
Not referred to Discipline and no other action taken	47	59
Not referred to Discipline and other action taken	24	5

COMPLAINTS REVIEW COUNCILLOR STATISTICS

Activity	2013	2012
Applications for review	2	4
Dismissals	2	7
Notices to conduct a review	4	0
Reviews	2	0
Files pending	3	4



Outgoing President Denis Dixon, P.Eng., FEC, congratulates incoming President Annette Bergeron, P.Eng., MBA, FEC, at PEO's 2013 annual general meeting April 27 in Toronto.

Elliot Lake Inquiry

PEO requested, and was granted, standing in the first stage of the Elliot Lake Inquiry, which dealt with events prior to the partial collapse of the Algo Centre Mall parking deck roof in June 2012. The commission's evidentiary hearings began in March 2013 and closing oral submissions for Part I were heard in August 2013.

As part of its involvement, the association was provided the opportunity to recommend changes or additions to applicable legislation, regulations, standards and codes in relation to professional engineers and engineering, in areas relevant to the events leading up to the tragedy.

PEO made 11 recommendations, ranging from the development of a new performance standard to the release of additional information about practitioners disciplined for professional misconduct, in its submission to the inquiry. Proposals also included that a mandated structural adequacy report of existing buildings be prepared and sealed by professional engineers, and that the Ontario Building Code be amended to reference such reports.

In November, the commission held three roundtables related to Part I of the inquiry. The framework for these discussions with invited experts was formed, in part, by the recommendations those with standing provided the commission, based on the evidence presented during more than 70 days of testimony at the inquiry. Among the issues discussed were two key recommendations from PEO: creation of a mandatory standard for Structural Adequacy Reports and of a structural engineering specialty in Ontario.

In PEO's proposal to mandate and standardize Structural Adequacy Reports for existing buildings in particular situations, which would require approval from the Ontario government, triggering events might include an order from a building official or a requirement for periodic inspections of certain building categories. This would take discretion for when to inspect particular buildings out of the hands of their owners and make the resulting reports easier for everyone to understand. Certifying structural engineering specialists would let the public know who

is qualified to prepare the reports. In PEO's proposal, a certified structural engineering specialist would be the only one authorized to prepare a Structural Adequacy Report, and would possess a level of expertise in structural engineering above that required for licensing. Specialists would be required to file the reports with both building owners and chief building officials.

PEO believes these two steps would strengthen PEO's regulation of engineering practice to help prevent tragedies similar to the one in Elliot Lake.

PEO's recommendations to the commission and its answers to the commission's policy questions are available on the websites of both the commission (www.elliottlakeinquiry.ca) and PEO (www.peo.on.ca).

The commissioner's report is expected to be ready in October 2014.

Professional development

In September, PEO council decided to support, in principle, the implementation of a continuing professional development program. PEO is the only Canadian engineering regulator without such a formal program, which was questioned by Commissioner Paul Bélanger of the Elliot Lake Inquiry. As a start, council asked the Professional Standards Committee to review and comment on a 2013 report by the Ontario Society of Professional Engineers, entitled *Continuing Professional Development, Maintaining and Enhancing Our Engineering Capability*. The committee was also directed to gather written and oral comments from PEO licence holders during its review, and to report its preliminary findings and proposed plan of action to council at its February 2014 meeting.

Professional standards

The Professional Standards Committee (PSC) developed terms of reference for a new subcommittee to create a guideline on *Structural Engineering Assessments of Existing Buildings and other Structures*. This guideline will incorporate content of a practice bulletin on the same subject matter, which was published on the PEO website and in the November/December 2012 issue of *Engineering Dimensions*.

PSC subcommittees continued their work on five other guidelines: *Forensic Engineering*; *Performance Audits and Reserve Fund Studies in Condominiums*; *Practice Review*; *Review of Completed Works*; and *Structural Engineering in Buildings*.

Professional standards on *Supervision and Delegation*, and *Tower Crane Review* were approved by PEO council and sent to the Ministry of the Attorney General in late 2013 for legislative drafting.

A guideline on *Developing Software for Safety Critical Engineering Applications* was approved by council and posted on PEO's website at www.peo.on.ca.

Repeal of section 12(3)(a) of the Professional Engineers Act

In June 2013, the Ontario government reversed a three-year legislative commitment that would have helped to ensure a healthier and safer workplace through implementation of the repeal of section 12(3)(a) of the *Professional Engineers Act* (PEA), otherwise known as the industrial, or machinery, exception. The province backed away from the September 1, 2013 implementation date it had set for the repeal and did not set a new date. Earlier, it had set March 1 for proclamation of this 2010 amendment to the PEA, but in late February changed the date to September 1.

The exception allows unlicensed people to carry out acts of professional engineering in relation to machinery or equipment, other than equipment of a structural nature, for use in the facilities of their employer in the production of products for their employer.

PEO has since continued to work with the provincial government to determine when the repeal will be implemented. During the summer, PEO President Annette Bergeron, P.Eng., FEC, met with Premier Kathleen Wynne's chief of staff and three provincial cabinet members to discuss the exception as an impediment to safer workplaces and a hindrance to PEO's enforcement of the PEA.

