



**Engineers Geoscientists Manitoba
Annual Report
2016 - 2017**

CONTENTS

President's Report	3
--------------------	---

About Engineers Geoscientists Manitoba	5
Organizational Chart	6
Association Council and Staff	7
Volunteers	8
Council Governance Policy	11

CEO & Registrar Report	12
Director of Admissions Report	14
Director of Professional Standards Report	15
Director of Government Relations Report	17
Committee Reports	20

Membership	38
Summary Statement of Operations	40
Summary Statement of Financial Position	41
2018 Schedule of Fees and Dues	42
2018 Budget	43

2016 Annual General Meeting Minutes	46
Engineers Canada Director Report	53
Geoscientists Canada Director Report	55

PRESIDENT'S REPORT



It has been an honour and privilege to serve as President of Engineers Geoscientists Manitoba for the 2017 year. I have greatly enjoyed and learned from the varying experiences of the past year and appreciate the dedicated effort of numerous individuals and teamwork which contribute to the management and operation of the Association. I have enjoyed chairing Council Meetings, representing the Association at numerous events in the Province and nationally, and engaging with members and the public at the new Members luncheon, Chapter events, Committee meetings, annual meetings of various organizations, Iron Ring Ceremonies, and community events. I enjoyed participating in the debate and discussions necessary to make future orientated decisions, to enhance the Association in its current state, and to set the Association up for future success.

Over the past year, I have participated in many activities, meetings, and represented Manitoba across the country. Here are a few of the highlights.

New Ends

With significant work at the annual Council Retreat, followed by member engagement during the year, Council developed and implemented a complete refresh of the Ends of the Association. The Ends are the specific objectives and direction that Council gives our CEO. Ends describe the results that will be achieved because of the Association. Council has already started monitoring performance with respect to the new Ends.

Member Engagement

In the past year, Council piloted and supported new processes for member engagement. The use of task groups creates short term commitment opportunities, as an alternative to ongoing and longer term committee commitments. Council provided opportunities for member engagement prior to the Annual Meeting. These included a new process for developing By-Laws, sharing the draft Ends, and a Special Meeting of Members in April. Council was also excited to support the creation of a new Chapter, the Arab Members Chapter.

Self-Governance Enhancements

Council continues to operate under the Carver Governance Model and completed two governance training sessions during the year to develop Councillors and ensure Council is operating efficiently and effectively. In the past year, Council implemented a new template for self-monitoring of governance policies to ensure that Council is completing its fiduciary responsibilities and also reviewing policy regularly. Various governance policies were revised and enhancements to the Council Meeting agenda were implemented. Council has started and will continue reviewing Executive Limitation Policies. In addition, Council prepared and implemented a plan for this and next year's Council to ensure that Council is considering input from the public of Manitoba. Executive Committee met at least once prior to every Council Meeting.

Budgeting

Building upon the excellent foundation of 2017, Council spent significant effort in reviewing and approving the proposed budget for 2018. Council is working to establish a budgeting process which promotes and

PRESIDENT'S REPORT

differentiates between efficient operations and strategic programs. This is further supported by development of an investment policy.

Specified Scope of Practice License

The Specified Scope of Practice License, a new category of license, was implemented in January 2017.

Participation and Representation at National and Other Provincial Associations

Engineers Geoscientists Manitoba continues to engage with our national organizations, Engineers Canada and Geoscientists Canada.

Council and I would like to thank Dr. Digvar Jayas for his continuing hard work in the role of representing Engineers Geoscientists Manitoba on the Engineers Canada Board of Directors including participation on their Executive Committee as Past President of Engineers Canada. Engineers Canada continues to be a national forum for discussion on regulatory trends, and issues requiring national perspective. The organization is currently evolving with plans to make changes to their governance model and board structure.

Council and I would like to thank Dr. Ganpat Lodha for his continuing dedication and commitment to representing Engineers Geoscientists Manitoba on the Geoscientists Canada Board of Directors. Geoscientists Canada is currently discussing the establishment of a national Practice Council, in addition to the Standards Council, as well as training for public reporting.

I also appreciated the opportunity to represent Engineers Geoscientists Manitoba at the Annual Meetings of constituent associations. It was a privilege to discuss challenges and learn from the accomplishments of others from across the Country. It is a privilege to report that Manitoba is well respected in many aspects such as Continuing Professional Development, and to learn that Manitoba is part of a larger community who experience similar challenges and are striving to enhance the Engineering and Geoscience Professions for the protection and betterment of the Public.

The Future

In my articles for the Keystone Professional, I attempted to share the current initiatives and direction of Council while reflecting on key topics that impact Members and thereby create a strong link between Council and Members. I congratulate Council for building upon the firm foundation from our predecessors and contributing to building an Association which serves the public and which will be well positioned for future challenges and opportunities.

The support from Council, staff and volunteers enriches this rewarding experience. I thank the many whom I was privileged to collaborate with and provided support. I wish Vice President Jonathan Epp all the best for a great year in 2018 and look forward to continuing to support Council and the Association as a Past President.

We made many strides this year in evolving and growing Council and the Association. I thank the dedicated Councillors, Past Presidents, volunteers, staff, and our CEO Grant Koropatnick, for their commitment and efforts to continuously improve and enhance the Association. Together, our life's work makes life work better.

Lindsay M.K. Melvin, M.Sc., MBA, P.Eng., FEC
Engineers Geoscientists Manitoba President

ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

THE ASSOCIATION

Engineers Geoscientists Manitoba is established under The Engineering and Geoscientific Professions Act. Its purposes are:

- Govern and regulate the practice of professional engineering and professional geoscience in Manitoba;
- Promote and increase, in the public interest, the knowledge, skill and competency, of its members, and of all other persons governed or regulated by it, in all things relating to the professions of engineering and geoscience;
- Advocate where the public interest is at risk;
- Promote professional engineering and professional geoscience and the role of the association; and
- Carry out any duties and exercise any powers that are given to it by another enactment.

It is governed by a Council of 10 elected professional engineers and professional geoscientists, one intern member representative, and at least two public representatives appointed by a committee comprised of the Minister appointed by the Lieutenant Governor in Council to administer the Labour Relations Act, the Provincial Ombudsman, the Dean of Engineering at the University of Manitoba, and the Past President of the Association. The Council has the authority to exercise any and all powers conferred on Engineers Geoscientists Manitoba by The Engineering and Geoscientific Professions Act or any other Act. The Association is a constituent member of both Engineers Canada and Geoscientists Canada.

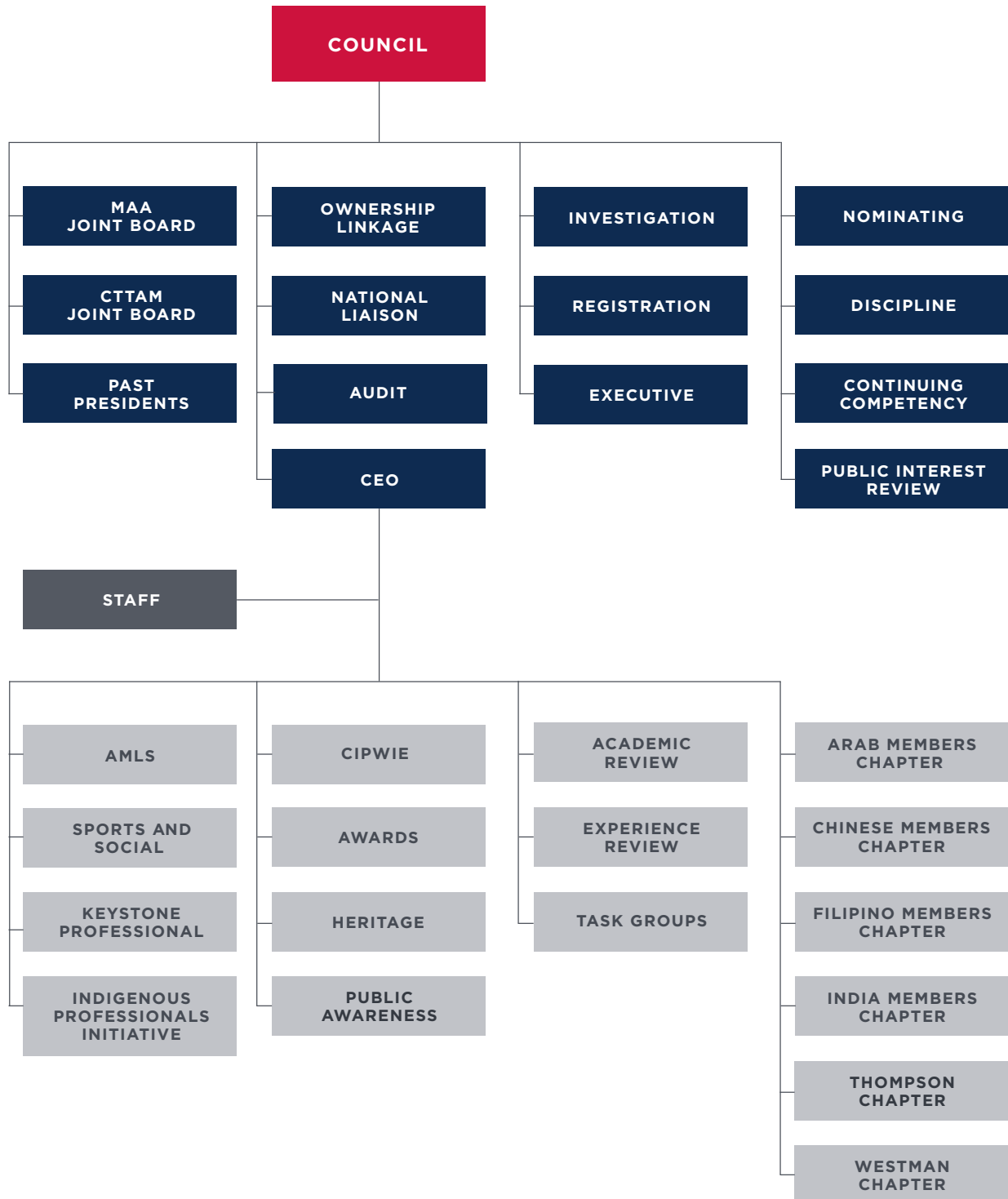
MISSION

Engineers Geoscientists Manitoba is the leader and a facilitator of the process that ensures excellence in engineering, geoscience, and applied technology for the public of Manitoba.

VISION

To serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with The Engineering and Geoscientific Professions Act of Manitoba.

ORGANIZATIONAL CHART



ENGINEERS GEOSCIENTISTS MANITOBA COUNCIL

- L. Melvin, P.Eng. FEC, President
- J. Epp, P.Eng. FEC, Vice-President
- L. McFarlane, P.Eng., Past President
- D. Bell, P.Eng. FGC, Elected Councillor
- J. Blatz, P.Eng., Elected Councillor
- J. Doering, P.Eng., Elected Councillor
- R. Eden, P.Eng., Elected Councillor
- J. Gauthier, P.Eng., Elected Councillor
- J. Guenther, P.Eng., Elected Councillor
- N. Klassen, CET, Appointed Councillor
- S. Mattheos, LLB, Appointed Councillor
- D. Owens, P.Geo., Elected Councillor
- D. Spangelo, P.Eng., Elected Councillor *
- C. Trenholm, EIT, MIT Representative

* This council seat filled as per By-law 3.1.8 Vacancies.

ASSOCIATION STAFF

- G. Koropatnick, P.Eng. FEC, Executive Director and Registrar
- S.E. Sankar, P.Eng., FEC, P.E., Director of Admissions
- M. Gregoire, P.Eng., FEC, Director of Professional Standards
- C.S. Sarna, Director of Government Relations
- I. Wiebe, Manager of Finance
- A. Moore, Manager of Operations
- L. Dupas, Professional Standards Coordinator
- C. Shymko, Assessment Officer
- M. Polson, Registration Coordinator
- C. Cabral, Member-in-Training Coordinator
- D. Kisiloski, Accounting and Membership Coordinator
- D. Vander Aa, Volunteer and Certificate of Authorization Coordinator
- D. Unett, Enforcement and Compliance Coordinator
- G. Keatch, Operations and Events Assistant
- A. Reddoch, System Analyst/Programmer
- F. Hillier, Executive Assistant, Council and CEO
- S. Baragar, Administrative Assistant, Government Relations
- H. Blocklinger, Administrative Assistant, Hospitality and Reception

VOLUNTEERS

Thank you to those volunteers who served the 2016-2017 year on all Association Boards, Committees, and Task Groups.

- B.K. Adu-Quaye, P.Eng.
- A.M. Aftanas, P.Eng. FEC
- L.P. Aguila, P.Eng.
- D.A. Akinlade, P.Eng.
- A. Ali, P.Eng.
- A. Anderson Skrabek
- E. Armitt, P.Eng.
- X. Arongna, EIT
- J.H. Ashdown, P.Eng.
- K.M. Atamanchuk, P.Eng.
- S.R. Atmuri, P.Eng.
- A.E. Ball, P.Eng. FEC
- J.D. Bamburak, P.Geo.
- V. Banthia, P.Eng.
- A.N. Baskin, P.Eng.
- L.A. Bateman, OM, P.Eng. FEC
- N.R. Batstone, P.Eng. FEC
- M.A. Becket, EIT
- D.D. Bell, P.Geo. FGC
- J.J. Bell, P.Eng.
- P.T. Bernatsky, P.Eng.
- R.G. Bernier, P.Eng.
- J.S. Betke, P.Eng. FEC
- A. Birur, P.Eng.
- J.A. Blatz, P.Eng. FEC
- J.K. Boguski, EIT
- S.K. Bohrn, P.Eng.
- J.A. Bouchard, P.Eng.
- H.I. Boulet, P.Eng.
- S.J. Boychuk, P.Eng.
- T.L. Brako, P.Eng.
- W.H. Brant, P.Eng. FEC
- A.M. Brawerman, P.Eng.
- M.G. Britton, P.Eng. FEC
- D. Burdey, CET
- D.J. Busch, P.Geo.
- A. Buttnor, P.Eng.
- A. Byagowi, P.Eng.
- R. Cameron; P.Eng.
- A.J.B. Campbell, EIT
- J.F. Campos Ordonez; EIT
- H.A. Cea Canas, P.Eng.
- P.Y. Chan, P.Eng.
- N.A. Chandler, P.Eng.
- D.G. Chapman, P.Eng. FEC
- P. Cherukuri, EIT
- T.R. Christiansen, P.Eng.
- A. Chrobak
- C.M. Clary-Lemon, P.Eng.
- C.G. Coey, P.Eng.
- G.N. Cook, P.Eng. FEC
- A.K. Coolidge, P.Eng.
- S.R.J. Cournoyer, P.Eng. FEC
- C.D. Cousin, P.Eng.
- D.E. Cross, P.Eng. FEC
- F.J. Cross, P.Eng.
- J.E. Crowder, P.Eng.
- K.A. Cumming, P.Eng.
- W. Czyrnyj, P.Eng. FEC
- T. Da Costa Martins, P.Geo.
- M.M.J. de Rocquigny, EIT
- W.C.D. DeGagne, P.Eng.
- K.K. Derksen, P.Eng.
- M.V. DeWiele, P.Eng. FEC
- A. Dey, P.Eng.
- N.J. Dhruve, EIT
- J.R.C. Doering, P.Eng. FEC
- A.T. Domingo, P.Eng.
- K.A. Dompierre, P.Eng.
- N.J.M. Douville, P.Eng.
- D.G. Dreger, P.Eng.
- K.R. Drysdale, P.Eng. FEC
- C.L. Dyck, P.Eng.
- R.J. Eden, P.Eng.
- R.P. Elders, P.Eng.
- D.A.J. Ennis, P.Eng. FEC
- J.A. Epp, P.Eng. FEC
- A.F. Eshmade, P.Eng. FEC
- A. Farenhorst
- E.C. Fernandez, P.Eng.
- B. Flisak, P.Eng.
- D.G. Ford, P.Eng. FEC
- J.N. Fox, P.Eng.
- Y. Fraiter, P.Eng.
- H.T. Freihammer, P.Eng.
- M.R. Friesen, P.Eng. FEC
- K.C. Fritz, P.Eng.
- P.J. Fulton-Regula, P.Geo. FGC
- T. Gaamangwe, P.Eng.
- J.A. Gauthier, P.Eng.
- S. Ghelichkhani, P.Eng.
- S.K.A. Ghouralal, P.Eng.
- J.G. Giba, P.Eng.
- A.J. Gies, P.Eng.

