

Minutes of a meeting of the Council of Engineers Geoscientists Manitoba held online and at 870 Pembina Hwy, Winnipeg, MB on Thursday, June 12, 2025.

PRESENT: David Amorim presiding; Steve Brennan; Kathryn Atamanchuk; Kaitlin Fritz; Mike Houvardas; Carol Martiniuk; Crystal Paculan; Alan Pollard; Justin Rempel; Julia Singh; Lisa Thomson; Shipra Verma; Kyle Ward; Steven Wu

ALSO PRESENT: Michael Gregoire; Fiona Hillier; Tom Malkiewicz; Angela Moore; Antonio Ruales; Scott Sarna; Eric Schillberg; Lisa Stepnuk; Ian Wiebe; Anjanette Zielinski

REGRETS: Jason Mann; Jitendra Paliwal

25.04.1 CALL TO ORDER

President Amorim called the meeting to order at 12:30 p.m.

25.04.2 TRADITIONAL TERRITORIES ACKNOWLEDGEMENT

Councillor Singh read the statement acknowledging the traditional lands on which Engineers Geoscientists Manitoba sits and to recognize Engineers Geoscientists Manitoba's commitment to Indigenous peoples and communities.

25.04.3 INTRODUCTIONS

President Amorim welcomed guests and staff to the meeting.

25.04.4 ADOPTION OF AGENDA

President Amorim asked if there were any changes or additions to the agenda.

Past President Atamanchuk requested that item C8 be removed from the Consent Agenda.

Councillor Paculan requested that item C6 be removed from the Consent Agenda.

President Amorim noted that these two items will be discussed during the Monitoring Reports section of the agenda.

President Amorim has requested that item G8 be discussed following item B2 to accommodate the presenter's schedule.

Michael Gregoire noted that Consent Agenda item C9 was added yesterday and would be approved with the approval of the agenda.

Hearing no further changes, the agenda was adopted as amended.

25.04.5 CONFLICT OF INTEREST DECLARATION

President Amorim asked if anyone had a conflict of interest to declare on any item on the agenda.

Hearing none, Council was reminded that a conflict of interest could be declared at any time, for any item, on the agenda.

REPORTS TO COUNCIL

25.04.6 B1. CHAIR'S REPORT - PRESIDENT DAVID AMORIM, P.ENG.

President Amorim highlighted some of the events in his report, including the Volunteer Appreciation Event and the MLA Reception. He also spoke of the meeting he and Michael Gregoire had with GSI to provide feedback on the strategic plan.

Vice President Houvardas presented on the topics discussed at the recent Engineers Canada meetings he attended in BC on behalf of President Amorim.

25.04.7 B2. CEO'S REPORT – MICHAEL GREGOIRE, P.ENG., FEC

Michael Gregoire spoke to the key highlights from various departments in his report, including Admissions, Professional Standards and Operations. He mentioned the updates to the Governance Scorecard since the last Council meeting, and discussed the Act Change report, noting the letter from the minister's office and the shift in timing to early 2027.

25.04.8 G8. REVIEW OF PRACTICE GUIDELINES, NOTES, BULLETINS, AND ADVISORIES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025.

Tom Malkiewicz, Vice Chair of the Investigation Committee, reviewed the committee's responses to Council's questions regarding the guideline review.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council acknowledges receipt of the Investigation Committee's report and concurs with the following recommendations:

- That the Investigation Committee (IC) is best suited for the preparation of practice guidelines and practice notes,
- That, in terms of scope, the use of the term "matters related to" the practice of professional engineering and geoscience, provides a broad scope of discretion to the IC as it relates to when, and in what circumstances, to issue practice guidelines, practice notes or directions. The IC is well positioned to make the determination of what matters "relate to" to the practice and it is expected that the Courts would defer to the IC in that regard, within reason, and provided the action was consistent with Engineers Geoscientists

Manitoba's mandate of governing/promoting the profession and public protection,

- All currently published documents have been approved by the Investigation Committee and reported to Council,
- Any guidelines that are created or reviewed going forward will specifically be looked at for scope as outlined in the legal opinion provided to the IC, and
- No changes are required, at this time, to the by-laws or the Investigation Committee's Terms of Reference

CARRIED

25.04.9 B3. ENGINEERS CANADA DIRECTOR'S REPORT

Regrettably, Jitendra was unable to attend today's meeting. President Amorim directed Council to his report on the agenda.