To help spread the association's concerns to all Ontarians, President Bergeron appeared on TVO's *The Agenda with Steve Paikin* in October. The interview and producer's blog is available on the websites of both PEO (www.peo.on.ca) and

TVO (ww3.tvo.org/video/195901/annette-bergeron-ontarios-industrial-exception).

PEO has also continued its ongoing dialogue with Ontario's ministers of labour, economic development and the attorney general, and engaged with opposition members at Queen's Park.

Many companies have already taken advantage of PEO's industry support initiatives by choosing to comply with the repeal. PEO support includes holding professional practice examination seminars for company employees who have applied for licensing, local sittings of the exam and a substantial discount on the cost of licensing. To date, PEO has invested nearly \$500,000 to support Ontario businesses in preparation for the change.

PEO is also continuing to work with the Ontario government to assess perceived gaps in the pre-start health and safety review regime, and is examining the causes of current workplace injuries and fatalities to see how the repeal might improve workplace safety.

Election voting reforms

Following a disappointing turnout for the 2013 council elections, communications efforts for PEO's 2014 elections were enhanced to ensure information could be accessed quickly and efficiently, and to engage eligible voters in the process.

In the 2013 election, fewer than 9 per cent of eligible voters cast ballots, a significant decrease from the 13 per cent to 15 per cent average in recent years. PEO investigated potential reasons for the lack of member engagement by surveying licence holders. The survey allowed for consultation on broader election issues, including perceptions of PEO council and the organization's election process. Approximately 7400 members completed the survey, which revealed:

- professional engineers are looking for new ideas for the engineering profession and new candidates who haven't run for a seat on council before;
- a strong minority are unfamiliar with the voting process;
- the electronic voting process was well received; and
- a large majority of those familiar with the voting process are satisfied, with satisfaction:
 - i. highest for the ease of casting a vote, followed closely by the ease of access to information on the process of voting and the clarity of information on the process, and
 - ii. lower for the ease of access to information about candidates, and the quality of candidates and information about them.

At its September meeting, council directed that the elections be conducted by electronic means only—via online and telephone options—since this method was so well received in the previous election. To help ensure the process was as inclusive and convenient as possible in 2014, all election information was compiled in a single page on PEO's website (www.peovote.ca), including candidate profiles, recordings of all-candidates meetings, voting instructions and a link to the voting website. Communication to eligible voters also stressed the importance of voting to support self-regulation and the role and responsibilities of council and PEO. In the 2014 council election, 12 per cent of eligible voters participated, representing a 38 per cent increase over the previous year. Nearly 9500 votes were cast in 2014.

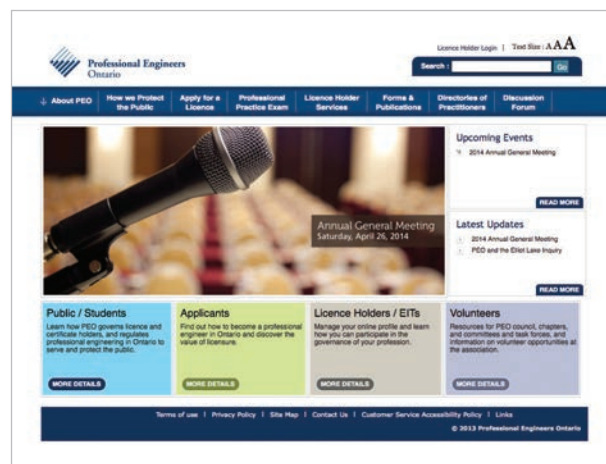
AGM webcasting and electronic voting

PEO's 2013 annual general meeting (AGM) on April 27 marked the first time the association's business meeting was available by webcast. The broadcast was available to up to 200 online viewers. Members attending the meeting were able to make use of electronic voting that immediately tabulated and displayed the results, eliminating the lengthy and error-prone process of manually counting votes employed at past AGMs.

Based on feedback gathered from the 2013 meeting, these electronic tools will also be used at the 2014 AGM.

PEO president honoured

Annette Bergeron, P.Eng., MBA, FEC, was named one of 2013's Top 25 Women of Influence in Canada by *Women of Influence Magazine*. In its third year, the top 25 list celebrates the achievements of the most influential Canadian women in business, health, non-government organizations, professional services, and the public sector over the course of the previous year. President Bergeron made the list in the non-government organization category. The top 25 list includes women from various backgrounds, educational levels, skill sets, personality types, sectors, professions, regions and interests. Those who made the ranking were selected on the size of their reach and influence over the last 12 months, based on previous award recognitions and the answers to a questionnaire about their work and their experience with business, fundraising, staff management and activity with boards of directors.



Website redesign

PEO re-launched its website in March 2013 following a 12-month review and redesign of the previous version. The new, more navigable site was outfitted with the most current web technologies, providing for a better viewing experience, even on portable devices such as laptops, tablets and smart phones. More importantly, the site's structure was redesigned based on analytics, so as to give more prominence to information and services most accessed by visitors. As part of the roll out, a new searchable calendar was added, and expanded in August 2013, to include all PEO chapters and the Ontario Centre for Engineering and Public Policy. PEO's website had not undergone any significant transformation since 2003.