- T.C.A. Gitzel, P.Eng. FEC
- R.M. Godse, P.Eng. FEC
- S. Goel, EIT
- G. Goldsborough
- T.W. Gouldsborough, P.Eng. FEC
- D.M.V. Gragera, EIT
- G.L. Greasley, CAE FEC
- J.H. Guenther, P.Eng. FEC
- P.C. Guerreiro, P.Eng.
- J.R. Gunning, P.Eng. FEC
- R.C. Gupta, P.Eng. FEC
- S.H. Hammad, P.Eng.
- N. Handa, P.Eng. FEC
- X.W. Hao, P.Eng.
- K.M. Harb, P.Eng.
- D. Harris
- R.W. Harrison, P.Eng.
- R.J.J. Herrmann, P.Eng. FEC
- C.J. Hewitt, P.Eng.
- D.D.J. Himbeault, P.Eng. FEC
- D.G. Hodgkinson, P.Eng. FEC
- R.P. Hoemsen, P.Eng. FEC
- A.W. Hogeveen Rutter, P.Eng.
- D.M.C. Huminicki, P.Geo.
- R.L. Hutchinson, P.Eng. FEC
- A.T. Intac-Leung, P.Eng.
- W.T. Jackson, P.Eng. FEC
- R. Janz
- P. Janzen, P.Eng. FEC
- D.S. Jayas, P.Eng. FEC, FGC(Hon)
- R.A. Jeria, P.Eng.
- H.S. Jhinger, P.Eng. FEC
- R.K. Johnston, P.Eng.
- R.M. Jones, P.Eng. FEC
- K.L. Joshi, P.Eng.
- S.G. Jozwiak, EIT
- I.K. Kalinovich
- A. Kanan, P.Eng.
- A.A. Karagiannis, P.Eng.
- F.J.S. Kasala, P.Eng.
- L.N. Kavanagh, P.Eng. FEC
- W.C. Kennedy, P.Eng.
- N.M. Kesler, P.Eng.
- A.J. Kettler, P.Eng.
- K.M. Khan, EIT
- G.M. King, P.Eng.
- M. Kirton
- N. Klassen, CET
- C. Kopynsky, QC
- L. Korenbaum, P.Eng.
- S.M. Kovnats, P.Eng.
- T. Kucheravy, CET
- H.J. Kuyp, P.Eng.
- Y.N. Le, P.Eng.
- J.J. Lee, P.Eng.
- K.W.G. Lenton, P.Eng.
- A.K. Letts, P.Eng.
- Y. Li, EIT
- Z. Li, EIT
- Z.X. Li, P.Eng.
- G.S. Lodha, P.Geo. FGC
- H.C.V. Loewen
- S.A. Loewen, EIT
- W.Y. Lu, P.Eng.
- T.R. Lytwyn, P.Eng.
- M.P. Maendel, P.Eng.
- G.A. Maher, P.Eng. FEC
- J.J. Malenchak, P.Eng.
- T.K. Malkiewicz, P.Eng. FEC
- M. Mandilaras, P.Eng.
- K.L. Maranchuk, P.Eng.
- A.I. Margolese, P.Eng.
- N.F. Masood, EIT
- M.I. Matar, P.Eng.
- K.H. Mathers, P.Geo. FGC
- S. Mattheos, LLB
- R.N. Matthews, P.Geo. FGC
- C.S. Mazurek, P.Eng.
- L.E. McFarlane, P.Eng. FEC
- B.L. McIntosh, P.Eng.
- I.H. McKay, P.Eng. FEC
- H.W. McMillan, P.Eng.
- L.M.K. Melvin, P.Eng. FEC
- I.R. Mikawoz, P.Eng. FEC
- Y. Mouzahem, EIT
- K.L.P. Mruss, P.Eng. FEC
- L.A. Murphy, P.Geo.
- A.D. Myska, P.Eng. FEC
- C.J. Nabanoba Musoke, EIT
- E.A. Nadeau, P.Eng.
- A. Nagy, P.Eng.
- D.J. Nedohin-Macek, P.Eng. FEC
- M.P.B. Nicolas, P.Geo. FGC
- K.D. Norrie, P.Eng.
- R.J. O'Toole, P.Eng.
- J.O. Oserio, P.Eng.
- T.R.J. Ouellette, P.Eng.
- D. Owens, P.Geo.
- G.M. Paciente, P.Eng.
- G.S. Page, P.Eng. FEC
- J. Paliwal, P.Eng. FEC
- Z. Pan, P.Eng.

- A.R.D. Pawlikewich, P.Eng. FEC
- J.S. Payne, P.Geo.
- S.J. Peter, P.Eng. FEC
- R.J. Petursson, P.Eng. FEC
- B.A.F. Phillips, P.Eng.
- E.G. Phillips, P.Eng. FEC
- J.O. Pillipow, P.Eng.
- A.J. Poetker, P.Eng. FEC
- A.J. Pollard, P.Eng. FEC
- H.N. Procyshyn, P.Eng. FEC
- S. Quigley, P.Eng. FEC
- A.D. Rajapakse, P.Eng.
- A.K. Rakhra, P.Eng.
- R.A.S. Reichelt, P.Geo. FGC
- J. Reinsch
- J.N. Rempel, P.Eng.
- P. Reynolds, M.A.A.
- C.M. Robak, P.Eng.
- L.E. Robinson, P.Eng.
- R.J. Romanetz, P.Eng. FEC
- S. Rosenberg, LLB
- C.R. Rosolowich, P.Eng.
- J. Salanguit, EIT
- D.M. Salem, EIT
- C.S. Sandhu, P.Eng.
- C.N.I. Santoyo, P.Eng.
- E.N. Sapnu, P.Eng.
- R.A.S.C. Sator, P.Eng.
- E.V. Schillberg
- P.A. Schilling, P.Eng.
- T.C. Schwartz, P.Geo.
- G.D. Seeraj Tylerbest, P.Eng.
- M.K. Seewald, P.Eng.
- M.M. Sefin, P.Eng.
- E.J. Sharp, P.Eng.
- Y.L. Shi, P.Eng. FEC
- A.D. Silk, P.Eng. FEC
- K.K.T. Sim, P.Eng.
- A.H. Simundsson, EIT
- M.A. Singer, P.Eng.
- H.D. Smart, P.Eng.
- A.P. Smith, P.Eng.
- E.W. Smith, P.Eng.
- J.B. Smith, P.Eng. FEC
- M.P. Smith, P.Geo.
- M.A. Soiferman, P.Eng.
- D.N. Spangelo, P.Eng. FEC
- R. Sri Ranjan, P.Eng.
- J.D. St. Laurent, P.Eng.
- T.D.M. Starodub, P.Eng.
- C.D. Stewart, P.Eng. FEC
- L.A. Stewart, P.Geo.
- R. Stoesz
- D.R. Strang, P.Eng. FEC
- R.R. Sugden, P.Eng.
- P.V.I. Taiarol, P.Eng.
- V.J. Tanner, P.Eng. FEC
- R.J. Taylor, P.Eng.
- E. Teklemariam, P.Eng. FEC
- E.A. Thompson, P.Eng.
- W.B. Todd, P.Eng. FEC
- M. Toma, P.Eng.
- C.N. Trenholm, P.Eng.
- H.M. Turanli, P.Eng. FEC
- W.M. Turchyn, P.Eng. FEC
- B.U. Urbanietz, P.Eng.
- S. Vieweg, CPA
- K. Vijayan, P.Eng.
- J. Viramontes Perez, P.Eng.
- C.M. Vitt, P.Eng.
- H.J. Waedt, P.Eng. FEC
- W.C. Wagner, P.Eng.
- V.S. Walkes, P.Eng.
- I. Wasilewski, P.Eng.
- K.L. Watt, EIT
- C.R. Watters, GIT
- A.J. Watts, P.Eng.
- S.R. Whaley, P.Eng.
- G.J. Whiffen, P.Eng.
- C.W. Whitton, EIT
- W.K. Wong, P.Eng.
- A.M. Wruth, P.Eng.
- N. Wruth
- W. Wu, P.Eng. FEC
- J. Xiong, EIT
- Q. Yuan, P.Eng.
- L. Yusim
- M.T. Zeid, P.Eng.
- D.E. Zubert, P.Eng.
- K.R. Zurek, P.Eng. FEC

COUNCIL GOVERNANCE POLICY

The Engineers Geoscientists Manitoba Council operates on the basis of Policy Governance, also known as the Carver Model. In that context, its “Ends” policies are:

Global Ends: The interest of the Public of Manitoba are protected, as they relate to practice of engineering and geoscience.

More specifically:

E-1 Individuals who are practicing Engineering and Geoscience are registered and licensed.

- E-1.1 Potential members experience efficient registration or licensure.
- E-1.2 Qualified professionals experience a seamless registration process across Canada and internationally.
- E-1.3 Individuals practicing emerging technologies are integrated into the profession.
- E-1.4 Individuals practicing in academia are recognized as qualified for registration.

E-2 Practitioners practice with competence and conduct themselves professionally.

- E-2.1 Practitioners demonstrate a high current level of knowledge and experience with the application of that knowledge.
- E-2.2 Practitioners and students develop as professionals throughout their careers.

E-3 Unqualified persons do not practice.

E-4 Stakeholders understand and value the contributions of the professions.

- E-4.1 Practitioners value and engage in a self-regulating profession.
- E-4.2 The public understands and values the contribution of the professions.
 - E-4.2.1 The public understands the competency and ethics of practitioners.
 - E-4.2.2 The public perceives the professions as having a leading role in protecting public interest.
- E-4.3 Government and regulators understand and support self-regulation.
 - E-4.3.1 The provincial government will provide clearly defined regulatory authority.
- E-4.4 Government understands the issues impacting the public interest as they relate to the professions.
 - E-4.4.1 Government seeks out the professions as stakeholders.
 - E-4.4.2. Governments dialogue with the professions in developing public policy and codes and standards.

E-5 Practitioners reflect the diversity of the public.

- E-5.1 Increasing indigenous membership.
- E-5.2 By 2030, 30% of newly licensed engineers will be women.

E-6 Consumers have access to a reasonable supply of practitioners’ services.

- E-6.1 Engineering and geoscience students enroll as interns.
- E-6.2 Students in K to 12 view the professions as rewarding careers.
- E-6.3 Post secondary institutions and government are aware of the future needs of the professions.

CEO & REGISTRAR'S REPORT



Despite the deficits reported by some large employers and the doom and gloom repeated in the news, both the Manitoba and Canadian economies are showing steady growth. A big contribution is coming from the members of Engineers Geoscientists Manitoba. The economic statistics for our province show that GDP continues to be positive. Population figures also show that the number of citizens is increasing and with it, growth for Engineers Geoscientists Manitoba continues.

Membership Growth

This past year professional members grew by 4%. The Association currently has 8,133 members and it is anticipated that the membership will continue to grow to an estimated 9,000 by the centennial year 2020. Despite our aging membership, there hasn't been a sudden increase in retirements or practicing member resignations. Interns are growing too. More graduates are staying in Manitoba and this is reflected in the all-time high number of (1,545) engineering and geoscience interns registered.

ProDev

Congratulations Engineers Geoscientists Manitoba members! We lead the country in continuing professional development reporting. The Continuing Competency Committee reported 98.1% member compliance with the ProDev program in 2016. No other engineering regulator in Canada can boast this level of participation.

Government

A lot of hard work was done this year on government relations. No immediate amendments are planned for The Engineering & Geoscientific Professions Act, but the Association is partnering with other technical groups to seek an amendment to the liability period in The Limitations of Actions Act. Watch for more news on this topic from the GR Department in 2018.

Indigenous Members

Council has set a new End for the professions: E-5.1 Increasing indigenous membership. They want to see more indigenous professionals join Engineers Geoscientists Manitoba. Over time, the Association will begin to reflect the 16.7% of Manitoba's population whom are considered aboriginal. Indigenous engineers and geoscientists are invited to make a self-declaration so that Engineers Geoscientists Manitoba can benchmark the number of Indigenous professionals in the membership. Go to the web site main page and click on the menu buttons For Professionals>Indigenous Professionals to learn more.

New Chapters

Council approved the formation of the India Members Chapter in 2016 and early in 2017 the Arab Members Chapter was added. The Association now boasts 6 active chapters: Thompson, Westman, Filipino, Chinese, India and Arab members. Expressions of interest have come in from other groups within the membership. All are encouraged to organize and form more chapters. Through the collaborative efforts of Engineers Geoscientists Manitoba members, diversity is being celebrated in the professions.

More Women

Manitoba is on track to achieve the national goal of “30 By 30”. This is the target set by engineering regulators and Engineers Canada to have women comprise 30% of all newly licensed engineers annually by the year 2030. Recent data from the Registration Committee shows that Manitoba has achieved 24% and a high mark of 50% on monthly meeting approvals. However, the 30% threshold must be sustained over a full year in order to truly claim success. Two factors are contributing to this increase: more women studying/graduating engineering and international engineers moving to Manitoba.

In the Community

Engineers Geoscientists Manitoba contacts a lot of people in a year: members, other professionals and the community-at-large. In 2016, the Association had contacts with more than 32 groups; supporting engineering and geoscience education, conferences and community events. One highlight includes the efforts of students, teachers, parents and Association volunteers to raise \$26,352 for Winnipeg Harvest through the annual Spaghetti Bridge Competition.

Please take a moment to read the other pages of this annual report for more detailed statistics and data on admissions, international applicants, Interns, the ProDev program and other professional practice topics.

A Big “Thank You”

Finally, a big “thank you” to everyone who served on Council, a committee or a task group this year. I look forward to working with you in 2018. Thank you for the privilege of serving this historic, honorable profession as your CEO and Registrar. Your feedback is important. If you have any thoughts on anything, please email me at gkoropatnick@enggeomb.ca.

Grant Koropatnick, P.Eng., FEC
CEO and Registrar
Engineers Geoscientists Manitoba

DIRECTOR OF ADMISSIONS REPORT



Hard to believe that it's that time of year again...where has the time gone? This year has included a continuation of our work towards implementing our Specified Scope of Practice Licence program and our progress has so far been fairly smooth.

In January 2017, we opened up applications for interested applicants and so far, we have about 35 people who have submitted. At the present time, we are having several of these individuals do a beta test of the system to make sure that they are able to follow the instructions and understand what's expected. The feedback thus far has been positive. The intent is to have the Specified Scope of Practice Committee start to review some of these files starting from Fall of 2017. That's when the real work will begin!

To reiterate from last year, these are applicants who would typically have a non-engineering degree or diploma, but who have proven expertise in a very particular scope of practice. This category was created to bring us more in-line with many other associations – such as Alberta, BC and Saskatchewan – who have adopted similar initiatives.

In other news, applications continue to pour in without a pause. We're getting more and more applications from abroad since licensure is now incorporated more strongly into the Provincial Nominee programme, and we are also getting a lot of applications from other provinces – chiefly Alberta and in some cases, Quebec. In the case of Alberta, we expect that will continue until oil prices start to rise again. Manitoba appears to be the 'go to' place at this time.

The NCEES FE implementation continues to go forward. Many assessment applicants have written this exam and while it's challenging, quite a few have been successful. It has been well-received by applicants who want greater flexibility to schedule exams when they want, rather than waiting for exam sittings which happen only twice a year. Sure, the FE IS a six hour exam on everything you ever learned in your engineering degree, but if you pass it, then you can go to the next phase as an Intern. This seems a good alternative to writing four to six confirmatory exams, not necessarily at a time of your own choosing.

The Admissions staff continues to work very hard not only because of the large volume of applications, but because they have to keep an ever-vigilant eye on how everything fits together even when things are getting more and more complicated. For example, if we get a mobility application without a Certificate of Authorization for a company, Admissions staff are tasked with making sure that a Certificate of Authorization actually is NOT required, (and why not). Frequently this involves multiple discussions with out-of-province professional members, who often don't understand what a (Manitoba) C of A is, usually are in a pretty big hurry, and 'why are you bothering me so much'??? Admissions staff also have to make sure that members who have been suspended due to their Pro-Dev issues, are not signing off on supervisor reports for Engineering Interns. Again, this can be quite challenging handling these situations, and the work falls to the Admissions staff to catch any anomalies. It is an important but thankless task however, Marlene, Chantelle, Claudia, and Diana handle it with grace, tact, and good humour.

Sharon Sankar, P.Eng., P.E.
Director of Admissions
Engineers Geoscientists Manitoba

DIRECTOR OF PROFESSIONAL STANDARDS REPORT



The role of the Director of Professional Standards is to provide support to several standing committees overseeing professional practice and to undertake initiatives in areas where standing committees do not exist.

Investigation/Discipline

The Investigation Committee considered 15 new matters over the past year. Eleven of these resulted in new investigations. Ten investigations were concluded during this fiscal year. From the investigations that have been completed, four resulted in a dismissal; one members was issued a formal cautions; and charges are pending on the other five.

During this past year, on three matters where the Investigation Committee dismissed the complaint, the complainant chose to appeal the decision to Council. That appeals process is on-going. On another appeal of dismissal to Council from the fiscal year ending June 30, 2015, the Council directed the Investigation Committee to engage an expert witness and to investigate the matter further.

No disciplinary hearings were started this year. A hearing that started at the very end of last year was still underway at the end of this year.

Standards

There were two standards that underwent significant development and review this year. The first was the development of a new guideline on Returning to Active Practice. The other was a review of the guideline on Authentication.

The guideline on Returning to Active Practice was developed by the Continuing Competency Committee (CCC) to help deal with cases where a practitioner has been without practice rights for an extended period and who wishes to resume active practice. This guideline aims to harmonize the practices of the Registration Committee, the CCC, and Council when dealing with this issue. Finalization of this guideline will continue over the coming year.