25.04.10 B4. GEOSCIENTISTS CANADA DIRECTOR'S REPORT

President Amorim announced that Jason Mann, P.Geo. FGC, was appointed to the Geoscientists Canada Board at their annual meeting last Saturday. Regrettably, Jason was unable to attend today's meeting.

25.04.11 B5. GOVERNANCE COMMITTEE REPORT

President Amorim spoke to the report, highlighting the review of the president's term, as requested by Council.

MOTION:

It was MOVED by Kaitlin Fritz and SECONDED that Council approve that the President's term should remain as a one-year term.

President Amorim stated that this recommendation was made with the expectation of improved integration of the Vice President.

Councillor Rempel inquired about the possibility of establishing a timeline for reviewing this recommendation in the future. President Amorim will present this suggestion to the Governance Committee.

President Amorim called the question on the motion.

CARRIED

25.04.12 B6. CONTINUING COMPETENCY COMMITTEE REPORT

Michael Gregoire spoke to the report provided by the Chair of the Continuing Competency Committee, which highlighted the committee's activities this last year.

Councillor Thomson noted that there are currently no maximum term limits for committee members. President Amorim will address this matter with the Governance Committee, which is conducting a comprehensive review of all committees' terms of reference in order to standardize them across all committees.

CONSENT AGENDA

- 25.04.13 C1. MINUTES OF THE COUNCIL MEETING MAY 8, 2025**
C2. MINUTES OF THE IN CAMERA SESSION OF MAY 8, 2025
C3. E1 - INDIVIDUALS WHO ARE PRACTICING ENGINEERING AND GEOSCIENCE ARE REGISTERED AND LICENSED – GREGOIRE
C4. EL-3 - FINANCIAL CONDITION – GREGOIRE
C5. EL-4 - ASSET PROTECTION & RISK MANAGEMENT – GREGOIRE
C7. GP-8.13 FINANCE COMMITTEE – THOMSON
C9. APPEAL COMMITTEE APPOINTMENT
Council approves the appointment of Chitra Paliwal as a layperson to the Appeal Committee for a four-year term.

By placement on the consent agenda, council has pre-approved these items with the approval of the agenda at the beginning of the meeting.

COUNCIL EDUCATION

- 25.04.14 D1. EVALUATION OF THE PREVIOUS COUNCIL MEETING**
President Amorim reviewed the comments from the May meeting.
- 25.04.15 D2. DISCUSSION ON COUNCIL TRAINING**
David referred to the training provided to Council last year and requested feedback on how to improve the training for the upcoming cycle.
- Suggestions for the format included both in-person sessions and online training. Proposed topics included a focus on non-profits, strategic thinking and planning, and self-regulation sessions. Council agreed that training sessions should be conducted outside of their regular meetings.
- 25.04.16 D3. GREY AREAS - BOOK REVIEW - THE LICENSING RACKET - PART 2**
Michael spoke to the book review by Steinecke Maciura Leblanc.
- Break at 1:41 p.m.
Return at 1:55 p.m.

GOVERNANCE

- 25.04.17 G1. 2026 OPERATING BUDGET**
Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025.

Michael delivered a presentation on the 2025-2026 budget which included a review of the budgeting process, financial health analysis, statement of financial position, operational vs strategic initiatives and special projects, budgeted statement of operations, and fees and dues.

MOTION:

It was MOVED by Steven Brennan and SECONDED that Council approves the 2025-2026 Budget with dues and fees as presented.

Vice President Houvardas stated that a smaller deficit had been previously presented to the Finance Committee and inquired about the reasons for the increased amount. Michael explained that new data affecting revenue projections became available, leading to a reduced forecasted revenue and that this data had been provided to the Finance Committee in advance of the meeting. Additionally, payroll forecast adjustments and overall budget refinements contributed to the slightly larger amount.