New licence holder database

PEO is now in the design phase of a long-term project to replace its member database. PEO council approved the purchase of Aptify, a licence holder management system that allows users greater flexibility and customization in designing databases and other information resources, at its February 2013 meeting.

Although the new system will be used primarily by PEO employees in the conduct of PEO's core licensing, complaints and discipline functions, it will eventually enable licence and Certificate of Authorization applicants to apply online and track the progress of their applications, and increase self-service capabilities for licence holders.

Scheduled for completion by early 2015, Aptify will replace the existing LicenseEase database program PEO has used since 2001. It will significantly reduce PEO's paper-based processes and enable an online application process to be integrated with PEO's web services.

In determining which new database management system to purchase, PEO benefited from the experience of the Association of Professional Engineers and Geoscientists of Alberta (APEGA), which adopted Aptify in 2008. APEGA information technology staff and consultants have been working with their PEO counterparts to prepare for the changeover.



Ontario Education Minister Liz Sandals (centre) received a token of appreciation for attending the 2013 PEO Education Conference May 24. With her are (left to right) Ramona Mirtorabi, P.Eng. (planning committee), Annette Bergeron, P.Eng., MBA, FEC (PEO president), Martha Stauch (PEO councillor), Paul Acchione, P.Eng. (OSPE president), and Rouja Stefanov, P.Eng., and Amr Kaoud, P.Eng. (both on the conference planning committee).

Canadian Framework for Licensure

In February, council accepted the recommendation of PEO's National Framework Task Force and endorsed the continued development of the policy direction and key considerations of the Canadian Framework for Licensure (CFL) elements defining the competencies and requirements to obtain a P.Eng. licence, a limited licence and engineering intern (EIT) status in Canada.

An initiative of Engineers Canada, the CFL is developing foundational documents to help engineering regulators across Canada improve their legislative frameworks to enhance equity, consistency, fairness and timeliness of services. These changes are intended to improve national and international mobility through initiatives such as more uniform admissions, discipline and enforcement procedures.

Data transfer to OSPE

A request by the Ontario Society of Professional Engineers (OSPE) to reinstate the former bulk transfers of PEO membership data, which included business email and home contact information, is pending an external legal review of PEO's privacy policy and privacy legislation.

In the meantime, to help the organization operate and fulfill its partner obligations, council approved a bulk transfer of the membership data publicly viewable from PEO's website to OSPE. This information should enable OSPE to validate the status of licensees currently in its system and identify P.Engs and EITs added to PEO's database since the last transfer of data, which occurred in December 2011.

The bulk transfer did not include business email addresses, home addresses, telephone numbers or email addresses, or other data not then viewable in PEO's online member directory. Information publicly available on PEO's website includes:

- first and last name, licence number, gender and chapter affiliation;
- licence status and description, year of first licensure, academic and self-reported disciplines, designations;
- employer, job title, business address and phone number;
- education verified by PEO, including program, degree, institution, country, city, graduation date; and
- self-reported education, including program, degree, institution, country, city, graduation date.

The information of members who have requested their information not be shared with OSPE or displayed publicly on the website was not included in the transfer.

Centre engages engineers and other professionals

The Ontario Centre for Engineering and Public Policy (OCEPP) continued to engage the profession in the development of public policy. The centre's fifth annual Public Policy Conference on May 31 in Toronto marked the first time the event was held separately from PEO's annual general meeting. Organized around the theme Engineering Policy in the Public Interest, the conference attracted nearly 100 participants for presentations from 11 speakers on such topics as What Keeps Queen's Park Awake at Night?, Decoding the Policy-making Process, and Emerging Issues in Engineering Regulation.

OCEPP's Policy Engagement Series (PES) continued to contribute to policy dialogues that can benefit from an engineering perspective. Seminar topics in 2013 included Canada: Winning as a Sustainable Energy Superpower, and Let it Rain: Turning Extreme Weather Events into Water Opportunities.

Since the seminars debuted in March 2009, more than 1000 people have attended the 15 presentations held. The PES is intended to encourage engineers to become more involved in public policy, contribute to policy dialogues that can benefit from an engineering perspective, strengthen co-ordination with other regulatory bodies, and be a conduit between PEO and the Canadian professional engineering community, its partners, and the public.



Steve Paikin, host of TVOntario's *The Agenda*, gave an insider's view of Ontario politics at the May 31 conference of the Ontario Centre for Engineering and Public Policy.

Ten policy engagement articles were published in *Engineering Dimensions* on topics that included the ethics of body enhancement technologies, Ontario's energy policy, and municipal water fluoridation. Since June 2008, OCEPP has published almost 90 articles by more than 100 engineers, policy-makers, researchers and other professionals.

The centre provided logistical support for the OSPE-PEO half-day policy forum on April 17, titled *Why Throw It all Away? Productive Use of Nuclear Spent Fuel*. Since its inception, OCEPP has co-sponsored or helped organize more than 30 events, including lectures, seminars, conferences, consultations and panel discussions, attracting more than 4000 engineers, decision-makers, other professionals and members of the public.

The centre received 12 entries for its fifth annual student essay competition—the largest number since the contest was launched in 2009. Winners in the undergraduate and graduate categories were Mary Gallerneault, a science and engineering student at McMaster University, and Jack Wallace, a master's student in the collaborative applied sustainability program at Queen's University, respectively. Each received a \$1,000 award and registration for OCEPP's May policy conference. Their essays were also published in the Policy Engagement section of *Engineering Dimensions*.