The guideline on Authentication has been under review to ensure that it matches current legislation. This process led to a deeper review of elements within the guideline to identify areas of improvement. Recent publications of similar documents by other Canadian regulators as well as developments in the areas of digital signatures will continue to shape the new version of this guideline.

Legislation

The focus for the last half of 2016 was to finalize the implementation of by-law changes related to the Act change of 2015. These by-laws were approved by the membership in the fall of 2016 and were further executed through changes to guidelines, policy, and the website.

The first half of 2017 marked the implementation of a new, Council-led process for reviewing and proposing changes to the By-laws. This process was used to develop a proposal for a complete re-write of Part XVII.

Feedback from the membership was sought throughout the process, starting with a call for suggested changes at the beginning of the year, followed by several engagement sessions to develop guiding principles, and culminating in an opportunity for members to provide feedback on the final draft version before Council approval. This process creates dialogue regarding by-laws months in advance of the final vote by the membership.

Continuing Competency

The Continuing Competency Committee (CCC) met regularly to fulfill its duties, as described in the Continuing Professional Development (ProDev) Program. This year marks a transition into a smoothly operating program. On-going duties of the CCC include considerations of applications for abatement, applications for returning to active practice, and interpretations of the ProDev Program.

At the beginning of 2017, there were 609 practitioners who were not compliant with the ProDev Program (compared with 1,125 in 2016). Through the provisions afforded in the 2015 Act update, members were provided with written notification that their non-compliance would need to be addressed or else they would face an administrative suspension. By early February, the number of non-compliant members had reduced to approximately 239 (compared with 450 in 2016). In March, approximately 70 members who were still non-compliant and who had been provided sufficient notice were suspended. Many members subsequently complied with the reporting requirements of the ProDev Program and their suspensions were lifted. At the time of writing, there were 23 individuals whose licenses were suspended for non-compliance with professional development reporting requirements (compared with 52 in 2016).

The CCC also continues to seek improvements to the ProDev Program and to provide guidance to members who are returning to active practice or applying for abatement. As always, interpretations by the CCC may be found at: <http://www.apegm.mb.ca/CCCInterpretations.html>.

Compliance

Each year, Engineers Geoscientists Manitoba collaborates with other Canadian engineering regulators to ensure that engineers and geoscientists residing in Manitoba are observing the Association's Act. This Out of Province Campaign seeks to identify and communicate with individuals that are licensed elsewhere but living or working in Manitoba. As in past years, this is proving to be a positive outreach program that educates potential members on the requirement for licensure in Manitoba.

The Association also continued to communicate with individuals and organizations that appeared to be operating in contravention of the Engineering and Geoscientific Professions Act. Responses from the vast majority of targeted persons were positive.

Liaison

During the year, we have strived to maintain and further relationships with parties that affect and contribute to the regulation of professional engineering and geoscience. Engineers Geoscientists Manitoba continues to meet with authorities having jurisdiction regarding many issues, including, for example, the permitting process for building permit applications. As well, we continue to liaise with the other engineering and geoscience regulators in Canada.

The annual meeting of the discipline and enforcement officials for Canadian Engineering regulators occurred in Halifax this year. In addition to the review of statistics from across the country, healthy discussions were had on several matters, including outreach programs to students, disciplinary matters, and enforcement procedures.

Michael Gregoire, P.Eng.
Director of Professional Standards
Engineers Geoscientists Manitoba

DIRECTOR OF GOVERNMENT RELATIONS REPORT



Strategic Plan 2016-2017

On April 19, 2016 the public of Manitoba elected a majority Progressive Conservative government. The number of provincial cabinet positions was reduced by the newly elected government, from eighteen to twelve, and the cabinet positions altered. Prior to the election, The Engineering and Geoscientific Professions Act was overseen by the Minister of Labor and Immigration. As a result of the change in government, the labor and immigration portfolio was divided and labour is now overseen by Manitoba's Department of Growth, Enterprise and Trade, and immigration by Manitoba's Department of Education and Training. The Engineering and Geoscientific Professions Act was incorporated into the portfolio for labour and now falls under the Department of Growth, Enterprise and Trade.

Soon after the election, the Department of Government Relations offered congratulations via email, letter and/or in person contact to all newly elected MLAs, including the MLA appointed to be Minister of Growth, Enterprise and Trade, Honourable Cliff Cullen. This communication was well received by MLA's and their support staff, and laid the foundation for the relationship the Association now has with Manitoba's provincial government.

Throughout the remainder of 2016 the Department of Government Relations engaged in multiple government events, including observing the legislature in session for question period, daily proceedings and standing committees. These attendances provided opportunities for members of government and government staff to dialogue with the Department if needed, and due to the newly formed government, several relationships were formed with the newly elected government, including with:

- Premier of Manitoba – The Honourable Brian Pallister
- Minister of Growth, Enterprise and Trade – Honourable Cliff Cullen
- Minister of Education and Training – Honourable Ian Wishart
- Minister of Justice – Honourable Heather Stephenson
- Minister of Sustainable Development – Honourable Cathy Cox
- Minister of Infrastructure – Honourable Blaine Pederson
- Minister of Sport and Culture – Honourable Rochelle Squires
- Legislative Assistant to the Minister of Growth, Enterprise and Trade – MLA Kelly Bindle, P.Eng
- Deputy Minister of Growth, Enterprise and Trade – Jamie Wilson

Several additional relationships were created with MLA's and government staff over the course of the last fiscal year. Relationships with government will continue to be developed going forward. Five of the Ministers listed above have granted the Association an open door to pursue meetings into the future regarding regulatory authority within their Departments that potentially impact the Association and benefit society. Due to the shift in government, many contacts made previously within government transitioned into other careers, and new contacts within the new government needed to be made. A process has been established for reacting to government elections and the extent of this process required after each election will depend on the extent of the changes made by the election.

Government Relations Advisory Committee

The Department of Government Relations developed a terms of reference for a new government relations advisory committee which commenced its term in the fall of 2016. The Government Relations Advisory Committee is established by the CEO and is responsible to the CEO through the Department of Government Relations. The Committee is accountable to and takes direction from the Director of Government Relations for its processes and administration. The Committee may recommend to the Director of Government Relations the formation of task groups for the handling of specific assignments and is accountable for its activities and those of its reporting groups. Members of the Government Relations Advisory Committee include (d):

- Claudia Blandford, EIT
- James Blatz, P.Eng., FEC
- Tom Gouldsborough, P.Eng., FEC
- Randy Herrmann, P.Eng., FEC
- Chaitan Sandhu, P.Eng.
- Eric Schillberg, UMES
- Allan Silk, P.Eng., FEC
- Steven Wu, P.Eng.
- Grant Koropatnick, CEO and Registrar
- C. Scott Sarna, Director of Government Relations
- Mike Gregoire, Director of Professional Standards
- Soffia Baragar, Administrative Assistant Government Relations

The Association of Consulting Engineering Companies Manitoba (ACEC Manitoba) Government Relations Committee and the Department of Government Relations for Engineers Geoscientists Manitoba continue to work together on various public policies, codes, standards and integrated regulatory frameworks.

UMES Council

Continued work with the UMES Council took place to mentor the executive team executives on strategic, operational and government relations topics bringing knowledge to the Council for the purpose of governance and government relations efforts. This year the UMES utilized online voting and had a record turnout of 670 voters for a voter turnout of 38.2%. The 2017-2018 UMES executives have been elected and are:

- Senior Stick: Hunter Loewen
- Vice Stick Internal: Ian Veloso
- Vice Stick External: Katie Moist
- Vice Stick Academic: Emily Kiely-Smith
- Vice Stick Communications: Rhianna-Lynn Holter-Ferguson
- Vice Stick Socials: Zachary Grossart

Office of the Manitoba Fairness Commissioner

Attended meetings hosted by the Manitoba Fairness Commission throughout the year alongside other association and regulator representatives to engage in discussion on and to continue to be up to date on government changes to registration of new members, changing demographics and immigration information, and other topics pertaining to the regulation for the Association.

Strategic Plan 2018-2025

A priority for the Department this past year has been the development of the Government Relations Strategic Plan for 2018-2025. Incorporating a type of metric system into the Plan has been a key focus in this process to help to measure successes and failures for the Department. The metric system developed includes a “five phase” system with the objective of changing one piece of legislation, regulation, policy or code on an annual basis.

The Strategic Plan process follows a stakeholder management plan to ensure that stakeholders involved in the engineering and/or geoscience professions of Manitoba are consulted and engaged in the process. The

Strategic Plan will be discussed with stakeholders on an annual basis and will be presented to Council for approval every December.

This year's legislation, regulation, policy or code change focus will be on Manitoba's limitation of actions Act, in order to reduce liability for professional engineers to a timeframe more similar to that of other provinces. A significant amount of stakeholder engagement and government relations will be required for such an act change to be successful.

A meeting with MLA and Legislative Assistant to the Minister of Growth, Enterprise and Trade, Kelly Bindle, was held on Monday January 16, 2017, to discuss Engineers Geoscientists Manitoba's Government Relations Strategic Plan. The meeting lasted an hour and forty-five minutes and several topics relating to recruitment and retention of professional engineers and immigration in Manitoba relating to professional engineers, were discussed. Follow up meetings will take place to continue a strong relationship with MLA Bindle who is also a professional engineer with the Association.

Conclusion

The Government Relations Department will look forward to further stakeholder engagement for the Strategic Plan. Engineers Geoscientists Manitoba's full Government Relations Strategic Plan can be accessed at [http://www.apegm.mb.ca/pdf/GR/Strategic Plan2018.pdf](http://www.apegm.mb.ca/pdf/GR/Strategic%20Plan2018.pdf).

The Plan will be released online upon approval by Council. If you would like further information about the strategic plan or provide feedback please send an email to C. Scott Sarna at ssarna@EngGeoMB.ca.

C. Scott Sarna
Director of Government Relations
Engineers Geoscientists Manitoba

ACADEMIC REVIEW COMMITTEE

D.S. Jayas, P.Eng. FEC (Chair)
V. Banthia, P.Eng.
A. Byagowi, P.Eng.
T. Gaamangwe, P.Eng.

R.M. Godse, P.Eng.
D.D.J. Himbeault, P.Eng. FEC
D.M.C. Huminicki, P.Geo.
J.J. Malenchak, P.Eng.

The Academic Review Committee (ARC) is responsible for reviewing the academic credentials of applicants who hold undergraduate (Bachelor-level) engineering degrees that are not recognized by the CEAB or applicants having education equivalent to an engineering degree in a related field. The ARC also reviews all geoscience related degrees.

The ARC met four times between July 1, 2016 and June 30, 2017. During the year 264 new assessment files were reviewed (253 Engineers and 11 Geoscientists). The Staff Committee reviewed 245 files, one interviews was conducted for applicants who had been assigned a confirmatory examination and who appeared to have more than ten years of engineering work experience. In total 137 applicants were deemed academically qualified (124 Engineers and 13 Geoscientists).

The assessment of academic qualifications is, by no means, a simple task, and I therefore would like to sincerely thank the ARC members for their participation and service. I also would like to thank Grant Koropatnick, Sharon Sankar and Claudia Shymko for their outstanding administrative and logistical support to the ARC.

ARAB MEMBERS CHAPTER

M. Matar, P.Eng. (President)
K. Harb, P.Eng. (Vice President)
M. Zeid, P.Eng. (Treasurer)
Y. Mouzahem, EIT (Secretary)

S. Hammad, P.Eng. (Technical Advisor)
A. Kanaan, P.Eng.
M. Toma, P.Eng.

The Arab Members Chapter was officially approved by the Council of Engineers Geoscientists Manitoba on January 19, 2017. The membership in the Chapter is free and open for all interested engineers regardless their professional status or background. Engineering students are also welcomed.

Events

1. Road to Practicing Engineering for New Comers- March 25, 2017
The first event of the Chapter was organized at the University of St. Boniface. The event consisted of two parts:
 - A technical presentation entitled: "The Road to Practice Engineering", by Samir Hammad, P. Eng., Chapter Technical Advisor.
 - Networking between members and guests.

The presentation's focus was on how new comers to Canada can get their qualifications recognized in Manitoba, process of registration in Engineers Geoscientists Manitoba, some tips and recommendations on writing résumés for successful interviews, how volunteering plays a major role in approaching employers, and many information on how to gain Canadian work experience.

2. Annual MLA Reception- May 18, 2017
The Arab Members Chapter participated in the Engineers Geoscientists Manitoba's annual MLA Reception at the Manitoba Legislative Building on Thursday, May 18, 2017. The Chapter was represented by Youssef Mouzahem [Secretary] as part of the Chapter's effort to be engaged in all professional and social events.
3. Launch of IEEQ Program- June 28, 2017
The Arab Members Chapter participated in the welcoming lunch for new students of the IEEQ

Program which is a pathway for internationally-educated engineers to meet partial licensing requirements for professional engineering practice in Manitoba.

The event took place on June 28, 2017 at the University of Manitoba and the Arab Members Chapter was represented by Mohammed Matar [President] and Samir Hammad [Technical Advisor].

Registration

Members in numbers:

P. Eng.	15
EIT	21
Students	6
Lay Members	3

To register in the Chapter, please use the link: <http://enggeomb.ca/ArabChapter.html>

Looking To The Future...

The Arab Members Chapter is a part of the engineering community in the Province of Manitoba, we were, and still are, in contact with the leaders and staff of Engineers Geoscientists Manitoba as well as other chapters for more collaboration and to share experiences and celebrate cultural diversity.

The executive committee is working hard to plan for more activities and events that could attract more members and to help existing members to grow their knowledge and integration in the engineering community in Manitoba.

Contact Us

For any inquiries, ideas, or presentation proposals, please contact us by email: egm.arab.chapter@gmail.com

AWARDS COMMITTEE

A. Aftanas, P.Eng. FEC (Chair)
N. Dhruve, EIT (Secretary)
E. Armitt, P.Eng.
N. Chandler, P.Eng.
K. Fritz, P.Eng.

G.S. Lodha, P.Geo. FGC
A. Nagy, P.Eng.
H. Turanli, P.Eng. FEC
Q. Yuan, P.Eng.

The purpose of the Awards Committee is to receive nominations and select members of the association to be recognized for their excellence by Engineers Geoscientists Manitoba, Engineers Canada and Geoscientists Canada.

Engineers Geoscientists Manitoba members are able to nominate their colleagues for awards using the online nomination forms available at the Engineers Geoscientists Manitoba website. The nomination form and the Award Criteria document (which identifies eligibility and judging criteria for each award category) are available at: www.enggeomb.ca/Awards.html. The deadline for the nominations is February 1st.

For 2017 the Awards Committee introduced a new award category: the "Diversity Employer Award". Early in 2016, Council recommended that the Awards Committee consider a new annual recognition award to recognize employers for innovative recruitment and retention policies and programs resulting in a diverse and inclusive workforce in the engineering and geoscience professions. A Task Group worked through the summer and fall of 2016 to evaluate the suitability, develop a name and propose the eligibility and evaluation criteria for the award. The Task Group members were:

1. Neil Chandler, P.Eng. (Chair)
2. Ernie Armitt, P.Eng.
3. Ganpat S. Lodha, P.Geo. FGC

The Awards Committee's first meeting of 2016/2017 was on November 22nd, 2016. The Task Group presented a recommendation to proceed with the Diversity Employer based on the award criteria that the Task Group had developed. The recommendation was approved by the Awards Committee and ratified by the Association's CEO before being posted to the website; open to nominations for the February 2017 deadline. Several action items were identified to encourage nominations for all award categories including a reminder email to all members, a letter to all CofA members (which included a new poster that summarizes the award categories), weekly News Notice advertisements, a Keystone Professional advertisement and several advertisements on the Engineers Geoscientists Manitoba website including a link on the homepage.

At the January 17th, 2017 meeting the Committee reviewed the nominations received to date and was pleased to see that excellent nominations had already been received in all Award categories. It was decided that closing date remain at February 1st, as advertised.

Nominations closed on February 1st, 2017 with twenty candidates in nine award categories. The Awards Committee convened for four meetings on the following dates to evaluate the award candidates: February 21, March 21, April 25 and May 16. The candidates were evaluated in accordance with the award criteria and award winners were recommended for approval by Council. Citations were completed by committee members for each award winner and provided to the AGM event organizing committee for follow-up. The award winners will be honored during the Engineers Geoscientists Manitoba Awards Gala Dinner on October 20th, 2017 as part of the AGM Conference along with a video tribute.

Other activities of the Awards Committee include:

- A feature article entitled "Celebrating Diversity – A New Award" was published in the Keystone Professional Spring 2017 issue. The article was written by Neil Chandler.
- Discussed and approved the University of Manitoba Engineering Faculty recommendation for the "2017 Champion of Engineering Education Award".
- Selected a nomination to Engineers Canada for the "2017 Women in Engineering Profession and Engineering Excellence Award".

I would like to sincerely thank the Awards Committee members, the Task Group members, Angela Moore, Sebastian Goldstein and Gemma Keatch for the dedicated support to the functioning of the committee. We also appreciate the continuing support and guidance provided by Grant Koropatnick to the committee.