Council deliberated on matters including deficit budgets, communication and outreach programs, the variability of investments, and the opportunity to draw down reserves for special projects and strategic initiatives. Councillor Verma noted that the Finance Committee has also been discussing a buy versus lease analysis of the office space.

President Amorim called the question on the motion.

CARRIED

25.04.18

G2. 2025 BY-LAW REVIEW PROPOSALS

Council referred to a Decision Background memo from the By-law Review Committee, dated June 12, 2025.

MOTION 1:

It was MOVED by Lisa Thomson and SECONDED that Council approve that the changes to By-law 4.20 Attendance, By-law 20.6.1/20.6.2 Hearings/Submissions, and By-law 12.1 Certificates as laid out in Appendix G be forwarded to the membership for vote.

CARRIED

MOTION 2:

It was MOVED by Kyle Ward and SECONDED that Council approve that the changes to By-law 6.5 Public Interest Review Committee as laid out in Appendix G be forwarded to the membership for vote, with the stipulation that if the by-law vote passes, that the updated Terms of Reference and Processes Document, as laid out in Appendix F be approved by Council.

CARRIED

MOTION 3:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council approve that the changes to a matrix-based nomination process to Council as laid out in Appendix H be forwarded to the membership for vote.

Council discussed the proposed changes to the nomination process including the introduction of a competency based matrix to be utilized by the Nominating Committee.

The discussion highlighted some concerns regarding the power of the Nominating Committee and the lack of a clear competency matrix. Also noted were concerns about eliminating an alternative pathway for those nominees screened out by the Nominating Committee.

President Amorim called the question on the motion.

DEFEATED

Michael Gregoire commented on the member proposed by-law change received by the By-law Review Committee, which would re-introduce a Retired Member category. The committee commented that the change would be inconsistent with the Act, and it failed to meet the requirement in By-law 16.2.2. Michael noted that a motion should still be presented to Council, advising them to reject the proposal.

MOTION:

It was MOVED by Alan Pollard and SECONDED that Council rejects the member proposed by-law change to create a retired member category as it contravenes the Act.

CARRIED

25.04.19

G3. MANUAL OF ADMISSIONS & ACADEMIC ASSESSMENT GUIDELINES

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council approve updates to the Manual of Admissions and proposed Guideline for Academic Assessment, for implementation July 1, 2025.

Michael noted that flowcharts were intended to accompany this agenda item, but they were not completed in time. These flowcharts do not require Council approval as they essentially reiterate the information contained in the text document.

President Amorim called the question on the motion.

CARRIED

Council took a break at 3:08 p.m.

Council returned from break at 3:22 p.m.

25.04.20 G4. LEGISLATIVE OBJECTIVES

Council referred to a Decision Background memo from Scott Sarna, Director of Government Relations and Eric Schillberg, dated June 12, 2025.

MOTION:

It was MOVED by Carol Martiniuk and SECONDED that Council approve the following legislative objectives for inclusion in a draft legislative proposal:

- 1, 2, 3, 4, 5, 6, 7, 8, 11, 18, 20, 21, 24, 25, 26, 27, 29, 31, 32, 33, 34, 35, 36, 42, 43, 44, 46, 48, 49, 50, 53

That Council approve the following legislative objectives for consideration within a draft legislative proposal, pending the outcome of additional review, research, or legal analysis:

- 12, 13, 14, 15, 19

That Council set aside the following objectives from active legislative development, with the understanding that they may be revisited through future policy consideration, as appropriate:

- 9, 10, 22, 45, 52

That Council reject the inclusion of the following legislative objectives for the purposes of this legislative proposal, and that no further action be taken:

- 16, 17, 23, 28, 30, 37, 38, 39, 40, 41, 51

CARRIED

25.04.21 G5. DUAL MANDATE

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025.

MOTION:

It was MOVED by Steven Brennan and SECONDED that Council:

- acknowledges the recommendation by GSI to “consider the creation of an Association of Engineers and Geoscientists” and “divest itself of representing/promoting the profession”, but
- will continue to govern Engineers Geoscientists Manitoba with a ‘dual mandate’, while ensuring that it
 - will do so in recognition of the fact that ‘protection of the public’ is Engineers Geoscientists Manitoba primary mandate, and

- will not undertake activities that jeopardize or harm its actual or perceived mandate of protecting the public.