Government Liaison Program

PEO's Government Liaison Program had another successful year in 2013. Overseen by the Government Liaison Committee, volunteers and staff, the program:

- organized PEO's best attended Queen's Park Day yet;
- built increased capacity across the province through regional GLP academies;
- sparked debate during Ontario's five provincial byelections; and
- created an innovative new initiative called Take Your MPP to Work Day.

There was much positive feedback from this year's seventh PEO Queen's Park Reception, which was highlighted by the participation of 56 MPPs and, for the first time, both the premier, the Honourable Kathleen Wynne, and the leader of the Opposition, Tim Hudak. PEO members were able to engage and interact with many MPPs and recognition awards were presented, including special presentations to three companies—Bruce Power L.P., COM DEV International Products and Vale Canada Inc.—that voluntarily complied with the repeal of section 12(3)(a) of the *Professional Engineers Act* despite the government's decision to delay its proclamation.

PEO's GLP Academy and Congresses gained momentum across the province during the year. These now annual events, held in each of PEO's five regions in the province, have become a valuable opportunity for GLP chairs and their colleagues to develop their local government liaison programs and brainstorm for the year ahead.

In 2013, PEO held academies and congresses in Toronto for the East Central and West Central regions, Thunder Bay for the Northern Region, Windsor for the Western Region and Gananoque for the Eastern Region. MPPs from all three major political parties shared their experiences and insights and their participation in these sessions provided GLP chairs



Ontario Premier Kathleen Wynne (centre) with PEO President Annette Bergeron, P.Eng., MBA, FEC (left), and former president Catherine Karakatsanis, P.Eng., FEC.

up-to-date information on activities at the legislature and an opportunity to develop further their relationships with their local elected officials.

Five provincial byelections were held in August to fill the seats of retiring MPPs (London-West, Windsor Tecumseh, Ottawa South, Etobicoke-Lakeshore and Scarborough-Guildwood). To ensure issues relating to engineering regulation were on the agenda during these contests, GLP chairs in the affected ridings organized four all-candidates debates over two weeks that raised the profile of the association in their communities and the need to proclaim the repeal of section 12(3)(a) of the *Professional Engineers Act*.

New this year was a pilot Take Your MPP to Work Day initiative, designed to give MPPs a greater understanding of how engineering contributes to their communities. Two PEO chapters were asked to invite a local MPP to a company in the MPP's riding that is doing engineering work.

The Niagara Chapter hosted an event with MPP Cindy Forster at Niagara College on May 31. The second event, in Oakville, had MPP Kevin Flynn, parliamentary assistant to the minister of transportation, tour Siemens to learn about how engineers work in the public interest.

Due to the success of these events, PEO plans to expand this program in 2014.

BALANCE SHEETS

as at December 31, 2013, and December 31, 2012

BALANCE SHEETS			December 31, 2013	December 31, 2012
as at December 31, 2013, and December 31, 2012				
ASSETS	CURRENT	Cash in interest-bearing accounts	\$ 3,052,243	\$ 1,363,674
		Marketable securities at fair value	5,350,515	5,197,580
		Accounts receivable	379,240	334,954
		Prepaid expenses and deposits	173,193	203,488
		Other assets	285,412	58,860
			9,240,603	7,158,556
	Capital assets (Note 3)		36,729,079	36,467,068
	TOTAL ASSETS		45,969,682	43,625,624
LIABILITIES	CURRENT	Accounts payable and accrued liabilities (Note 15)	1,660,977	1,070,804
		Fees in advance and deposits	8,919,164	8,907,075
		Current portion of long-term debt (Note 5)	878,000	854,000
			11,458,141	10,831,879
	LONG TERM	Long-term debt (Note 5)	9,368,000	10,246,000
		Employee future benefits (Note 6)	7,931,000	6,929,600
	TOTAL LIABILITIES		28,757,141	28,007,479
	Net assets (Note 7)		17,212,541	15,618,145
TOTAL LIABILITIES AND NET ASSETS		45,969,682	43,625,624	

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

STATEMENTS OF CASH FLOWS

years ended December 31, 2013 and December 31, 2012

			2013	2012
	OPERATING	Excess of revenue over expenses	\$ 1,594,396	\$ 1,397,902
		Add (deduct) items not affecting cash		
		Amortization	1,761,531	1,764,934
		Amortization—other assets	32,896	45,101
		Employee future benefits	2,419,700	2,231,300
		Change in unrealized losses on marketable securities	(17,415)	29,053
		Loss (gain) on disposal of marketable securities	12,322	(13,292)
			5,803,430	5,454,998
		Change in non-cash working capital items (Note 10)	588,271	752,865
			6,391,701	6,207,863
	FINANCING	Repayment of mortgage	(854,000)	(826,400)
		Contributions to employee future benefit plans	(1,418,300)	(1,551,839)
			(2,272,300)	(2,378,239)
	INVESTING	Proceeds of disposal of marketable securities	1,857,745	5,361,528
		Acquisition of marketable securities	(2,005,587)	(7,195,102)
		Additions to capital assets	(2,023,542)	(1,323,223)
		Additions to other assets	(259,448)	(103,961)
			(2,430,832)	(3,260,758)
	Increase in cash		1,688,569	568,866
	Cash, beginning of year		1,363,674	794,808
	Cash, end of year		\$ 3,052,243	\$ 1,363,674