CENTENNIAL TASK GROUP

R. Hoemsen, P.Eng. FEC (Co-Chair)

W. Jackson, P.Eng FEC (Co-Chair)

B. Adu-Quaye, P.Eng.

G. Cook, P.Eng. (Heritage Committee Liaison)

D. Ennis, P.Eng. FEC (Heritage Committee Assistant)

T. Flynn, P.Geo.

L. Lu, P.Eng.

E. Teklemariam, P.Eng. FEC

L. Watt, EIT

2020 will be the Centennial of the Association.

The Centennial Task Group is planning a series of events to raised awareness of, and celebrate, the Centennial of the Association and the role of Professional Engineers and Geoscientists in society, but especially in Manitoba.

The highlight of the celebrations will be the Gala Dinner at the RBC Convention Centre of Saturday, April 4, 2020.

In addition to the Gala Dinner, activities currently under consideration include:

- A Centennial Book,
- Co-hosting of events such as the 18th Biennial CCWESTT Conference,
- Chapter events,

- Articles for the Keystone Professional and other publications,
- Social Media and other content to raise awareness,
- Children's Activities (e.g. Lego Build, In-school activities) to promote the professions,
- Association license plate, and
- Recognition of historic sites and events.

If you are interested in helping with the 2020 Centennial Celebration, please do not hesitate to contact either the Centennial Task Group or the Association Office.

CHINESE MEMBERS CHAPTER

W.K. Wong, P.Eng. (Chair)

Z. Pan, M.Eng., P.Eng. (Vice Chair)

Y. Jasmine Li, EIT (Vice Chair)

S. Wu, P.Eng. (Past Chair)

X. Arongna, EIT (Treasurer)

Z. Li, EIT (Secretary)

Z. Li, P.Eng. (Program Director)

J. Xiong, EIT (Web Master)

J. Yang (Student Liaison)

The Chinese Members Chapter (Chapter) of Engineers Geoscientists Manitoba is a non-profit organization, consisting of professionals and members-in-training with Chinese origin that registered with the Association. Technologists/technicians, students and new immigrants who are in the process of registering with the Association, in the engineering-related fields are also welcomed to join the Chapter. All members will receive free membership once registered with the Chapter.

The Chinese Members Chapter has the following members as of September 29, 2017.

- 95 Full Members (registered Association members, including P.Eng., P.Geo., EIT and GIT)
- 37 Student Members
- 11 Lay Associates (Technologists and new immigrants in the process to register with the Association)

Events

The following section presents the activities that were held during July.1.2016-June.30.2017 in a descending order:

Event 1:

- Subject: Summer Picnic
- Location: St. Vital Park Picnic shelter #1A
- Date: 24 July 2016.
- Attendees: 65

The event was organized in the form of potluck and BBQ with beverage and fruits provided by the Chapter. The objective of this event was to provide an opportunity to let members and non-members to have more time to interact with each other compared with other Chapter's events and to have an enjoyable summer in Winnipeg. A total of 65 people attended the event including 35 members, 19 spouses and 11 children. In general, all members have been divided into four teams according to their engineering disciplines (i.e. Civil, Mechanical, Electrical & Electronic) for allowing members to know each other better in the same engineering discipline. Some spouses and children of the members were participating in the same team. A total of four games were executed during the event. Those games were as follows:

- Ice Breaker – Each team must gather basic information of the team members regarding name, education, company name, job title, years of experience, etc and then team requires to place the name of the member in order from either shortest to longest or vice versa;
- Guess Action – Team needs to guess an act of a member;
- Jump Rope – any individual can make the greatest number of jumps win; and
- Catch and Duck – a water balloons game.

It was fun filled and relaxing time in the St. Vital Park. A number of engineering students attended the summer picnic and registered with the Chapter.

Event 2:

- Subject: Technical Tour (3D metal printing)
- Location: PRECISION ADM (1595 Buffalo Pl, Winnipeg, MB R3T, Canada)
- Date: 20 October 2016.
- Attendees: 20

PRECISION ADM (PADM) is an innovative company that identifies, develops, and manufactures high value metal components and device applications for the medical, aerospace, energy and industrial sectors. It provides clients the digital manufacturing design and/or manufacturing solutions to make their products more efficient and functional than those made with conventional manufacturing methods. Based on the number restriction, only 20 members were allowed to join the tour at PADM. The tour was started with a presentation at the boardroom to show how a 3D metal printing works and to see some product samples and prototypes made by PADM and then completed with the tour at the workshop to observe the real time production of the 3D metal printing operation and some 3D metal printing equipment.

Event 3:

- Subject: Annual General Meeting
- Location: Canad Inn Fort Garry Ambassador Room
- Date: 26 January 2017
- Attendees: 50

After dinner, Chinese Members Chapter Chair, Mr. Steven Wu summarized and reported last year Chapter's activities and has gone through 2015 AGM Minutes. Mr. Xiaowen Hao, Treasurer of Chapter reported the balances in the financial report. The AGM followed by the 2017-2018 Executive Committee selection. On completion of the elevation of the executives, keynote speaker, Dr. Qiang Zhang, Professor in the Department of Biosystems Engineering, University of Manitoba provided a presentation regarding "Communication and Engineering". Guest speaker, Ms. Lindsay Melvin, President of Engineers Geoscientists Manitoba, later provided a presentation on topic "Expectation on Engineers".

Event 4:

- o Subject: Seminar on "Job Recruitment"
- o Location: Room E2-350 at Engineering Faculty University of Manitoba
- o Date: 03 May 2017
- o Attendees: 47

Mr. Barry Milne, VP Manitoba/Saskatchewan of The HeadHunter, introduced the general procedure of job recruitments, challenges of companies to hire qualified personnel, company expectations and common mistakes of people made when looking for job. Ms. Monique Lashley, senior recruitment consultant engineering & operations of the The Headhunter together with Mr. Barry Milne provided some recommendations to all attendees on finding job and how to excel during interview. Mr. Wing-Keat (Wayne) Wong, Senior Geotechnical Engineer of Amec Foster Wheeler shared his personal story and experiences about job recruitment. In the end, Mrs. Echo Duan, Job Search Strategies Facilitator at Federal's Settlement Online Pre-Arrival (SOPA) Program provided a speech about how to prepare life and job transition in Canada as newcomers. There were 47 attendees in this event and most of them were University of Manitoba Engineering students.

Event 5:

- o Subject: 2017 Manitoba Marathon – Chapter Relay Team
- o Location: University of Manitoba
- o Date: 18 June 2017
- o Attendees: 5 + 1

On June 18, 2017, our Chinese Members Chapter relay team represented by Kevin Xu, Bo Huang, Xiahou, Wing-Keat (Wayne) Wong and Xi Yin participated in 2017 Manitoba Marathon relay. After about 3 months of intensive training, we achieved a big success. The team finished 26.2 miles in 3:42:15 and 80th place out of about 400 teams. A big thank you to Donny Wang who drove everybody to the relay exchange zone on time. The friendship among the team will last life long time.

Work Plan for 2017-2018

1. Build Chinese Members Chapter website: To provide more information about engineering in Manitoba for members, new immigrant and people from oversea would like to settle in Manitoba, for example: How to join Engineers Geoscientists Manitoba? What is IEEQ program? etc. Post previous and further Chapter events on website. Leave our contact information to let people easily reach us whenever they have a question or suggestion.
2. A potluck and picnic joint event with Filipino, India and Arab Members Chapter on 18 August 2017.
3. Technical Tour at Buhler Industries on 18 October 2017 and New Flyer Industries (To be determined): To provide an opportunity to have an on-site observation of agricultural equipment or transit bus.
4. Chapter logo competition;
5. Form a scholarship fund under University of Manitoba;
6. Technical Presentation Series - To invite members of various disciplines to provide an inside of job duty in the company in various disciplines and to share experience with others;
7. Recruiting members: To recruit more members and update the membership information in a prompt fashion. Encourage members to participate to Chapter's events.

COMMITTEE FOR INCREASING THE PARTICIPATION OF WOMEN IN ENGINEERING

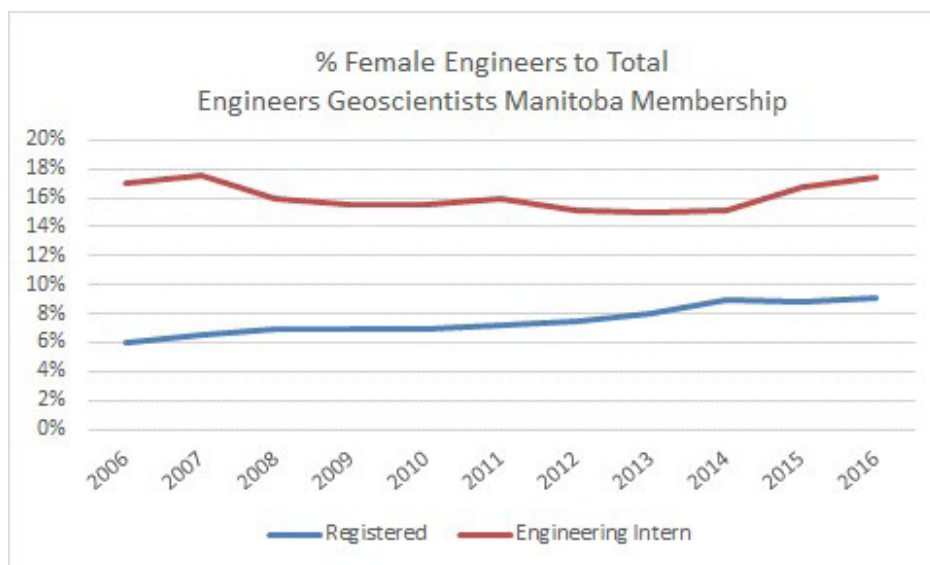
K. Atamanchuk, P.Eng. (Chair)	E. Nadeau, P.Eng.
N. Batstone, P.Eng.	B. Phillips, P.Eng.
M. Becket, EIT	D.M. Salem, EIT
A. Campbell, EIT	H. Smart, P.Eng.
I. Kalinovich, Ph.D.	L. Stewart, P.Geo.
H. Loewen	I. Wasilewski, P.Eng.
N. Masood	A. Watts, P.Eng.
L. Melvin, P.Eng., FEC	L. Yusim

The Committee for Increasing the Participation of Women in Engineering (CIPWIE) monitors and works to increase the participation in support of Engineers Canada's 30 by 30 goal. CIPWIE focuses its activities on: Recruitment, through outreach; Equity, through research; Retention, through community; and Awareness, through communications.

CIPWIE highlights for 2016/17 include:

- Expansion of the CIPWIE Mentorship Program from 65 participants in 2015-16 to 108 participants in 2016-17 and including Engineering Interns in the program. In addition to using CIPWIE funds, the program received sponsorship from the Faculty of Engineering at the University of Manitoba, Friends of Engineering Manitoba, Inc., and the NSERC CWSE Prairie Chair, Dr. Annemieke Farenhorst.
- Significant participation in the planning and successful execution of the 3rd Biennial Manitoba Community for Women in Engineering, Science, Technology, and Trades (MCWESTT, www.mcwestt.com) conference on May 5, 2017. The conference theme was Connections: Create, Foster, Lead and the conference was attended by over 260 delegates. The conference was chaired by CIPWIE committee member, Andrea Watts, while several other CIPWIE members sat on the conference planning committee.
- Continued close connections with WISE Kid-Netic Energy including assistance with promoting and participating in WISE events such as "Make Your Move" on March 11, 2017.

- Continued active membership in the Canadian Coalition of Women in Engineering, Science, Trades, and Technology (CCWESTT). CIPWIE representative, Neemee Batstone, P.Eng., serves as Vice President of the CCWESTT Board
- Preparation of a proposal to host the 2020 Canadian Coalition for Women in Engineering, Science, Trades, and Technology (CCWESTT) conference in Manitoba (co-hosted by Engineers Geoscientists Manitoba (CIPWIE) and the NSERC Prairie Chair for Women in Science and Engineering)
- Collection of an inventory of 30 by 30 initiatives being undertaken in Manitoba in support of Engineers Canada's 30 by 30 Champions Group. Kathryn Atamanchuk (CIPWIE Chair) is the 30 by 30 Champion for Manitoba and attended quarterly meetings and teleconferences with representatives from across Canada supporting the 30 by 30 goal.
- Submission of articles related to women in engineering to the Spring 2017 and Summer 2017 editions of the Keystone Professional.
- Coordination of a "Family Event" for association members and their families at North Forge on April 8, 2017. Approximately 20 people attended this event.
- Preparation of annual statistics related to women in engineering. The following figures show gender ratios for Engineers Geoscientists Manitoba members as well as how our association is tracking to the Engineers Canada 30 by 30 goal.





EXPERIENCE REVIEW COMMITTEE

In order to become a registered professional engineer or geoscientist in Manitoba, individuals must first be academically qualified and then gain four years of acceptable experience under the direct supervision or mentorship of a qualified professional. The latter of the two requirements is reviewed and verified by the Experience Review Committee (ERC). Typically, members-in-training (MITs) submit their work experience reports online, which are evaluated by an assigned ERC reviewer. Most of the review process and approval of reports is done online. The committee meets once a month to discuss complex cases, problem files, appeals and policy issues.

At present, we have 1589 MITs enrolled with Engineers Geoscientists Manitoba. MIT reports typically cover six-month periods of work experience. These must be signed off by their supervisors and/or professional mentors to demonstrate:

- technical skills such as application of theory and design to engineering/geoscience problems and their limitations;
- management skills such as exposure to project planning, scheduling, budgeting, supervision, management and risk assessment;
- social and ethical implications of MITs' professional work;
- other professional skills such as communication, teamwork and assumption of responsibility; and
- continued professional development and growth.

Compliant MIT experience reports are approved as submitted. Common reasons for not accepting the experience claimed in a report are:

- the work description is so brief or lacking in specific detail that it is not possible to assess the merit of the experience obtained;
- the work reported is so similar to (or is a replication of) that in a previous report, thus not indicative of professional growth; and
- supervisor and/or mentor comments indicate substandard performance.

The ERC forwards the MIT's file to the Registration Committee once 48 months of work experience are approved and letters of reference attesting to the MIT's readiness for registration are received.

The committee is continually making efforts to streamline the file review process and develop more consistent guidelines and policies. In 2016, the ERC initiated a discussion to revise the decades old 'Ralph's form' that

is used by reviewers to assess the competencies gained by MITs while obtaining professional experience. The goal of this exercise is to remove redundancies and ensure consistent review across the committee to make the review process more efficient. Over the year, the committee members discussed this matter at length and decided that the competencies need to be re-categorized as 'core' and 'desired'. In order to become eligible for registration, an MIT needs to be proficient in core competencies such as engineering design. As for the desired competencies such as budgeting, a thorough exposure will be considered sufficient.

Additionally in 2016, the Registration Committee had requested the ERC to provide some clarification on Engineers Geoscientists Manitoba's current requirement of MITs obtaining one-year supervised practice in a 'Canadian' environment. The ERC developed a 'Supervised Practice Guideline', which was forwarded to the Registration Committee.

On behalf of the ERC, I would like to thank the Association staff members, Sharon Sankar (P.Eng.) and Chantelle Cabral, whose hard work, knowledge, diligence and attention to detail keeps ERC functioning smoothly. I would also like to thank the ERC volunteer members for their time, dedication and collective wisdom which stimulate deeper thinking, more diverse discussions and hence more reasoned decisions when assessing complex MIT work experience files.

FILIPINO MEMBERS CHAPTER

E. Fernandez, P.Eng. (President)	L. Aguila, P.Eng.
N. Santoyo, P.Eng. [Vice-President (Technical)]	J. Giba, P.Eng.
R. Sator, P.Eng. [Vice-President (Finance)]	J. Oserio, P.Eng.
F. Kasala, P.Eng. [Vice-President (Communications)]	G. Paciente, P.Eng.
A. Velasco, P.Eng. (Ex-Officio)	

August 2016 – Golf and Picnic Summer Event at Harbor View Park

In previous years, FMC hosted golf and picnic events separately. This is the first time that a joint golf and picnic event was organized with a fundraising component. Seven teams with four members each participated in the golf fundraiser. As most participants were not familiar with golf, the organizers assigned at least one team member who knows a thing or two about golf. Newbies, experts and enthusiasts enjoyed the game on the greens. Upon completing the nine-hole golf tournament, participants were invited to proceed to the picnic area, where other chapter members, family and friends were waiting to feast on a whole lechon and potluck meals.

October 2016 – Winnipeg Harvest Group Volunteer; Launching of Chapter Website

Helping Hands at Winnipeg Harvest

On the afternoon of October 22nd, the chapter engaged in community service by helping out at Winnipeg Harvest. This is the first time we connected our members to help in a charitable institution, thereby accomplishing one of the chapter objectives – to engage and participate in community services. More than 20 members and friends of FMC showed up and enthusiastically gathered at Winnipeg Harvest's office. Most volunteers were first-timers, who had no idea what to expect, except that they are there to help with sorting, bagging or packaging. As this is the chapter's first involvement with Winnipeg Harvest, an hour of orientation and a quick tour of the facility was included as part of the afternoon's itinerary.