CARRIED

25.04.22 **G6. STRATEGIC PLAN**

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025.

Councillor Martiniuk noted a correction on page four of the strategic plan. One of the strategic imperatives is repeated. The third imperative should be revised to say, “Our skilled and professional members will reflect the public that they serve.”

MOTION 1:

It was MOVED by Kaitlin Fritz and SECONDED that Council approves the 2025-2029 strategic plan as presented, with the noted correction, which will replace the current strategic plan as well as the ends.

Council was satisfied with the content of the strategic plan but noted their disappointed with its presentation. They recommended that this feedback be conveyed to GSI. Michael confirmed that the Communications Team will revise the plan into a format more suitable for presentation.

Councillor Verma inquired whether GSI would be providing a brief description and KPIs for each objective. David and Michael both noted that an RFP would be issued to find a consultant who will develop a balanced scorecard based on these objectives.

President Amorim called the question on the motion.

CARRIED

MOTION 2:

It was MOVED by Alan Pollard and SECONDED that Council directs the Governance Committee to review the governance policies to reflect the adoption of a strategic plan in lieu of the Ends.

CARRIED

25.04.23 **G7. REVISION TO POLICY GP-8.1 NOMINATING COMMITTEE TOR**

Council referred to a Decision Background memo from the Nominating Committee, dated June 12, 2025.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council approves the revised terms of reference for the Nominating Committee (policy GP-8.1) as presented.

Past President Atamanchuk observed that the revised policy was not appended to the background memo. The revised policy was shared on the screen for Council to review.

President Amorim called the question on the motion.

CARRIED

The revised terms of reference for the Nominating Committee are appended to the minutes.

25.04.24

G9. DUES RELIEF POLICY

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025.

MOTION 1:

It was MOVED by Steven Brennan and SECONDED that Council approves the new policy to support By-law 10.2 Reduction, Waiver, or Deferment of Dues.

CARRIED

MOTION 2:

It was MOVED by Alan Pollard and SECONDED that Council directs the By-law Review Committee to review By-law 10.2 with respect to the elements outlined in this memo.

CARRIED

25.04.25

G10. REMUNERATION TASK GROUP

Council referred to a Decision Background memo from President Amorim, dated June 12, 2025.

MOTION 1:

It was MOVED by Steven Brennan and SECONDED that Council strike a Task Group to examine the question of whether Council members should be remunerated for their service, assessing potential benefits and risks, and providing a recommendation to Council at the January 2026 Council meeting.

Discussions included the possibility of hiring a consultant to assist the task group and the recommendation that the task group include member engagement in their process.

Councillor Martiniuk asked if the topic needed immediate attention or if it could be postponed for future consideration. President Amorim mentioned that previous discussions showed differing opinions on councillor compensation, suggesting that further review is necessary.

President Amorim called the question on the motion.

CARRIED

Councillor Verma abstained

Councillor Fritz commented on the upcoming proposed motion and noted that procedurally, Council cannot directly appoint a staff member to the task group. However, Council may request Michael to assign a staff member to the task group.

MOTION 2:

It was MOVED by Crystal Paculan and SECONDED that Councillors Justin Rempel, Lisa Thomson, and Steven Brennan, and CEO & Registrar, Michael Gregoire or designate, be appointed to the Task Group with Councillor Steven Brennan as Chair.

CARRIED

Councillor Verma abstained

25.04.26 G11. READ EDI COMMITMENT STATEMENT AT COUNCIL MEETING

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025.

MOTION:

It was MOVED by Justin Rempel and SECONDED that Council approves reading out the equity, diversity and inclusion commitment statement prior to Council meetings, following the land acknowledgement.

The Council discussed the recommendation to read the EDI commitment statement. Some noted that it serves as a good reminder to consider the EDI perspective in their decisions and is a way to demonstrate support without incorporating it into legislation. Questions were raised about the necessity of reading the statement if it is already available on the Association's website and whether the statement might be perceived as political.

President Amorim called the question on the motion.