STATEMENTS OF REVENUE, EXPENSES AND CHANGES IN NET ASSETS

years ended December 31, 2013 and December 31, 2012

		2013	2012
REVENUE	P.Eng. revenue	\$ 14,630,128	\$ 14,367,398
	Application, registration, examination and other fees	5,788,072	5,452,203
	Building operations (Note 4)	2,937,867	2,848,021
	Advertising income	426,567	447,158
	Investment income	183,296	114,353
		23,965,930	23,229,133
EXPENSES	Staff salaries and benefits/retiree and future benefits	10,689,976	10,483,525
	Building operations (Note 4)	2,383,229	2,347,270
	Purchased services	1,069,658	1,179,776
	Amortization	950,980	960,662
	Occupancy costs (Note 4)	902,378	846,281
	Engineers Canada	867,094	847,971
	Volunteer expenses	852,302	869,324
	Computers and telephone	644,523	606,110
	Chapters (Note 13)	610,795	590,794
	Contract staff	506,580	331,831
	Transaction fees	487,760	489,294
	Legal (corporate, prosecution and tribunal)	461,735	514,531
	Postage and courier	357,372	544,204
	Consultants	353,962	248,933
	Advertising	198,040	111,300
	Recognition, grants and awards	187,326	129,861
	Professional development	156,409	103,056
	Printing	152,244	153,642
	Office supplies	121,376	110,545
	Insurance	98,600	115,375
	Staff expenses	85,283	107,307
		22,137,622	21,691,592
Excess of revenue over expenses before the undernoted		1,828,308	1,537,541
Council discretionary reserve expenses (Note 8)		233,912	139,639
Excess of revenue over expenses		1,594,396	1,397,902
Net assets, beginning of year		15,618,145	14,220,243
Net assets, end of year (Note 7)		\$ 17,212,541	\$ 15,618,145

*The above information is an abbreviated version of PEO's 2013 financial statements. The full report appears in the May/June 2014 issue of *Engineering Dimensions*.

PEO chapters—36 in total, organized into five regions across the province—were formed over 50 years ago to link members-at-large with PEO council, and to be a local presence for engineering. During 2013, they organized licence certificate ceremonies, hosted technical seminars and social events, provided a forum for members to exchange knowledge and ideas, and offered professional networking opportunities. Members involved in PEO chapter activities also continued a long-standing tradition of donating their time, energy and expertise to promoting awareness among grade school students of the role of math and science in their daily lives and engineering as a career.



- The January 25 Professional Engineers' Day Symposium hosted by the **North Bay Chapter** and the Near North Chapter of the Ontario Association of Certified Engineering Technicians and Technologists (OACETT) attracted over 100 local engineers, who heard presentations on transportation and infrastructure. MP Marc Garneau, PhD, spoke about connecting Canada to the global economy. North Bay Mayor Al McDonald, Victor Fedeli, MPP, and Jay Aspen, MP, also attended. Pictured are (left to right) Michael Price, P.Eng., MBA, FEC, PEO acting CEO/registrar; Rod MacLeod, C.E.T., OACETT president; Annette Bergeron, P.Eng., MBA, FEC, then PEO president-elect; Marc Garneau, PhD, MP; and Nadine Miller, P.Eng., then-president and chair, Ontario Society of Professional Engineers.



Cheng Chen, P.Eng., Advanced Micro Devices (centre), displays the first prize cheque at the York Chapter's Engineering Project of the Year Awards event. Joining him for the presentation were (left to right) Matthew Xie, P.Eng., FEC (York Chapter Awards Committee co-chair), MPP Frank Klees, Liz Daher, P.Eng. (project manager), and Gordon Ip, P.Eng., FEC (York Chapter vice chair).

- The **York Chapter** combined its annual meeting and licence presentation ceremony with an engineering competition highlighting the chapter's growing link with local businesses. The York Region Engineering Project of the Year Awards, held February 16, was the culmination of months of planning and preparation by the chapter executive. It involved an open competition for projects of a technical nature undertaken by businesses and organizations in York Region. The competition showcased the engineering profession while providing competitors a high profile forum to market their technical expertise and achievement. The three finalists were on display at the annual meeting and the winner, Advanced Micro Devices, was announced at the end of the evening.
- National Engineering Month—a partnership between PEO, Engineers Without Borders Canada and the Ontario Association of Certified Engineering Technicians and Technologists—reached new heights in 2013 with over 140 events held in dozens of communities that demonstrated to more than 22,000 children, teens and adults the many ways in which engineering and engineering technology are addressing some of society's most complex challenges. The March 6 Engineering Innovation Forum (EIF) at the Ontario Science Centre explored the technical and logistical challenges involved in redeveloping Union Station, described as Toronto's biggest-ever construction project. Held annually during National Engineering Month, the EIF aims to raise public awareness of engineers' creative role in linking science and technology. Previous topics have included nanotechnology, robotics, intelligent transportation systems, disaster relief and the engineering-health care link.
- In March, the **Grand River Chapter** held its annual K'Nex engineering event at The Museum in downtown Kitchener. Elementary school students were invited with their parents to build engineering creations with the aid of chapter and University of Waterloo volunteers. In addition to the K'Nex activities, local high school students from Eastwood Collegiate in Kitchener demonstrated their First Robotics entry—a Frisbee shooting robot—while Conestoga College showed off their Denso Robot, which played games against the children.
- In April, delegates of the first Penta Forum explored ways to improve the operations and governance of PEO through the chapter system. Held one day prior to PEO's annual general meeting in Toronto, the forum saw more than 100 chapter members, councillors and PEO staff come together to discuss a variety of topics, including subcommittee work, budgets and business planning, improved communication processes, preparing better nominations for awards, and advice for more effective certificate presentation ceremonies, all of which aimed to maximize the contributions of the chapters. The Penta Forum recognizes the five geographical regions into which PEO chapters are grouped: Eastern, East Central, Northern, Western and West Central.