We were split into two groups - one group bagged and re-packed flour, while the other group went to sorting area. While there and doing the charitable work, the chapter members also had a chance to chat, catch up with old acquaintances and get to know new members and friends.

Chapter Website

IT/ Communications worked to design FMC website, where the public can have access to what the chapter is about, links to the association website, events and more. Visit us at www.fmc-egm.ca

November 2016 – Engineering Credential Recognition Process Orientation

On November 5, the “Engineering Credential Recognition Process Orientation” was held at the Philippine Canadian Centre of Manitoba, where a total of 171 participants attended.

This event was organized for the benefit of Filipino newcomers with an engineering background and those who have yet to undergo the credential recognition process.

Dr. Marolo Alfaro, one of the founding members of the chapter, delivered the opening remarks on behalf of Ramon Cairo, the first chapter president. MMC chair and chapter VP Finance, Ray Sator, discussed the process of becoming a professional engineer or geoscientist in the province of Manitoba.

The following chapter members graciously accepted the invitation to speak at this event to provide more information, inspire and encourage participants to pursue becoming professional engineers and geoscientists:

Jeraldine Velasco, EIT – Confirmatory Exams; Rodol Hernandez, P.Eng – Equivalent University Courses; Gerard Batara, P.Eng – Equivalent Courses/ IEEQ; Romeo Zoleta, P.Eng – Interview; Earl de Guzman, EIT – Masters in Engineering; Maurice Petallo, EIT – Fundamentals of Engineering Exam; Edwin Madera, EIT – Fundamentals of Engineering Exam

December 2016 - Fundraising and Christmas Party; Winnipeg Harvest Donation

In early December, our annual holiday party included a fundraising event through a silent auction not only for our bursary program, but also to be able to give back to the community by handing over the rest of the proceeds to a chosen charity. At this event, we awarded four bursaries to our student members and recognized our new engineering interns and professional engineers.

To cap off the year, the executive officers headed over to Winnipeg Harvest and handed over the remaining proceeds from the fundraising event.

March 2017 – Annual General Meeting; Technical Seminar

Members of the Filipino Members Chapter (FMC) and guests from Engineers Geoscientists Manitoba (the provincial association), including invited members from the Arab and Chinese Members Chapters gathered at the Canton Food Gallery to attend the 2017 Annual General Meeting on Saturday afternoon, March 11.

I, as the chapter president, facilitated the meeting with a presentation to reflect on the work the chapter executive officers and volunteers have had accomplished in 2016, which included events organized by the chapter, community involvement, collaboration with the Arab Engineers chapter as they set their own chapter. I also briefly previewed the future plans for the upcoming year and what the members can look forward to.

Ray Sator, VP for Finance, presented the chapter’s financial statement, where a stable financial status is evident and a confidence that there will be enough funds to ensure that planned events for 2017 will materialize.

A representative from the SOPA program, Milagros Dacwag, spoke briefly on the collaboration with FMC and presented an overview of what SOPA is all about – more details can be found on their website: www.entryprogram.ca

The second part of the event was a technical presentation on the new National Building Code, presented by former chapter executive officer, Norman Garcia, P.Eng. The presentation generated several questions from professionals working in the construction and consulting industries.

April 2017 – Volunteer Appreciation

April 23 to 29 was National Volunteer Week for 2017. The Filipino Members Chapter – Engineers Geoscientists Manitoba (FMC) joined in the celebration by organizing its first Volunteers’ Appreciation Day. The FMC recognizes that volunteers are the heart of every event, as without them, no event would be as organized and as successful. We see volunteers hard at work from afar, just another face in the crowd and numbers to statistics. The chance of getting to know them better at an event is slim, if not nil.

The chapter’s Volunteers’ Appreciation Day, sponsored by National Bank, held on April 29 at the Fairfield Inn

and Suites presented the opportunity to get the FMC's volunteers together and get to know them better in a light and informal gathering.

More than 30 volunteers showed up to enjoy an afternoon of food, fun and fellowship. The organizers prepared thought-provoking, but entertaining, icebreakers and team-building activities. Part of the event was dedicated to the presentation of volunteer appreciation certificates to those who missed the presentation at last year's Christmas party. To cap the afternoon off, participants gathered around in a circle to reflect and provide feedback about the afternoon's event.

June 2017 – Philippine Heritage Week

In June, we participated in Philippine Heritage Week organized by the Philippine Heritage Council of Manitoba (PHCM). Our members commemorated and appreciated Philippine's independence and culture through various activities. This also allowed our chapter to be introduced and interact with other organizations.

It is indeed another productive year, and while I have no crystal ball to foresee what the future years will bring, I am optimistic that greater things are yet to come for the chapter.

HERITAGE COMMITTEE

G.N. Cook (Chair)
D.G. Chapman
J. D. Bamburak
L.A. Bateman
R.G. Bernier
A.M. Brawerman
M.G. Britton
D.A. Ennis

T. Erskine
L.G. Goldsborough (public member)
R.M. Jones
S.M. Kovnats
A.K. Letts
A.D. Myska
A.J. Pollard

Leaving the committee in the past year – Alan Aftanas. The committee thanks Alan for his participation.

The Heritage Committee aims to:

- Research, recover, preserve and protect the heritage of engineering and geoscience as it relates to Manitoba,
- Present our heritage to Association members and to the public of Manitoba,
- Work with other groups and organizations that have common objectives,
- Maintain the Heritage Wiki Site.

The committee meets its objectives mainly through the development of the Wiki site at Heritage.apegm.mb.ca. The site layout was enhanced over the last year by adding several new features to keep the site relevant and to provide more content. One feature pulls a few sample articles from our previous Keystone Professionals. The vintage articles provide context for changes that take place in different aspects of our association.

An "In the News Section" was also added to connect current events with historic reference material within our collection.

Our first extensive "Photo Gallery" was added to the site under the Kelsey Hydro-electric Generating Station with the addition of a collection of construction photographs from the late 1950's and on.

The first two features will change over time while the "Photo Gallery" becomes part of the overall reference collection that will continue to grow and remain accessible for the future. Check out the site and let us know what you think, contact us at heritage@EngGeoMB.ca.

This past year the committee mostly focused on the past but we also have our sights set on the present and the future. The committee began a “Heritage Corner” contribution and ran a couple of “Our History – Photo Contests” in the Keystone Professional to raise awareness of the growing heritage collection and to entice our members to contribute photographs so that we may grow the collection for use in the association’s upcoming 100th Anniversary Celebrations in 2020.

The committee does a good portion of its work by mining various paper records, on-line resources, libraries, corporate collections etc. The committee has also made several field trips over the last few years and this year was no exception. Several members of the committee undertook a six day long tour of northern Manitoba. The main objective was to visit the abandoned Port Nelson on the shore of Hudson Bay at the mouth of the Nelson River. Along the way the group visited over two dozen other major engineering or geoscience works on an “Engineer Was Here” road trip. Look for more information on the road trip on their Wiki site in the next while.

We encourage our membership to preserve your part of our history too in whatever way works for you or your organization. Our website is there for you to jump in and contribute. It is as easy as registering for a Wiki site access login and you could be well on your way to get your piece of our history into our collection. Likely many of you have published works highlighting your work and what a better way to leverage that content by sharing with the rest of our members through the Wiki site. If you have something that you think would be worthy contact us at heritage@EngGeoMB.ca

The committee membership is diverse in the sense of age and range of skills, but not so diverse in terms of professional discipline. We have lots of civils and specifically hydro engineers on our committee, hence there is more related content on our site but we are trying to expand the range of the content and are always looking for more ideas. There is a lone geoscientist in our group and no women so, help us to diversify and consider contributing in any fashion that works for you. We expect that you would find it both interesting and rewarding.

INDIA MEMBERS CHAPTER

Comments: Provided in the following is a brief summary of India Members Chapter activities during the year from July 1, 2016 to June 30, 2017.

- As one of Chapter’s main objective, we continued to provide guidance to new immigrants to channel their way through the Association’s registration process.
- The Chapter organized multiple events, including pizza and presentation events, and a summer picnic that contributed to the professional growth and career development of its members. These events further provided opportunities for its members to meet, exchange views and experiences, establish networks, and lastly, to socialize.
- From 58 registered Chapter members, the Chapter’s membership roster grew to 86 registered members during the last period (and is still growing). The membership list includes, Indian or Indo-Canadian Professional Engineers (P.Eng.), Professional Geoscientists (P.Geo.) and Members-in Training (MIT) within the Province of Manitoba.
- The Chapter opened a chequing account at Assiniboine Credit Union.
- The Chapter created multiple social media platforms including, Facebook, LinkedIn, and WhatsApp to stay in touch with its members and executives.
- The Chapter partnered with other ethnic chapters to establish an annual GPA-based \$500 award for IEEQ members. The cost to each of the three Chapters was \$167/year.
- Collaboration with other ethnic chapters was further enhanced by attending each other’s events, knowledge sharing as well as planning for joint events. For future joint events, IPAC (India, Philippines, Arab & Chinese) term was formulated.

- A couple of informal social events, on July 22 and on November 21, were organized with Mr. Grant Koropatnick and his spouse to acknowledge his unrelenting support for our Chapter. These events were attended by Chapter executives and their significant others.
- Four executive meetings were held during the period to plan for future events and discuss lessons learned from past events. These meetings took place on July 28, November 15, January 30, and March 27. Invitations were also sent to Engineers Geoscientists Manitoba representatives to attend these meetings.
- The Chapter held its first annual picnic on August 13, 2016, at St. Vital Park, which was attended by close to 50 people.
- The Chapter is currently working on creating a Profile as well as creating a website to garner more interest from the community at large.
- The Chapter provided feedback on the Chapter Constitution Refresh Project which the Council has embarked upon.
- The following sub-committees continued to facilitate and coordinate:
 1. Mentoring New Engineers/Geoscientists – Mr. Jitendra Paliwal
 2. Finance and Fundraising – Mr. Ketan Josh
 3. Public Relations and Outreach- Mr. Vaibhav Banthia
 4. Upkeep of the Constitution – Mr. Ketan Joshi
- On March 13th, 2017, the Chapter's second dinner meeting and technical presentation event was held. Ms. Lindsay Melvin, President of Engineers Geoscientists Manitoba, provided an enthralling presentation on "Expectations on Engineers" and Mr. Krishnamurthy Vijayan gave an educative presentation on Mobile substations. In addition to the executives and invited guests almost 34 members joined the event.
- On May 30th, 2017, the Chapter held its AGM which was preceded by a very well received presentation from Ms. Sharon Sankar on "Navigating the Registration Process at Engineers Geoscientists Manitoba". The AGM included the President's Report, Financial Report, followed by Election of new executives. Four executives were elected for a two year term and two executives were elected for a one year term setting the stage to elect four executives each year to facilitate continuity of 50 percent of the executive every year. In a subsequent executive meeting, one advisor was elected for three year term. The complete list of all the executives and advisors and their respective terms is attached as Appendix 1. In addition to the executives and invited guests almost 40 members joined the event.
- The planned future activities are as follows:
 1. IPAC Picnic at St. Vital Park, August 19, 2017
 2. Tour of StandardAero Facilities, October 12, 2017
 3. Celebration Night Dinner in April 2018
 4. Work is in progress to complete Chapter's profile and website
- Members interested in finding out more details and/or to join the India Chapter are requested to email India Chapter at egmindiachapter@gmail.com.

INVESTIGATION COMMITTEE

A. E. Ball, Chair

K. Atamanchuk

D. G. Chapman

A. Chrobak (Lay Representative)

D. E. Cross

A. F. Eshmade

D. G. Hodgkinson

L. N. Kavanagh

L. Korenbaum

R. N. Matthews

I. McKay

J. Reinsch (Lay Representative)

J. B. Smith

V. Tanner

S. Walkes

The Investigation Committee's mandate is to investigate complaints and concerns received from both the public and members of the Association, as well as to consider questions on professional conduct received from Association members. The actions of the Committee are conducted under the authority of Part 9 of The Engineering and Geoscientific Professions Act and are supplemented by the Association's By-Law 15 and the Code of Ethics for the Practice of Professional Engineering & Professional Geoscience.

The Committee held ten meetings between September 1, 2016 and June 30, 2017. In addition, numerous sub-committee meetings were held to review the various complaints, undertake interviews and prepare draft Findings Reports for the Committee's review. There were 15 new files opened; five were received from members of the public, three from civic Authorities-Having-Jurisdiction, two from professional members, and five initiated directly by the Investigation Committee. Of the 15 files, seven were related to professional skills, five related to conduct of the member, and three to both skill and conduct. The year closed with 24 files under active investigation.

On behalf of the Investigation Committee, I would like to thank the Engineers Geoscientists Manitoba support staff, Lorraine Dupas and Mike Gregoire, for their continuing support and dedicated service to the committee.

THE KEYSTONE PROFESSIONAL COMMITTEE

D. Strang, P.Eng. FEC (Chair)

C. Cousin, P.Eng. (Vice Chair)

L. Stewart, P.Geo. (Secretary)

A. Kempman, P.Eng. FEC

A. Rakhra, P.Eng.

R. Reichelt, P.Geo. FGC

L. Robinson, P.Eng.

A. Simundsson, EIT

A. Smith, EIT - until October 25, 2016

The Keystone Professional Committee is responsible for publication of The Keystone Professional, a quarterly magazine intended for members, but which also discusses topics in the public interest. Among other tasks, the committee solicits, writes, and reviews content for the magazine. Reporting to the Association's CEO, the committee's eight members meet seven to eight times per year to review policy and directions for the publication. Between meetings, extensive email communication among members is used for development and review of potential content. Much of the committee's work is driven by the magazine publication cycle. However, the committee also works on development and refinement of regular article series. Content of the magazine is provided by regular contributors, as well as occasional authors from the Committee, other members of the Association, or the public.

The committee is always looking for new and interesting content, both in terms of articles and photographs. Comments and article ideas can be sent to gkeatch@EngGeoMB.ca. Submit photos at www.enggeomb.ca/KeystoneSubmissions.html.

PUBLIC AWARENESS COMMITTEE/ENGINEERS IN SCHOOLS

T. Gitzel, P.Eng. FEC (Chair)

C. Robak, P.Eng.

L. Lu, P.Eng.

Y. Shi, P.Eng. FEC

T. Lytwyn, P.Eng.

Activities:

- Reviewed Media Campaign for message and content.
 - Provided Donwood school with a competition to build a bridge, using lego, K-nex, and recycled materials.
 - Provided presentations promoting engineering as a profession to elementary and high school students.
-

PUBLIC INTEREST REVIEW COMMITTEE

D. Nedohin-Macek, P. Eng., FEC (chair)

D. Jayas, P.Eng., FEC, FGC (Hon)

R. Cameron, P. Eng.

G. Lodha, P.Geo., FGC

L. Murphy, P. Geo.

G. Koropatnick, P.Eng., FEC

D. Ennis, P.Eng., FEC

S. Sarna

The Public Interest Review Committee was created with the passing of by-law 4.5.4 at the 2013 Annual General Meeting.

The PIRC committee held three meetings this year and discussion was centered on current events and constant public concerns that are of interest to the Engineering and Geoscience profession. Government relations support and engineering and geoscience education are also areas the committee would like to support. Dawn Harris, P. Ag., has left the committee, and a new public non-member representative will be selected prior to the Annual General Meeting.

When reviewing issues either identified by the committee or brought forth to the Association and/or Council members by members of the public, the committee will consider and determine whether an issue is germane to the specialized knowledge and awareness inherent in the professions to determine if there is a credible indication of exposure to a material possibility of danger, loss, injury or other adverse consequences to the public interest.

REGISTRATION COMMITTEE

S. Wu, P.Eng. (Chair)

M. Smith, P.Geo.

A. Baskin, P.Eng.

S. Ghelichkhan, P.Eng.

P. Bernatsky, P.Eng.

M. Kirton, MAA – Lay Member

R. Jeria, P.Eng.

The primary responsibility of the Registration Committee (RC) is to register members of this Association. This duty is carried out within the terms of the Engineering and Geoscientific Professions Act and in accordance with the policies of Council as laid out in the Association's Manual of Admissions.

This Committee reviews files forwarded from the Academic Review Committee (ARC), the Experience Review Committee (ERC) and Association staff. The members review these files based on the recommendations from the ARC and ERC in keeping with the Manual of Admissions. Final acceptance of the files is made by the Committee and Council duly notified. The Committee also hears appeals against the decisions of the ARC or ERC, as well as registration related issues and provision of recommendations regarding same to the Association Registrar and Council.

The Registration Committee, composed as per its terms of reference, meets regularly on the last Wednesday of every month so that files processed by the ARC and ERC can be reviewed in a timely

manner. This year 12 regular meetings were held, with no appeal meetings nor special hearings required. During this past fiscal year from July 1, 2016 to June 30, 2017, the following number of files were reviewed by the Committee:

124 Engineer Interns from Academic Assessment, 188 Engineer Interns and 9 Engineer Interns from Reinstatement were enrolled.

13 Geoscientist Interns from Academic Assessment were enrolled.

18 Engineers were registered as Licensees - No Geoscientists applied for Licensee status. 159 Engineers and 3 Geoscientists were registered as New Members.