DEFEATED

25.04.27 G12. REVIEW OF OUTSTANDING ACTION ITEMS LIST

Council referred to a Decision Background memo from Michael Gregoire, CEO & Registrar, dated June 12, 2025 and the following updates were made,

- Manual of Admissions Task Group – complete
- Climate Change Resolution Task Group – in progress
- Investigation Committee to review Practice Guidelines, Practice Notes, and Practice Bulletins and Advisories and report back to Council – complete

- Dues Relief Task Group – complete
- PIRC Task Group – in progress
- IC to develop guideline on limiting liability and bring to Council for input – in progress
- Appeal Committee - lay member appointments – in progress
- Remuneration Task Group (new)

At 4:27 p.m. President Amorim announced that the meeting go in camera for the purposes of discussing private and confidential matters about an individual, labour relations, investigations, discipline, appeals, litigation or potential litigation.

At 4:37 p.m. Council came out of camera

President Amorim announced that the following motion was approved during the in camera session.

MOTION:

It was MOVED by Kathryn Atamanchuk and SECONDED that Council approves P.Eng. candidates Roh Amromanoh, P.Eng., Abolfazel Babaei, P.Eng., Gael Luella, P.Eng., Richard Marshall, P.Eng., Nnamdi Uzoh, P.Eng., and Steven Wu, P.Eng., FEC; and intern candidates Arshdeep Chauhan, EIT, and Sabrina Shorna, EIT for the 2025 slate of election candidates.

EXECUTIVE LIMITATIONS AND ENDS (see Consent Agenda)

COUNCIL PERFORMANCE (see Consent Agenda)

25.04.30 C6. GP-8.11 AUDIT COMMITTEE – PACULAN

Councillor Paculan spoke to her report noting that Council is compliant with the administration of this policy, however, the Chair of the Audit Committee is seeking direction on two items.

Regarding subclause 2.1.2, does Council want a report from the committee regarding the appropriateness of the criteria specified in EL-3 and EL-4 prior to the end of the audit? Michael suggested an official report from the Chair might confirm that the CEO's reasonable interpretation is sufficient.

Regarding subclause 2.1.3, does Council want a report from the committee regarding the appropriateness of the scope in the auditor's proposal prior to the audit being performed? Michael suggested that this subclause be reviewed to maintain the independence of the Audit Committee. President Amorim will instruct the Governance Committee to review this.

Councillor Paculan asked whether councillors could have access to the minutes of the Audit Committee. It was questioned why Council has a link to the Continuing Competency Committee minutes via the online agenda, but not for other committees. President Amorim will refer this question to the Governance Committee.

25.04.31 C8. GP-8.16 BY-LAW REVIEW COMMITTEE – WU

Past President Atamanchuk noted that a recent by-law proposal put forward by the By-law Review Committee was in contravention of By-law 16.2 and 16.3, which state that by-laws can only be brought forward by Members or Council.

INFORMATION ITEMS

25.04.32 COUNCIL RECEIVED THE FOLLOWING INFORMATION ITEMS:

- N1. Applications approved by the Registration Committee
- N2. Planning agenda for the next meeting
- N3. Membership statistics as at May 31, 2025
- N4. Software Engineering in BC Briefing Note
- N5. Building up Team Canada: Manitoba, Ontario vow to reduce trade barriers
- N6. Manitoba Interprovincial Trade Bill 47
- N7. Order of Manitoba
- N8. Machine Learning and Data Science
- N9. Voting System Audit Report
- N10. CRNM Concerns regarding Jurisdictional Shopping and Government Intervention
- N11. CRNM & Health Minister Dispute

SELF-EVALUATION

25.04.33 V1. EVALUATION PAGE FOR THIS MEETING

President Amorim asked for councillors to complete and submit the evaluation form for today's meeting.

ADJOURNMENT

25.04.34 The meeting adjourned at 4:56 p.m.

The next Council meeting will be Thursday, September 11, 2025 at 12:30 p.m.