- Sudbury is well-known for its underground mining; however, the science and engineering performed at these depths are often overlooked. In May, the **Sudbury Chapter** explored new depths by touring the region's unique underground laboratory, SNOLAB. The engineering involved to create a clean environment underground stole the attention of the visitors. From seeing the air filtration system to hearing about the measures required to construct the laboratory and underground waste water treatment facility, the group was provided a unique and memorable experience.

- The **Windsor-Essex Chapter** made new inroads in promoting engineering as a rewarding, socially responsible profession to students and the local community. The chapter's Windsor-Essex Engineering Innovation Challenge, held in September at the Devonshire Mall, attracted nearly 25,000 visitors to a display of local engineering expertise and innovation. Competing companies could enter their innovation project in one of three categories: basic research, applied research, or experimental development, and were judged in four areas: objectives/solutions and achievements; level of complexity of innovation; contributions to the improvement of social, economic and environmental quality of life; and overall presentation. The event also featured a student bridge-building competition, a reappearance of robotics presentations, and an expanded roster of community partners, including the Ontario Association of Certified Engineering Technicians and Technologists Windsor-Essex Chapter, Canada South Science City, St. Clair College and the University of Windsor.



Engineer judges review the Omega Tool display at the 2013 Windsor-Essex Chapter's Engineering Innovation Challenge.

Left to right are: Shawna Pelletier of Omega Tools, Sean McCann, P.Eng., Darryl Danelon, P.Eng., Peter Frize, PhD, P.Eng., Frank Cipparrone of Omega Tools, and Pawel Lukawski, P.Eng.

- The **Thousand Islands Chapter** hosted the Eastern Region GLP Academy in October, which featured as guest speaker MPP Steve Clark (Leeds Grenville), who shared his analysis and insights on the government's decision not to proclaim

the repeal of section 12(3)(a) of the *Professional Engineers Act*. PEO President Annette Bergeron, P.Eng., MBA, FEC, also delivered a spirited defense of the repeal. The chapter also successfully staged its first Regional Popsicle Stick Bridge Building competition, an event that had been previously staged only in individual schools.



- In October, the **Mississauga Chapter** continued its "Engineers As..." seminar series by hosting an "Engineers as Politicians" workshop. Participating MPs, MPPs, and city councillors were challenged to describe the ways in which engineering, as a profession, could have a positive impact on the political landscape of Canada. The 2013 workshop followed similar successful events on "Engineers as Entrepreneurs" and "Engineers as Managers." The following month, the chapter hosted a Transportation Town Hall that saw a panel of experts field a variety of questions dealing with all aspects of transportation, from relieving congestion during rush hour to the possibility of futuristic, self-actuated, "automatous" vehicles. Mississauga Mayor Hazel McCallion provided an impromptu keynote address to the more than 230 attendees.
- The **Lakehead Chapter** offered a wide range of technical presentations to chapter members at its 52nd annual Engineering and Technology Conference on November 1. The keynote speaker was Stephanie Gordon, P.Eng., project support manager, Ontario Power Generation, who spoke on the history and engineering behind the Niagara tunnel project. The conference also included certificate presentations to volunteers and newly licensed chapter members, the awarding of scholarships to local engineering students, and an update on the PEO Licensure Assistance Program. Established in 1961, the event continues to feature technological topics of interest to the local community.
- The **Hamilton-Burlington Chapter** organized several successful events and activities in 2013, including two licence certificate ceremonies, one of them part of the chapter's annual general meeting, which attracted 140 guests combined. They also staged a technical seminar on solar energy at McMaster University that attracted 75 attendees.
- The **London Chapter** continued its partnership with Thames Valley District School Board in 2013 by encouraging and inspiring students in grades 5 to 8 to consider careers in engineering through hands-on exposure to design and engineering activities. Chapter members held two sessions on "Engineering & Dam Structures" at five schools for the gifted in London, Ilderton and Delaware. Students heard presentations about engineering as a career and dam structures, sketched designs that underwent a peer review and made their own dam structures. The success of this collaboration has resulted in an extension of this program in three London schools in January and February 2014 with the potential for a further extension later in the term.