331 Engineers and 5 Geoscientists were registered by Mobility.

36 Engineers and 1 Geoscientists were registered by Reinstatement Mobility.

2 Engineers were registered by Reinstatement. No Geoscientists applied for Reinstatement.

The Committee has maintained the same members in the past fiscal. All the Committee members are currently within the required term limit from the terms of reference for the Committee. I would like to thank all the current Committee members for their hard-work and dedication carrying out fair, timely and thorough reviews.

I would also like to thank Grant Koropatnick, P. Eng., CEO and Registrar, for his continuing support and visionary thoughts. To Mike Gregoire, P. Eng., Director of Professional Standards for providing timely excerpts and valuable insights on the standards and guidance from various document sources. Finally, I would like to thank Marlene Polson, Registration Coordinator, and Sharon Sankar, P. Eng., Director of Admissions, for their ongoing effort to provide detailed background information on various files of question and timely follow-up to help the Committee complete the reviews.

SPECIFIED SCOPE OF PRACTICE COMMITTEE

A. Pawlikewich, P. Eng. FEC (Chair)

C. Coey, P. Eng.

Y. Fraiter, P. Eng.

N. Santoyo, P. Eng.

M. Seewald, P. Eng.

M. Sefin, P. Eng.

S. Sankar, P. Eng. FEC (Staff)

The Specified Scope of Practice Committee (SSPC) is a new committee formed to help process applicants under the new Specified Scope of Practice category. The committee has met six times over the past year and is building a process in line with the Experience Review Committee for MITs.

The application process has been prepared and posted online and so far there have been 36 initial applications made. Of these early applications, 16 are in a test group to vet the process and the online system.

The SSPC has established that the Association is looking for explicit scopes of work and related experience to demonstrate ability specifically related to those scopes. Initial applications involve full committee review while the process is ironed out. With early uptake promising, we anticipate that we will begin granting Specified Scope of Practice licenses in 2018.

A great thank you to Association staff Grant Koropatnick, Sharon Sankar and Andrew Reddoch for all their support while we get this committee up and running and the new process underway. Finally a thanks to CTTAM for their input in the process and their ongoing involvement.

THOMPSON CHAPTER

N. Handa, P.Eng. (Chair)

G. Tylerbest, P.Eng. (Vice-Chair)

K. Derksen, P.Eng. (Past Chair)

J. Lee, P.Eng. (Secretary)

S. Ghouralal, P.Eng. (Treasurer)

A. Buttnor, P.Eng. (Communications Officer)

C. Whitton, EIT (Member at large)

H. McMillan, P. Eng. (Member at large)

The Thompson Chapter of Engineers Geoscientist Manitoba was reestablished in November 2016 after multiple years of inactivity. We have successfully organized a number of events and have contributed voluntary participation to the community of Thompson through following events:

- The Northern Young Women's Conference
- The Northern Skilled Trades & Technology Showcase
- Thompson Elementary School Science Fairs
- Boreal Discovery Center fundraising event
- Spaghetti Bridge Competition: The competition was held on May 30th, 2017 at Westwood School. We had 58 students participated in the competition between grades 3 -8.
- Annual General Meeting: The Thompson Chapter AGM was held on April 19th, 2017 at Vale Regional Community Centre. 30 members and guests participated in this event. The executive committee presented the financial report and revised the Constitution and By-laws. We also presented upcoming events, discussed professional developments and recreational events ideas. The Director of Development and Planning for City of Thompson was also invited to AGM as a keynote speaker.

The Thompson Chapter is working towards establishing a calendar of events for the upcoming year. I would like to thank the committee members who have served the Thompson Chapter over the past year for their contribution and continuing support. We are looking forward to continuing to promote engineering through community events to the City of Thompson.

WESTMAN CHAPTER

The Engineers Geoscientists Manitoba Westman Chapter which consists of eight executive members experienced a busy 2016/17 season. The committee has organized numerous professional lunches that have encompassed a broad range of topics for all engineering disciplines. Some of the most notable presentations were:

- "Reliability Concepts & Practices" presented by Ashish Banerji from Koch Fertilizer.
- "Manitoba Flood Forecasting" presented by Peter Johnston and Erika Collet from the Hydrologic Forecasting and Water Management Division of Manitoba Infrastructure.
- "Challenges of Modern Agriculture" presented by Ron Rabe from DEKALB
- "Engineers & Professional Liability Insurance" presented by Derek Jonson from Oldfield Kirby Esau Inc.

The Chapter continues to approach Westman Engineers Geoscientists Manitoba members as well as other committee and schools such as CTTAM (Certified Technicians and Technologists Association of Manitoba) and ACC (Assiniboine Community College) to discuss future professional development sessions that would benefit Westman professionals.

The Chapter has been active in volunteering their resources and time to community events. Again members participated in judging the annual Westman Manitoba Science Fair held in Brandon. To help emphasize the importance of engineering to students, the committee implemented an Engineers Geoscientist Manitoba Award for this event. The recipient this year was Christopher Vauzelle with the project "Nothing is Good Without Wind".

The executive committee setup a display booth at the Brandon Career Symposium which consisted of a spaghetti bridge building contest. The Engineers Geoscientists Manitoba Westman info booth is always a fan favorite and did not disappoint again this year even if attendance was lower than previous years due to a treacherous winter blizzard.

Recognition to Engineers Geoscientists Manitoba members who have helped volunteer and attend the Chapter's events must be acknowledged. Without the continual support the committee would not be able to host as many CPD functions. Also thanks to the executive committee which consists of Kyle Cumming (Treasurer), Cory Vitt (Secretary), David Ford (past Secretary), Michael Maendel, Ryan Johnston, Ashish Banerji, and Brad Newton for their ongoing support and striving to make Engineers Geoscientists Manitoba Westman an active and successful chapter.

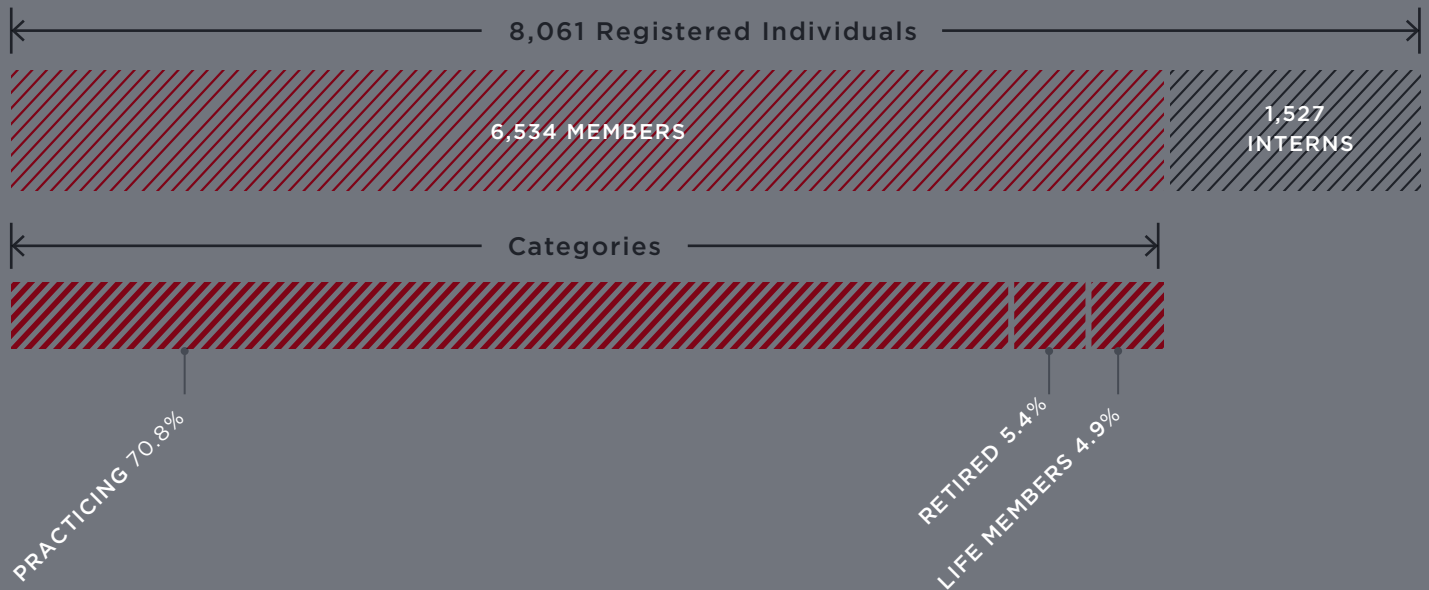
An Engineers Geoscientists Manitoba Westman Chapter Annual General Meeting has been planned and scheduled for October 13th to provide members insight on current and future activities.

MEMBERSHIP

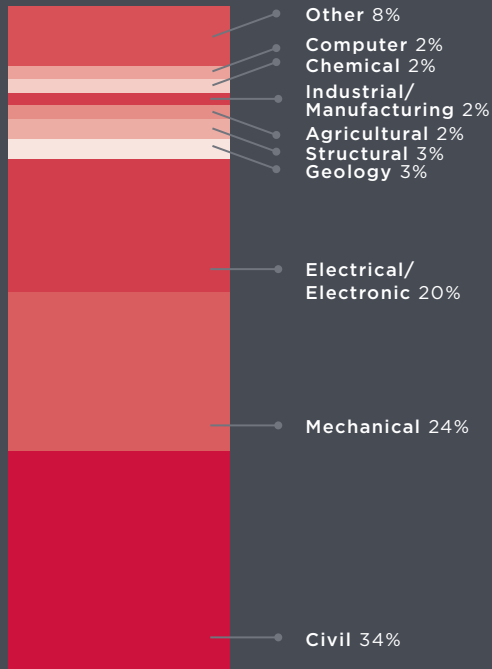
MEMBERSHIP IN A GLANCE

YEAR ENDING JUNE 30	2012	2013	2014	2015	2016	2017
Professional Engineers	5,086	5,276	5,502	5,633	5,770	5,904
Professional Geoscientists	273	264	259	260	248	236
Life Members	191	218	222	316	364	394
Engineers-in-Training	1,090	1,151	1,213	1,298	1,361	1,459
Geoscientists-in-Training	43	47	55	59	64	68
Total Registered	6,683	6,956	7,251	7,566	7,807	8,061
Certificates of Authorization	615	666	681	681	780	835

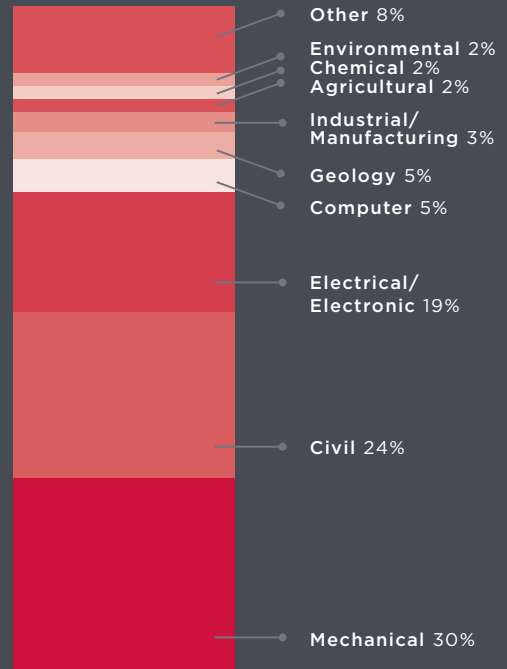
MEMBERSHIP GROWTH



**REGISTERED MEMBERS
BY DISCIPLINE — JUNE 30, 2017**

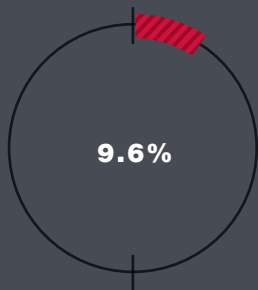


**INTERNS
BY DISCIPLINE — JUNE 30, 2017**

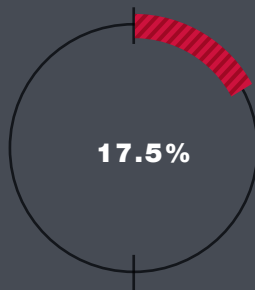


WOMEN IN ENGINEERING — 30 BY 2030

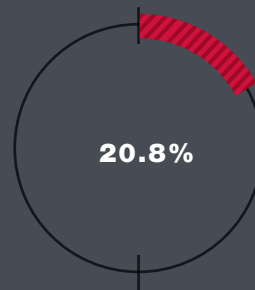
Engineers Canada has set a goal of women comprising 30% of registered members by 2030.



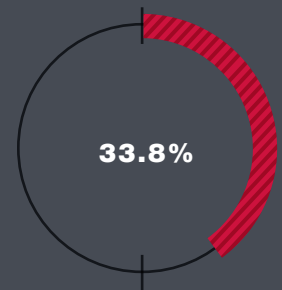
OF THE REGISTERED
ENGINEER MEMBERSHIP



OF THE REGISTERED
ENGINEERING INTERNS



OF THE REGISTERED
GEOSCIENTIST
MEMBERSHIP



OF THE REGISTERED
GEOSCIENTIST
INTERNS

**ASSOCIATION OF PROFESSIONAL ENGINEERS AND
GEOLOGICISTS OF THE PROVINCE OF MANITOBA
O/A ENGINEERS GEOLOGICISTS MANITOBA
Statement of Operations**

For the year ended June 30	2017	2017	2016
	Budget	Actual	Actual
Revenue			
Assessments	\$ 94,619	\$ 107,604	\$ 108,862
Certificate of Authorization	329,394	363,289	379,442
Exam administration and exam fees	104,000	96,760	93,400
Insurance program	20,000	20,346	22,255
Investment income			
Realized	176,000	193,891	134,723
Unrealized	-	288,251	223,688
Meeting and professional development recoveries	100,426	90,374	84,615
Members' annual fees (Note 5)	2,075,332	2,099,652	2,028,943
Members in training (Schedule 2)	263,303	287,020	279,690
Other	219,553	234,353	200,500
Student memberships	3,250	7,622	2,802
	3,385,877	3,789,162	3,558,920
Expenses			
Administration (Schedule 1)	3,073,183	2,905,467	2,510,044
Amortization of capital assets	91,176	73,516	76,062
Awards program	9,500	7,779	9,725
Certificates and seals	30,000	34,781	30,272
Meeting	317,245	294,263	254,800
Secondary professional liability insurance	40,000	38,597	9,636
Student support and scholarships	28,405	30,473	23,900
Travel	40,900	58,305	35,990
	3,630,409	3,443,181	2,950,429
Excess (deficiency) of revenue over expenses for the year	\$ (244,532)	\$ 345,981	\$ 608,491

**ASSOCIATION OF PROFESSIONAL ENGINEERS AND
GEOSCIENTISTS OF THE PROVINCE OF MANITOBA
O/A ENGINEERS GEOSCIENTISTS MANITOBA
Statement of Financial Position**

As at June 30	2017	2016
Assets		
Current Assets		
Cash and bank	\$ 1,299,065	\$ 925,312
Accounts receivable	33,380	26,851
Prepaid expenses	119,232	84,890
	1,451,677	1,037,053
Investments (Note 2)	4,142,128	4,040,172
Capital assets (Note 3)	573,370	535,770
	\$ 6,167,175	\$ 5,612,995
Liabilities and Net Assets		
Current Liabilities		
Accounts payable and accrued liabilities	\$ 283,547	\$ 208,762
Deferred revenue	1,558,765	1,425,351
	1,842,312	1,634,113
Commitment (Note 4)		
Net Assets		
Unrestricted	1,735,993	1,310,788
Invested in capital assets	573,370	535,770
Internally restricted	2,015,500	2,132,324
	4,324,863	3,978,882
	\$ 6,167,175	\$ 5,612,995

Approved on behalf of Council:


_____ President


_____ CEO & Registrar

2018 SCHEDULE OF FEES AND DUES

Highlights

Fee Type	2017 Amount	5% GST	2017 With 5% GST	2018 Amount	5% GST	2018 With 5% GST	Difference from Prior Year (incl GST)
Application Fee	\$ 119.05	\$ 5.95	\$ 125.00	\$ 119.05	\$ 5.95	\$ 125.00	\$ -
Annual Dues - Practising Member*	\$ 371.43	\$ 18.57	\$ 390.00	\$ 380.95	\$ 19.05	\$ 400.00	\$ 10.00
Annual Dues - Retired Member	\$ 104.76	\$ 5.24	\$ 110.00	\$ 104.76	\$ 5.24	\$ 110.00	\$ -
Administration Fee - Late Fee	\$ 50.00	\$ 2.50	\$ 52.50	\$ 50.00	\$ 2.50	\$ 52.50	\$ -
Annual Licence - Temporary Licensee	\$ 371.43	\$ 18.57	\$ 390.00	\$ 380.95	\$ 19.05	\$ 400.00	\$ 10.00
Annual Dues - Member On Leave	\$ 104.76	\$ 5.24	\$ 110.00	\$ 104.76	\$ 5.24	\$ 110.00	\$ -
Annual Dues - Intern*	\$ 185.72	\$ 9.29	\$ 195.00	\$ 190.48	\$ 9.52	\$ 200.00	\$ 5.00
Annual Dues - Student	\$ 19.05	\$ 0.95	\$ 20.00	\$ 19.05	\$ 0.95	\$ 20.00	\$ -
Assessment Fee - Academic	\$ 419.05	\$ 20.95	\$ 440.00	\$ 419.05	\$ 20.95	\$ 440.00	\$ -
Assessment Fee - Re-Assess	\$ 119.05	\$ 5.95	\$ 125.00	\$ 119.05	\$ 5.95	\$ 125.00	\$ -
Application Fee - Certificate of Authorization	\$ 238.10	\$ 11.90	\$ 250.00	\$ 238.10	\$ 11.90	\$ 250.00	\$ -
Certificate of Authorization - SP**	\$ 238.10	\$ 11.90	\$ 250.00	\$ 238.10	\$ 11.90	\$ 250.00	\$ -
Certificate of Authorization - PE**	\$ 476.19	\$ 23.81	\$ 500.00	\$ 476.19	\$ 23.81	\$ 500.00	\$ -
Application Fee - Specified Scope of Practice	\$ 476.19	\$ 23.81	\$ 500.00	\$ 476.19	\$ 23.81	\$ 500.00	\$ -
Annual Licence - Specified Scope of Practice*	\$ 371.43	\$ 18.57	\$ 390.00	\$ 380.95	\$ 19.05	\$ 400.00	\$ 10.00

* Eligible for Dues Relief, which is determined on a case-by-case basis; default is 50% of base value

** A formula based approach is being discussed with stakeholders during the 2018 fiscal year to charge amounts contingent on organization size

FINANCIAL REPORT

	Prior Year Budget	Current Year Budget	Notes	2018 vs 2017 budget difference	
	Year ended June 30, 2017	Year ending June 30, 2018		\$ Change	% Change
REVENUES AND EXPENSES					
Revenue					
<i>Dues & Fees</i>					
Application and administration fees	86,667	111,400	1	24,733	29%
Assessments	95,119	112,700		17,581	18%
Certificate of Authorization	329,394	374,100	23	44,706	14%
Intern dues and fees	263,303	297,500	2	34,197	13%
Examination Fees	104,000	106,200		2,200	2%
Licence fees	9,038	16,400	3	7,362	81%
Members dues and fees	2,066,293	2,200,700	2	134,407	7%
Student dues and fees	3,750	8,600		4,850	129%
Total Dues & Fees	2,957,565	3,227,600		270,035	9%
<i>Other Revenue</i>					
Advertising revenue	12,000	12,000		0	0%
Events revenue	221,312	135,000	14	(86,312)	-39%
Affinity program revenue	20,000	20,000		0	0%
Investment Income	176,000	350,900	4	174,900	99%
Total Other Revenue	429,312	517,900		88,588	21%
Total Revenue	3,386,877	3,745,500		358,623	11%
Expense					
Total Staffing Costs	1,376,173	1,529,200	5, 9	153,027	11%
<i>General & Administrative Expenses</i>					
Advertising and promotion	232,600	83,700	6, 21	(148,900)	-64%
Bank and financial service charges	106,290	152,300	12	46,010	43%
Certificates and seals	30,000	36,500		6,500	22%
Computer support services	55,400	74,900	11	19,500	35%
Depreciation and amortization	91,176	133,500	8	42,324	46%
Governance training	56,000	47,800		(8,200)	-15%
Honoria, awards and incentives	9,500	38,300	16, 22	28,800	303%
Insurance	17,519	18,700	9	1,181	7%
Meeting, venue and speaker costs	317,245	301,800	19	(15,445)	-5%
CCPE/CCPG assessment	88,000	88,000		0	0%
Office and miscellaneous	77,664	66,400	9, 22, 24	(11,264)	-15%
Phone, fax and internet	20,397	21,200		803	4%
Postage and delivery	39,350	39,300	17	(50)	0%
Printing and reproduction	45,850	51,900	17, 18	6,050	13%
Legal fees	231,010	102,500	7	(128,510)	-56%
Contract and consulting services	244,164	258,600	6	14,436	6%
Accounting and audit fees	21,000	30,000	13	9,000	43%
Equipment rent and lease	57,977	48,800	14	(9,177)	-16%
Office occupancy costs	3,780	14,600	9	10,820	286%
Office lease and operating costs	294,669	368,900	8, 9	74,231	25%
Repairs and maintenance	9,129	9,900		771	8%
Secondary Professional Liability Insurance	40,000	40,000		0	0%
Sponsorships, funding and support	96,212	103,600	20, 21	7,388	8%
Student support and scholarships	28,405	32,500		4,095	14%
Travel	40,900	52,600	10	11,700	29%
Total General & Admin. Expenses	2,254,235	2,216,300		(37,935)	-2%
Total Expense	3,630,409	3,745,500		115,091	3%
BUDGETED NET INCOME (DEFICIT) FOR THE YEAR	(243,532)	0		243,532	

FINANCIAL REPORT

CAPITAL EXPENDITURES AND CASH FLOW BUDGET

		Notes
Budgeted Income (Deficit) from Operations	0	
Add back (subtract): Non-cash items		
Depreciation and amortization	133,500	
Effect of revenue deferral	56,100	
Non-Cash investment income	<u>(235,100)</u>	
Cash flow from operations	(45,500)	
Capital Expenditures		
Computer equipment	(20,100)	9
Computer software	(26,000)	15
Leasehold improvements	(323,000)	8
Office furniture and equipment	<u>(233,600)</u>	8
Cash flow from capital expenditures	<u>(602,700)</u>	
CASH SURPLUS (DEFICIT) FOR THE PERIOD	<u><u>(648,200)</u></u>	

ESTIMATED EFFECT ON CASH AND INVESTMENTS

Beginning Cash and Investments	5,441,193	25
Net Cash Surplus (Deficit) for the period	<u>(648,200)</u>	
Total Cash and Investments at period end	4,792,993	
Internally restricted funds at beginning of period		
Restricted or reserved portion (specified by Council)	(2,015,500)	
Expected allocations by Council during the period	<u>(200,000)</u>	26
Total Restricted or reserved funds at end of period	<u>(2,215,500)</u>	
Unrestricted cash and investments available for use in operations at period end	<u><u>2,577,493</u></u>	

Notes to Budget:

- 1 New CofA and SSPL application fees
- 2 \$10 increase in annual dues (including GST) scheduled for 2018; the practicing member annual dues is used as a basis to set other annual dues rates aside from retired; projected membership growth also contributes to this increase
- 3 New SSPL license fee set for 2017-2018 is estimated to increase license revenue line
- 4 Investment revenues are conservatively estimated based on historical dividends, interest, realized, and unrealized gains from investment portfolios. A combination of geometric mean of returns on average investments, linear, and exponential trend projections have been used to forecast 2018 returns in an effort to create more reliable forecasts.
- 5 Staffing budget has increased over prior year due to the addition of 1 full time position, along with the alignment of wages to a third party salary report for similar positions and as a result of adjustments to ensure labour and accounting standards compliance.
- 6 Appropriate splitting of quotes has separated billings into development/consulting fees and media purchases resulting in a shift from advertising and promotion costs to consulting costs.
- 7 Legal fees are inherently difficult to predict; a best estimate has been used to budget for 2017-2018; the average over the past four complete years has been approximately \$104,000.
- 8 Increases to office lease expense and spending on related assets including leasehold improvements, office furniture and equipment reflects the expansion to the second floor of 870 Pembina Hwy; this also increases depreciation and monthly office lease/operating costs.
- 9 Janitorial, plant care, pylon sign lease, alarm system monitoring; Addition of new employees, and the addition of the upstairs space increases several costs related to supplies, occupancy etc.
- 10 Anticipated Increases to number of employee and councillor trips for association related business and training
- 11 Newly implemented accounting system may require troubleshooting during the first year of implementation. Other unforeseen issues are also considered, given that several other IT changes are being implemented during 2017-2018
- 12 Changes to accounting for investments, combined with implementing managed portfolios increases financial service charges. New implementation of commercial bank account with appropriate access and authorization controls has increased bank charges. Transaction fees associated with increased card usage for payments has increased transaction fees; change of merchant services provider has decreased per transaction costs.
- 13 Change of auditor will result in higher audit fees
- 14 MCWESTT will not occur in 2017-2018 resulting in decreased revenues and costs contingent to the event
- 15 Upgrades to operating systems and office productivity software and completion of Accounting System upgrade
- 16 Prior year budget neglected to include Councilor Honoraria for appointed Councilors, which was offset by several speakers at Ingenium refusing honoraria; the 2017-2018 budget includes both items.
- 17 Implementation of new C of A renewal decal is expected to reduce postage and printing costs; mailing of decal instead of full new certificate every year may save close to \$1-2K; has not been reduced in budget to lean towards caution.
- 18 Printing of KP Magazine increases regularly; estimated increase of \$4,000 this year.
- 19 Increased number of committees and taskgroups; Increase to Ingenium conference estimates to accommodate for growth in event attendance
- 20 Prior year budget understated Iron Ring values due to late billings; current year actual adjusted to avoid overspending; Chapter support funding change in methodology based on fixed total pro-rated to maintain budget values
- 21 Spaghetti Bridge donation from PEGW to Winnipeg Harvest re-classed from Advertising and promotion to Sponsorship, funding and support for 2017-2018 to improve clarity in reporting
- 22 Incentives and prizes have been reclassified out of miscellaneous to honoraria, awards and incentives for better clarity and consistency
- 23 New C of A fee structure is being considered, which may positively impact annual license fees; projection is felt to be conservative
- 24 Dues and subscriptions increased primarily because of a shift towards subscribed software, as well as Wpg and MB Chamber of Commerce membership
- 25 Updated to audited statements since budget approval by Council
- 26 Updated since Council approval - Top up of Centennial Reserve to target of \$600,000

2016 ANNUAL GENERAL MEETING MINUTES

Minutes of the ANNUAL GENERAL MEETING of the Association of Professional Engineers and Geoscientists of Manitoba, held at The Fort Garry Hotel, Winnipeg, Manitoba on Thursday, October 27, 2016.

1. CALL TO ORDER AND OFFICIAL OPENING

President Lesley McFarlane called the meeting to order at 2:00 p.m. and welcomed everyone to the 97th Annual General Meeting of the Association of Professional Engineers and Geoscientists of Manitoba.

Those present stood for the National Anthem; led by Allan Silk, PEng.

Ms. McFarlane stated that Engineers Geoscientists Manitoba will be presenting seven awards at the Awards Gala and Dinner tomorrow evening.

Ms. McFarlane announced that in-room voting would be done via a hand held electronic voting devices and the results of the vote would appear on the screen. Instruction on how to use the voting clicker was given and a practice vote was held.

Ms. McFarlane advised that the meeting was being recorded and asked speakers to state their name.

2. DECLARATION OF QUORUM

Ms. McFarlane confirmed that 97 professional members were present which constituted quorum.

3. APPROVAL OF STANDING RULES OF PROCEDURE

Ms. McFarlane introduced Parliamentarian, Vera Chernecki to read the rules of the meeting.

It was MOVED by Evan Thompson and SECONDED by Julian Nedohin-Macek that the Standing Rules of Procedure be approved.

In Favour - 60

Opposed - 35

2/3 rising vote required **[DEFEATED]**

4. NOTICE OF MEETING

The Notice of Meeting had been provided in accordance with the Association's By-laws.

5. APPROVAL OF THE AGENDA

Ms. McFarlane asked if there were any additions to the Agenda. Hearing none the Agenda was approved as circulated.

6. INTRODUCTION OF THE COUNCIL AND COMMITTEE CHAIRS

The members of the 2015 - 2016 Council were introduced. Also introduced were Dr. Digvir Jayas, Director on the board of Engineers Canada; Dr. Ganpat Lodha, Director on the Board of Geoscientists Canada; Wells Peever, the Association's legal counsel; and Corinne Holman, from the firm BDO Canada LLP – the Association's Auditors.

Ms. McFarlane asked that any member in attendance that had served on a task group, committee or chapter over the past year to please stand and be recognized.

7. RECOGNITION OF GUESTS AND ASSOCIATION REPRESENTATIVES

Ms. McFarlane recognized the invited guests from outside of Manitoba, most of whom were representing

other engineering or geoscience organizations:

- Chris Roney – President, Engineers Canada
- Kim Allen – CEO, Engineers Canada
- Ann English – CEO and Registrar, APEGBC
- Tara Zrymiak – President, APEGS
- Bob McDonald – Executive Director & Registrar, APEGS
- David Brown – Vice-President, PEO
- Neil Cleary – Board of Directors Chair, PEGNL

Ms. McFarlane recognized the representatives of the other related Manitoba organizations:

- Jonathan Beddoes – Dean of Engineering, University of Manitoba
- Shirley Tillett – Executive Director, ACEC MB
- Marty Kuilman – President, MAA
- Judy Pestrak – Executive Director, MAA
- Bob Okabe – Executive Director, CTTAM
- Andre Marchildon – Senior Stick, UMES
- Eric Schillberg – Professional Relations Head Director, UMES

Ms. McFarlane introduced Mr. Chris Roney, P.Eng., FEC, who brought greetings from Engineers Canada.

Ms. McFarlane then introduced Dr. Ganpat Lodha, P.Geo., FGC, who brought greetings on behalf of Geoscientists Canada.

8. MOMENT OF SILENCE FOR DECEASED MEMBERS

Ms. McFarlane read the names of the members deceased during the year.

A moment of silence was observed in their memory.

9. REPORT OF THE PRESIDENT

Ms. McFarlane transferred the Chair to Past President Mr. Procyshyn.

Ms. McFarlane referred to her report, provided in the member package and spoke to some of the highlights. Included in the report was a brief slide show which introduced the new public awareness campaign.

Ms. McFarlane answered a few questions and concluded her report by thanking the membership for the opportunity to have served as President.

Mr. Procyshyn called for questions. Mr. Procyshyn returned the control of the meeting to Ms. McFarlane.

10. MINUTES OF THE ANNUAL GENERAL MEETING OF October 23, 2015

It was MOVED by Mr. Derek Neufeld and SECONDED by Ms. Robyn Koropatnick that the minutes of the Annual General Meeting of October 23, 2015 be adopted.

In Favour - 78

Opposed - 6 **[CARRIED]**

11. REPORT OF THE SCRUTINEERS - COUNCILLORS ELECTED FOR 2016-2018

Ms. McFarlane declared the results of the election and noted that the report of the Scrutineers was provided in the member package.

She announced, that in accordance with by-law 4.2.1.1, Lindsay Melvin, P.Eng., will become the President of the Association at the close of this meeting and that her term of office would continue until the end of the 2017 Annual General Meeting.

Ms. McFarlane also announced that in accordance with section 8(1) of The Engineering and Geoscience Professions Act, the following were elected to Council for a two year term:

- Doug Bell, P.Geo., FGC
- James Blatz, P.Eng., FEC
- Jay Doering, P.Eng., FEC
- Ruth Eden, P.Eng.

Ms. McFarlane congratulated those who had been elected.

It was questioned that four professional engineers should have been elected not three. A discussion on the matter took place. Ms. McFarlane ended discussion by saying that the matter would be considered and a response provided to the members.

12. REPORT OF THE SCRUTINEERS – PROPOSED BY-LAW CHANGES

Ms. McFarlane noted that 33 proposed by-law changes were presented and that the results were provided in the member package.

Discussion on the proposed by-law changes took place.

Dave Ennis noted that the by-law change process had been complicated. He advised the meeting and the President and President-Elect that he would be proposing changes to By-law 17 intended to improve the process.

13. AUDITORS' REPORT AND THE JUNE 30, 2016 FINANCIAL STATEMENT

Ms. McFarlane referred the assembly to the Auditor's Report and the Financial Statement provided in the member package.

Ms. McFarlane invited Mr. Steve Vieweg, CPA, Chair of the Audit Committee, to speak on the Auditor's Report and Financial Statement. Mr. Vieweg also gave some background and described the work done by the Audit Committee.

Ms. McFarlane noted that Council had approved the report as part of its governance policies and process.

It was MOVED by Dave Ennis and SECONDED by Ganpat Lodha that the Auditors' Report for the year ending June 30, 2016 be received.

In Favour - 77

Opposed - 7 **[CARRIED]**

14. APPOINTMENT OF AUDITORS

It was MOVED by Allan Silk and SECONDED by Julian Nedohin-Macek that BDO Canada LLP be appointed as the Association's auditors for the 2016-2017 fiscal year.

An amendment to the motion was MOVED by Alan Pollard and SECONDED by Doug Chapman to strike out BDO Canada LLP and insert Deloitte.

After some discussion took place, the amendment was withdrawn by the Mover and Seconder.

Ms. McFarlane called for a vote on the original motion.

In Favour - 77

Opposed - 9 **[CARRIED]**

4:04 p.m. Ms. McFarlane called for a short break

4:25 p.m. Meeting resumed

Ms. McFarlane called the meeting back to order and invited the following motion:

It was a **MOVED** by Lindsay Melvin and **SECONDED** by John Guenther to refer the matter of the number of councilors to the scrutineers.