David Amorim, P.Eng.
President

Michael Gregoire, P.Eng., FEC
CEO & Registrar

ENGINEERS GEOSCIENTISTS MANITOBA COUNCIL POLICY

Policy Name: Nominating Committee
Terms of Reference
Policy Type: Governance Process

Number: GP- 8.1

Date Approved: 11 April 2001
Date Amended: 6 March 2002
Date Amended: 12 April 2005
Date Amended: 14 Sept 2006
Date Amended: 15 June 2011
Date Amended: 13 Sept 2012
Date Amended: 14 May 2015
Date Amended: 17 March 2016
Date Amended: 20 September 2018
Date Amended: 9 September 2021
Date Amended: 14 September 2023
Date Amended: 8 May 2025

1 Purposes

- 1.1 Ensure that each election of Councillors has a qualified candidate for every vacancy.

2 Products

- ~~2.1~~ A slate of qualified nominees for Council positions for Council's consideration no later than June each year. This slate will be produced in a manner consistent with the Act and By-laws, taking into consideration the broadest possible diversity of the membership using the Council composition matrix, the policy criteria for Councillor Roles and Job Description (GP 6) and comprising a number no less than the number of vacancies. Preference is for one Council member per organization.

3 Authority

- 3.1 The Committee derives authority from a motion of Council on the approval date of this policy.
- 3.2 The Committee has no authority to change or contravene Council policies.
- 3.3 The Committee has no authority to spend or commit other organization funds, unless such funds are specifically allocated by the Council.
- 3.4 The Committee authority to expend or commit Association funds shall be strictly limited to the direct solicitation of candidates for Nomination to Council.
- 3.5 The Committee has authority to use staff resource time normal for administrative support around meetings.
- 3.6 The Committee does not have authority to instruct the CEO or any other staff member, other than to request information require in the conduct of its duties.

4 Committee Composition and Tenure

- 4.1 The Committee's composition shall enable it to function effectively and efficiently.
- 4.2 On an annual basis, the Council shall appoint Committee members as follows:
 - 4.2.1 The current President

Commented [KA1]: Assuming that this is reviewed by the Governance Committee and forwarded to Council for their approval at the May 8 meeting.

Formatted: Font: Bold

Commented [KA2]: This is a document that currently exists but needs to be reviewed and updated by the Governance Committee.

Formatted: Strikethrough

Commented [KA3]: This is the statement that has been relocated from GP 6.

Commented [FH4R3]: Governance Committee suggested removing this line. This will be covered in the matrix.

Formatted: Strikethrough

Formatted: Font: Arial, Strikethrough

4.2.2 The immediate Past-President, who will normally also serve as Chair.

4.2.3 An elected Councillor in the first year of their term.

4.2.4 The Chair or designate of the Investigation Committee.

4.2.5 An Engineering Intern or Geoscience Intern (formerly referred to as a member in-training).

4.2.6 Three or more professional members appointed by council, at least one must be a P.Geo and one a P.Eng. One or more professional members appointed by Council.

~~4.2.6~~ 4.2.7 The committee must have at least one P.Eng. and one P.Geo. member.

4.3 The term of office is one year renewable once except that the chair is not renewable.

4.4 Council will receive a list compiled from a call for volunteers and will appoint committee members.

4.5 In the event that a member of the By-law is temporarily unable to serve, an alternate may be appointed by Council to act in the member's absence.

4.6 The Council shall appoint the Chair and Vice-Chair of the Committee from the Committee membership.

4.7 In the event that the Chair is unable to attend a meeting, the Vice-Chair shall act as Chair.

4.8 The Chair is entitled to a vote and shall cast the deciding vote in the event of a tie.

~~4.9 The quorum of the Committee shall be five two thirds (rounded down).~~

Commented [KA5]: This allows more flexibility in our committee membership as Council has had to accept a reduced committee size for the last 2 years due to lack of volunteers.

Commented [KA6]: Newly added to ensure that we have representation from both professions on the Nominating Committee.

Commented [KA7]: This wording is recommended to allow for fluctuating committee size, but understand that the Governance Committee is trying to standardize quorum wording - we defer to your recommendation.

Commented [FH8R7]: The Governance Committee suggested removing this clause. No need to specify quorum in TOR. By-law state that we follow Roberts Rules of Order.

Formatted: Strikethrough

Formatted: Strikethrough

Formatted: Strikethrough