ONTARIO PROFESSIONAL ENGINEERS AWARDS

The achievements of 11 PEO licence holders were celebrated November 23 at the Ontario Professional Engineers Awards gala in Toronto. Award recipients, back row, left to right: Amir Khajepour, PhD, P.Eng.; Mark Green, PhD, P.Eng.; Michael Branch, P.Eng.; Robert Francki, P.Eng.; and Michael Sefton, ScD, P.Eng. Front row, left to right: Anthony Pasteris, MBA, P.Eng.; Jingxu (Jesse) Zhu, PhD, P.Eng., FCAE; Kenter Novakowski, PhD, LEL; and Carlos de Oliveira, MASC, P.Eng. Stavros Argyropoulos, PhD, P.Eng., FCAE; and Charles Donnelly, MASC, P.Eng., are absent from the photo. The awards program recognizes professional achievement in several categories, including entrepreneurship; engineering excellence; management; research and development; and community service.



G. GORDON M. STERLING ENGINEERING INTERN AWARD

Zachary White, EIT, was presented the G. Gordon M. Sterling Engineering Intern Award at the 2013 Professional Engineers Ontario Order of Honour Awards gala April 26 in Toronto. White is a civil engineering graduate of Lakehead University and a structural engineering intern (EIT) with Genivar Inc. He has over two years of well-rounded structural engineering experience and is also an active member of PEO's Lakehead Chapter. The annual G. Gordon M. Sterling Award provides up to \$3,500 to support leadership development and is available to registered EITs. Those chosen for the award have demonstrated a commitment to the profession, and interest and readiness to take on a leadership development experience.



ORDER OF HONOUR

At the April 26 gala in Toronto, six professional engineers were inducted into PEO's Order of Honour (back row, left to right): Noubar Takessian, P.Eng. (Member), Sarah Jin, MBA, P.Eng., PMP, FEC (Member), and Philip Maka, P.Eng., FEC (Companion). Front row: Pappur Shankar, P.Eng. (Member), Corneliu Chisu, P.Eng., CD, FEC (Officer), and Gheorge Bacioiu, PhD, P.Eng. (Member). The Order of Honour recognizes professional engineers and others who have rendered conspicuous service to the engineering profession, normally through the association.



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

Michael Xu, P.Eng. (pictured), accepted PEO's 2013 S.E. Wolfe Thesis Award at the association's AGM luncheon on April 27. The award is given to a professional engineer licensed during the previous year whose engineering thesis was judged to be the best of the reports received. Xu, who was licensed on April 16, 2012, received the award for his report, *Fuel Cell Power Pack Engineering Report*. Laarni Bangcal Sison, P.Eng., was the recipient of PEO's 2013 V. G. Smith Award but was unable to attend the luncheon to receive her award. It is presented annually to a professional engineer who was licensed during the past year by writing technical exams and who achieved the highest mark in any three examination papers. Sison was licensed on November 16, 2012.

PRESIDENT'S AWARD

The Honourable John Gerretsen, attorney general of Ontario, was the recipient of PEO's 2013 President's Award, which was announced by then-President Denis Dixon, P.Eng, FEC, during the Order of Honour gala. The award is given to outstanding Canadians, non-engineers, who have supported, and contributed to advancing the engineering profession in Ontario. Minister Gerretsen was recognized for providing a consistent example, since his election to the Ontario Legislature in 1995, of how the provincial government can work effectively with the association to regulate professional engineering in Ontario.

Throughout its history, PEO has relied heavily on the participation and contribution of volunteers in both its governance and operation. In 2013, approximately 1000 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 Government Liaison Program; as well as those who have represented PEO on external

boards and advisory groups and volunteered for chapter-sponsored programs. PEO is fortunate to have so many individuals with a strong desire to serve and improve the profession. PEO council gratefully recognizes and thanks all those who have served the profession in a wide variety of activities and events throughout the year. For more information on the many opportunities available to participate in PEO, contact Viktoria Aleksandrova, MEd, committee coordinator, at valeksandrova@peo.on.ca.

A

Samuel Abd el Malek, P.Eng.
Galal Abdelmessih, P.Eng.
Paul Acchione, P.Eng.
Urszula Adach, P.Eng.
Joe Adams, P.Eng.
J. David Adams, P.Eng.
Vivender Adunuri, P.Eng.
Nanda Affonso, P.Eng.
Ali Afshar, P.Eng.
Umar Afzaal, P.Eng.
Haris Ahmadzai
Parvez Akthar, P.Eng.
Mohanad Al-Ajaj, EIT
Eman Al-Ali, EIT
Mohammad Alam, EIT
Shufrah Alam
Md Shah Alamgir, P.Eng.
Behzad Alavi, P.Eng.
Ahmad Al-Dabbagh, P.Eng.
Luminata Aldea, P.Eng.
Abel Aleman Chavez, P.Eng.
Duraïd Al-Jilawi, EIT
Dan Allen, P.Eng.
Greg Allen, P.Eng.
Abdalkader Alshoghri
Luigi Alvisi, P.Eng.
Lucy Amankwah, P.Eng.
Ryszard (Richard)
Ambrozy, P.Eng.
Shereen Amin
James Amson, P.Eng.
Kate Anderson, P.Eng.
Gordon Andrews, P.Eng.
(deceased)
Gheorghe (George)
Apostol, P.Eng.
Matt Arndt, EIT
Michael Arthur, P.Eng.
John Arvanitis
Mishuk Ashpakul, P.Eng.
Narayana Asogan, P.Eng.
Mukul Asthana, P.Eng.
Jon Atkinson, P.Eng.
Behrouz (Bruce) Atrie, P.Eng.