An amendment to the motion was **MOVED** by David Grant and **SECONDED** by Lawrence Ferchoff to add to the end of the motion to report to members in 15 days.

In Favour - 66

Opposed - 3 **[CARRIED]**

A second amendment to the motion was **MOVED** by Julian Nedohin-Macek and **SECONDED** by Sharon Sankar to change the motion to say to refer the matter of the number of councilors to legal counsel and then if required for the scrutineers to re-count the vote in accordance with legal counsel's advice and report back on the results of the election to Members in 15 days.

During the discussion it was suggested to change the wording to "review" not "re-count" the vote. The change was accepted by unanimous consent of the assembly.

Ms. McFarlane called for a vote on the twice amended motion.

In Favour - 69

Opposed - 2 **[CARRIED]**

It was **MOVED** by David Grant and **SECONDED** by Alan Pollard that the report just approved include comment on the ramifications of all remedies suggested and the opinion of legal counsel.

During the discussion, it was **MOVED** by Glen Foster and **SECONDED** by Gordon Rybuck to close debate on this issue.

In Favour - 61

Opposed - 5 **[CARRIED]**

Ms. McFarlane called for a vote on the motion.

In Favour - 32

Opposed - 34 **[DEFEATED]**

15. 2016/2017 BUDGET AND SCHEDULE OF DUES AND FEES

Ms. McFarlane referred the assembly to the 2016-2017 Budget and the Schedule of Dues and Fees and spoke to some of the highlights.

Ms. McFarlane announced that both the Budget and Fee Schedule had been previously approved by Council at the June meeting in accordance with the By-laws.

After a brief discussion, Ms. McFarlane requested the Secretary to record that the 2016-2017 Budget and the Schedule of Dues and Fees were considered and received as information.

16. REPORTS OF THE COMMITTEES AND STAFF

Ms. McFarlane referred the meeting to the committee reports and staff reports that were provided in the member package.

Ms. McFarlane asked the Secretary to record that the reports of the committees and staff were received as information.

17. RESOLUTIONS

Ms. McFarlane reported on the two resolutions put forward at the 2015 AGM. Discussion took place on the response from Council.

Mr. Koropatnick advised that six resolutions were received in accordance with By-law 5.1.4.

Resolution #1 – Alan Pollard, the mover of resolution #1, spoke to the resolution.

It was MOVED by Alan Pollard and SECONDED by David Ford that the APEGM Council report specifically on all grants, donations and loans including the type (financial or other), amount (dollars, hours, etc.), recipient, whether the recipient is a registered charity and the method of payment for the current fiscal year and preceding five fiscal years at the AGM each year and answer questions from members at that time.

During the discussion, it was MOVED by Evan Thompson and SECONDED by Ian Backus to close debate on this issue.

In Favour - 48

Opposed - 8 **[CARRIED]**

Ms. McFarlane called for a vote on the resolution.

In Favour - 40

Opposed – 16 **[CARRIED]**

Resolution #2 was not considered under by-law 5.1.4 as neither the Mover, Arnold Permut nor the Seconder, Andrew McMillan were present.

Resolution #3 – David Grant, the mover of resolution #3, spoke to the resolution.

It was MOVED by David Grant and SECONDED by Arnold Permut that Council issue a clarification on how the Code of Ethics and Bylaws are to be applied to what members do, that may be outside the definition in the Act, of Practice of Professional Engineering, both at work and outside of work. If the APEGM discipline system has jurisdiction only over that professional engineering and geoscience work “that requires the application of engineering principles”, then all these Code of Ethics Canons would be pointless: Canons 1.1, 2.5, 3.4, 3.7, 3.11, 3.12, 4, 4.2, 4.4, 4.5, 5.4, 5.5, 5.6, 5.7 and 5.8. Most of APEGM’s Bylaws also refer to behaviour that is not “the application of engineering principles”. APEGM has a clear mandate in legislation to enforce all these rules. Council must make clear: do all APEGM rules apply to all that we do, as we were taught long ago? Does the Complaint and Investigation process only apply to the calculations you do, but not to your administrative and volunteer work? Without this clarification, APEGM cannot carry out its purpose in Legislation.

During the discussion, it was MOVED by Dave Ennis and SECONDED by Doug Chapman to close debate on the resolution. Hearing no objections, Ms. McFarlane closed the debate.

Ms. McFarlane called for a vote on the resolution.

In Favour - 23

Opposed - 31

D. Ennis Abstained **[DEFEATED]**

Resolution #4 was not considered under by-law 5.1.4 as neither the Mover, Andrew McMillan nor the Seconder, Arnold Permut were present.

Resolution #5 – David Grant, the mover of resolution #5, spoke to the resolution.

It was MOVED by David Grant and SECONDED by Andrew McMillan that Council shall annually publish,

or cause to be published, a report, mentioning the outcome of every complaint received, to educate the membership. The online model used by the Law Society should be used as an example. Knowing where the 'line' is drawn by previous cases will serve as a precise reminder of what each of us may and may not do. All should also know why Complaints were dismissed. Each such report shall be sufficiently redacted to not identify the subject members or the complainants involved. A similarly redacted version of every appeal decision shall also be reported. Every Complaint and Appeal, which is submitted toward APEGM, but not acted upon, for any reason, shall also be reported upon. Examples would be those mailed to the wrong address, the wrong person, and those submitted too late.

In Favour - 24

Opposed - 28

D. Ennis Abstained **[DEFEATED]**

Resolution #6 – David Grant, the mover of resolution #6, spoke to the resolution.

It is MOVED by David Grant and SECONDED by Arnold Permut that Council shall prepare and publish a full set of Terms of Reference and Guidelines for Appeal Committees. This shall include the detailed process by which information is distributed, how the AC begins its study of the issue, examples of the products expected from Appeal Committees, how the AC liaises with its hired legal counsel, and a list of typical reasons for which an appeal may and may not be dismissed. Every Appeal Committee shall include a Councillor who had previously served on such a panel, as is the practice in Alberta, so no future AC will waste time because no one knows what to do. APEGM Council and the new Legislation Committee should meet with those who have served on an AC before, and reference the Guidelines and Terms of Reference offered to Council months ago and the written Rules and guidelines used to hear Appeals of Complaints in Alberta.

During the discussion, it was MOVED by Ian Backus and SECONDED by Sharon Sankar to close debate on the resolution. Hearing no objections, Ms. McFarlane closed the debate.

Ms. McFarlane called for a vote on the resolution.

In Favour - 20

Opposed - 29 **[DEFEATED]**

It was noted that only 49 votes were cast and no one was willing to declare an abstention. As a result, it was not possible to confirm quorum. Therefore, Ms. McFarlane announced that no further business would be conducted.

18. RECOGNITION OF RETIRING COUNCILLORS

Ms. McFarlane recognized the contributions of the following members who have completed their service on Council.

Fred Cross, P.Eng.

Pamela Fulton-Regula, P.Geo., FGC

Howard Procyshyn, P.Eng., FEC

Sheryl Rosenberg, LLB

Brett Todd, P.Eng., FEC

Steve Vieweg, CPA

19. OTHER BUSINESS

(none)

20. GAVEL CEREMONY

The Scott gavel was passed from Ms. Lesley McFarlane to Ms. Lindsay Melvin in accordance with the official ceremony for turning over the gavel to the incoming president. Ms. Melvin signed the scroll, which was then returned to its place in the gavel.

21. INCOMING PRESIDENT

Ms. Melvin expressed how she is looking forward to serving the professions in the role as President. She also conveyed her thanks to Ms. McFarlane for her dedication over the past year.

22. CLOSING ANNOUNCEMENTS AND ADJOURNMENT

Ms. McFarlane thanked everyone for attending and announced that the annual general meeting be adjourned.

Meeting adjourned at 6:07 p.m.

ENGINEERS CANADA DIRECTOR REPORT

Over the past year, Engineers Canada worked closely with Engineers Geoscientists Manitoba and the other engineering regulators to provide national support and leadership to the engineering profession in Canada.

CEO SEARCH

In late January 2017, Engineers Canada announced the departure of CEO Kim Allen, FEC, P.Eng. The Board of Directors thanked him for the contributions he had made to the organization. Stephanie Price, P.Eng., CAE, was appointed Interim CEO in February. The Search Committee of the Board will recommend a new CEO to be hired early in 2018.

GOVERNMENT RELATIONS

Engineers Canada held its annual Contact Day on Parliament Hill on March 8, 2017. Members of the Engineers Canada's Bridging Government and Engineers Committee, held productive meetings with more than 40 members of Parliament. Topics of discussion included diversity in the profession, climate-resilient infrastructure, and funding for post-secondary engineering research.

Many of the issues that Engineers Canada has been raising—such as adaptation and climate resilience, increasing diversity in the engineering profession, and promoting STEM to young Canadians—received support in the government's March budget. Engineers Canada was particularly pleased to see the government's commitment to green infrastructure, STEM education and skill-development, and the retention of women in the workforce.

INDIGENOUS ACCESS TO ENGINEERING

Engineers Canada released a report in March that outlined seven practices post-secondary institutions can implement to increase the representation of Indigenous peoples in their engineering programs. The report, entitled "Indigenous Peoples' Access to Post-Secondary Engineering Education," is intended to support the development of engineering access programs at Canadian universities, colleges and technical institutes.

ACCREDITATION IMPROVEMENT PROGRAM

In June 2017, Engineers Canada launched the Accreditation Improvement Program to modernize how Engineers Canada currently conducts and manages accreditation to reduce the workload on institutions seeking accreditation, our volunteers, and our staff.

QUALIFICATIONS BOARD

The Qualifications Board published two guidelines: Guideline on Returning to Active Practice, and the Guideline on Sustainable Development and Environmental Stewardship. Two others were revised: Guideline on the Code of Ethics and the Admission to the Practice of Engineering in Canada. The Qualifications Board will further promote and disseminate its white paper on Professional Practice in Software Engineering.

ENGINEERS CANADA MOBILITY REGISTER

In 2016, Engineers Canada launched the Engineers Canada Mobility Register. Qualified engineers join an exclusive group of peers who have demonstrated a high standard of competence that prepares them to conduct engineering practices internationally.

NATIONAL ENGINEERING MONTH

As it is every year, March was National Engineering Month, Canada's largest celebration of engineering excellence. Volunteers from the provincial and territorial regulators host over 500 events that show Canadians how rewarding an engineering career can truly be. This year's celebration had the theme, "There's A Place for You," and aimed to demonstrate to young Canadians—and their parents and teachers—that engineering offers a wide array of choices and pathways to satisfy a range of interests.

PUBLIC PERCEPTIONS OF ENGINEERS AND ENGINEERING

To better understand the public's perception of the value, impact, opportunities and challenges of the engineering profession, Engineers Canada conducted a survey of Canadians and the findings painted a positive picture for engineering in Canada.

ENGINEERING CHANGE LAB

Engineers Canada, a co-founder and champion of the Engineering Change Lab, attended the three Change Lab workshops over the past year. The Change Lab was launched as a new initiative in 2016 to create a dialogue on how best to integrate leadership training into engineering curriculum.

ENGINEERS CANADA AWARDS

At the annual Awards Gala in St. John's in May 2017, Engineers Canada honoured the accomplishments of remarkable engineers, engineering students, and projects. Sponsored by TD Insurance, Manulife, Great-West Life and Encon Group Inc. The awards categories acknowledged outstanding community and professional involvement, contributions to engineering education, support for women in engineering, contributions by engineers and engineering students to Canadian society, and remarkable engineering projects or achievements.

FOR MORE INFORMATION

Visit www.engineerscanada.ca for more information on the activities of Engineers Canada and to sign up for the newsletter.

D.S. Jayas, Ph.D, P.Eng., FEC
Engineers Canada Director

GEOSCIENTISTS CANADA DIRECTOR REPORT

MEETINGS

During this period the GC Board of Directors had 6 meetings: September, November, December, January, April, and June.

FINANCIAL REPORT

The organization is in good financial health. The excess of revenue over expenses for the year 2016 is in the amount of \$30,263. This was added to previous year's surplus of \$479,936 and provided a healthy reserve of \$510,199 at the beginning of the year 2017.

GOVERNANCE

The GC Board and staff focused their efforts on work to address the recommendations made during 43rd BOD and 19th AGM. The affairs of Geoscientists Canada are governed by its Certificate of Continuation, Certificate of Amendment, Bylaws and Rules and Regulations. The revised and updated governance document including fundamental definitions of terms is available on GC extranet website: <https://extranet.geoscientistscanada.ca/>

BUDGET & STRATEGIC PLAN

The Strategic Plan priority ranking table approved in 2016, was utilized to develop details of the work plan and budget for 2017. This was discussed during the 45th board meeting where the budget for 2017 was approved.

“AST” PROJECT

The first draft of Admissions Support Tools (AST) Phase 2 proposal was discussed and amended at the 38th BOD meeting in Saint John. The revised proposal was approved during a special teleconference board meeting December 2, 2016. The proposal was submitted to ESDC and is awaiting a funding decision by the federal government.

NATIONAL GUIDELINE FOR GIT

This Geoscientist-in-Training Guideline document was prepared in consultation with the CAs. It is modelled closely on Engineers Canada's guideline entitled National Guideline for Engineer-in-Training Program (2013). The document is available on GC extranet website: <https://extranet.geoscientistscanada.ca/> The simplified illustrated version of GIT information guide to help graduating geoscience students have been forwarded to all 34 Earth Sciences teaching facilities in Canada for distribution.

CGSC (formerly CGSB)

The CA's requested a revised version of the ToR for Canadian Geoscience Standards Board. The change of name from CGS Board to CGS Council and minor revisions to the ToR involving maximum period allowed to serve on CGS council were presented. The revised ToR including the name change to CGSC “Canadian Geoscience Standards Council” was approved by the board at its January 2017 meeting. The details are posted at <https://extranet.geoscientistscanada.ca/>

QP SHORT COURSE MODULE

Canadian Standards Association and Canadian Institute of Mining requested GC to sponsor an educational course on NI 43-101 and role of the Qualified Person (QP). The 4 module short course titled “Your Career and Public Reporting” will be presented in Winnipeg during the fall of 2017 and hosted by Engineers Geoscientists Manitoba.

SERVING SOCIETY

The Geoscientists Canada (GC) in collaboration with Canadian Federation of Earth Sciences (CFES) has

initiated a joint effort to develop a document describing role of Geoscience for Society (G4S) in Canada during late 2016.

INTERNATIONAL CONFERENCES

Geoscientists Canada representatives and professionals from across Canada will attend the upcoming international conferences: Resource for Future Generation Conference (RFG-2018) www.rfg2018.org; 35th IGC at Cape Town, South Africa and the European Federation of Geoscientists (EFG) CEO Search Committee

CEO SEARCH

Oliver Bonham has announced his retirement at the end of his present contract in 2018. The search committee has been formed and have selected Pullan Kammerloch Frohlinger; a Manitoba law firm to provide logistic support during the hiring process.

FELLOWS OF GEOSCIENTISTS CANADA (FGC) and AWARDS

Fran Hein, P.Geo of Alberta was declared the 2017 Canadian Professional Geoscientists (CPG) award recipient, amongst the eligible nominees during BOD meeting in Yellow knife. Fellow of Geoscience awards for 24 candidates (9 Geoscientists for regular FGC and 16 non-geoscientists for honorary FGC) were considered and approved. This brings the total number of fellowship conferred by GC to 653.

PRESIDENT/EXECUTIVE TEAM

Jeff O'Keefe, P.Geo. accepted the gravel of the office of President for the year 2017-18. Under the new governance policy, the president and executive team is elected by the vote of its directors only. Mark Priddle, P.Geo was declared president-elect after secret ballot counting. Similarly Ganpat Lodha was declared re-elected for the position of Treasurer along with the other executive officers.

As of July 2017, current board members include:

- President- Jeff O'Keefe, P.Geo.
- President Elect- Mark Priddle, P.Geo.
- Past President- Hendrik Falck, P.Geo.
- Treasurer- Ganpat S. Lodha, P.Geo.
- Director- Alberta: Colin Yeo, P.Geo.
- Director- British Columbia: Garth Kirkham, P.Geo.
- Director- Manitoba: Ganpat Lodha, P.Geo.
- Director- New Brunswick: Michael Parkhill, P.Geo,
- Director- Newfoundland & Labrador: Jeff O'Keefe, P.Geo.
- Director- Northwest Territories and Nunavut: Hendrik Falck, P.Geo.
- Director- Nova Scotia: Jeffery Parks, P.Geo. GHD,
- Director- Ontario: Mark Priddle, P.Geo. McIntosh Perry,
- Director- Saskatchewan: Kevin Ansdell, P.Geo.

G.S. Lodha, Ph.D, P.Geo., FGC
Geoscientists Canada Director





870 PEMBINA HIGHWAY
WINNIPEG, MANITOBA
CANADA R3M 2M7

T 204 474 2736
TF 1 866 227 9600
F 204 474 5960

E INFO@ENGGEOMB.CA
W ENGGEOMB.CA