Magdy Attia, P.Eng.
Sandra Ausma, P.Eng.
Richard Austin, LL.B.
Oscar Avila, P.Eng.
Afshin Azadmanesh
Samimi, P.Eng.
Arshad Azhar, P.Eng.
Naeim Azizi Tavakkoli, P.Eng.

B

Manjusha Badana
Naidu, P.Eng.
Nimesh Bahl, P.Eng.
Devinder Bahra, P.Eng.
Shahzad Baig, P.Eng.
John D. Bailes, P.Eng.
Jim Bailey, P.Eng.
Steven Bailey, P.Eng.
Jack Baker, P.Eng.
Bala Balasigam
Michael Ball, P.Eng.
Stella Ball, LL.B.
Paul Ballantyne, P.Eng.
Vajahat Bandy, P.Eng.
Pregrad Banjanin, P.Eng.
Babak Baradaran-Seyed,
P.Eng.
Souheila Bardakji, P.Eng.
Douglas Barker, P.Eng.
Mike Barker, P.Eng.
Roger Barker, P.Eng.
Chuck Barsony, P.Eng.
Hafiz Bashir, P.Eng.
Harmail Basi, P.Eng.
Dave Bayly, P.Eng.
Norbert (Norm) Becker,
P.Eng.
Bozena Bednarska, P.Eng.
Jabaida Begun
Mike Bell, P.Eng.
Christian Bellini, P.Eng.
Mark Bendix, P.Eng.
James Bennett, P.Eng.
J.E. Tim Benson, P.Eng.
Annette Bergeron, P.Eng.

Larry Betuzzi, P.Eng.
Ashutosh Bhardwaj, EIT
Gotam Bhardwaj, P.Eng.
Ishwar Bhatia, P.Eng.
Satyendra Bhavsar, P.Eng.
Axar Bhavsar
Sanjiwan Bhole, P.Eng.
Md Soharab Bhuiyan, P.Eng.
Jeanette Biemann, P.Eng.
Tarun Biju, P.Eng.
George Biljan, P.Eng.
Jeremy Bishop, P.Eng.
Shiva Bissoon, P.Eng.
Duncan Blachford, P.Eng.
Michael Blair, P.Eng.
Victor Blandon, P.Eng.
Maziyar Bolour, P.Eng.
Trevor Bolt, P.Eng.
Alice Bom, P.Eng.
Anthony Bonney, P.Eng.
Dave Boogaart, EIT
Guy Boone, P.Eng.
Spiridon Bot, P.Eng.
Jo-Anne Boucher, P.Eng.
Mohamed Boutazakhti,
P.Eng.
Roger Boutette, P.Eng.
Andrew Bowers, P.Eng.
Peter Braund, LL.B.
John Bray, P.Eng.
Patti Breaker
Robert Bressan, P.Eng.
Brian Breukelman, P.Eng.
Peter Broad, P.Eng.
Helmut Brosz, P.Eng.
David Brown, P.Eng.
Randal Brown, P.Eng.
Dave Buck, P.Eng.
Jeff Bueckert, P.Eng.
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Michael Burrell, P.Eng.
Brian Buss, P.Eng.
Betty Anne Butcher, P.Eng.

C

Dan Cacciotti, P.Eng.
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Fernando Camacho
Ian Cameron, P.Eng.
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Peter Chisholm, P.Eng.
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 Fred Dato, P.Eng.
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 William De Angelis, P.Eng.
 Ingrid de Buda, P.Eng.
 Roger De Gannes, P.Eng.
 Benjamin de Haan, P.Eng.
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 Laura Deakin
 Kevin Dean
 Lenny D'Elia, P.Eng.
 Jordan deMelo
 David Dengler, P.Eng.
 Amandeep Deol
 Sevag Derghazarian
 Peter DeVita, P.Eng.
 Mervin Dewasha, P.Eng.
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 Levente Laszlo Diosady, P.Eng.
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 Andrew Donlan, P.Eng.
 Robert Dony, P.Eng.
 Hitesh Doshi, P.Eng.
 Andrew Dowie, P.Eng.
 Mircea Dreve, P.Eng.
 Maria D'Souza
 James Dunlop, P.Eng.
 Robert Dunn, P.Eng.
 Sean Dunne, P.Eng.

E

Lise Eamer, EIT
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 Márta Ecsedi, P.Eng.
 Michael Egberts, P.Eng.
 Wafik El Sunbaty, P.Eng.
 Maha El-Birani, EIT
 Kamal Elguindi, P.Eng.
 Maha Elia, EIT
 Bruce Elliott, C.E.T.
 Keith Ellison, P.Eng.
 Waguih ElMaraghy, P.Eng.
 Khaled El-Rahi, P.Eng.
 Jalal Emami, P.Eng.
 Akat Eneke
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