



2023

CONSULTING ENGINEERS *of* ALBERTA



CEA ANNUAL REPORT

2022 - 2023

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CEA Team



Ken Kozakewich, MBA, P.Eng.
CEO and Registrar



Lisa Krewda
Chief Operating Officer



Inderjeet Singh
Information Specialist



Madison Kuzma
Operations Coordinator



Board of Directors



Ryan Betker
PRESIDENT
McElhanney



Ryan Gidluck
PAST PRESIDENT
Morrison Hershfield



Jason Maurer
VICE PRESIDENT
Scheffer Andrew



Cheryl Heseltine
TREASURER
WSP E&I



Amie McGowan
DIRECTOR
Urban Systems



Chris Workman
DIRECTOR
Thurber Engineering



Craig Clifton
ACEC LIAISON
Clifton Engineering Group



Derek Cathro
DIRECTOR
Tetra Tech Canada



Devin Walline
YP DIRECTOR
Fast + Epp



Fabiola MacIntyre
DIRECTOR
Entuitive Corporation



Manon Plante
APEGA LIAISON



Megan Fernandes
DIRECTOR
Hatch



Michael Jackson
DIRECTOR
WSP



Raziq Dhanani
YP DIRECTOR
AECOM



Sara Anderson
HONORARY PAST PRESIDENT LIAISON
Urban Systems



Scott Argent
DIRECTOR
Stantec Consulting



Todd Simenson
ACEC LIAISON
Stantec Consulting



Travis Jensen
DIRECTOR
Wave Engineering Consultants

President's Message

This past year went by much quicker than I could have ever imagined, seems like only a month ago I started down the daunting role of CEA President. As it turned out, it was not daunting at all, with the support of the Board, Ken Kozakewich, Lisa Krewda, Inderjeet Singh and Madison Kuzma; it was a positive experience that I thoroughly enjoyed, learning so much more about our industry throughout the year.

One of the first accomplishments of the Board was to update our Strategic Priorities, while I did expect this to take most of the year, after creating a Board Task Group, with discussion through the summer, the Task Group brought recommendations to the Board in September, and with some discussion, the Board unanimously approved the updated Priorities.

The accomplishments continued through the year, and I am especially proud of the continued success of the Government Relations Committee. We have spent the past several years building relationships with MLAs; starting with introductory meetings about who we are and what we do, (these were of course, on-line during COVID times) to most recently meeting Ministers in-person at the Legislature. It was rewarding to see how successful our advocacy continues to be, highlighted when the MLAs shared our priorities back to us, without prompting. With an Alberta election approaching, we will have changes in government, regardless of which political party is successful. Our non-partisan message of sustainable and predictable funding, asset management and transparent procurement will continue in the halls of the Legislature, regardless of the election outcome.

This past November, CEA released a video promoting Qualifications Based Selection (QBS) as a preferred procurement method. The video was based on the University of Alberta study on QBS, and focused on the value and risk proposition, and how QBS will lead to successful outcomes, especially when compared with price-based selection of consultants. The video has been presented to our committees and other industry events and with our partners, such as ACEC. I encourage you to check out the video found on our website and share with your teams; it is a worthwhile 10 minutes.

CEA committees continue to add value to members, building industry connections and networking. Our committees have evolved through COVID, with the majority of them continuing on-line with much success, inviting participation from across the province. This past year we also created a working Board Task Group for Equity, Diversity, and Inclusion and hosted an EDI informational webinar.

Our signature conference, Transportation Connects Alberta, was a resounding success this past February. Relocating it to Edmonton raised the bar for production, speakers, and technical content. This conference continues to grow, encompassing more of our industry every year. I am already looking forward to seeing everyone back in Edmonton March 2024. Not to be outdone, our Young Professionals' Conference hosted in April brought together our future leaders for networking, learning, and sharing experiences.



Ryan Betker, P.Eng.
President

Congratulations to all the Award winners, and all those who attended CEA's 26th Showcase Awards Gala in Calgary. This first-class event is the highlight for all CEA Presidents, with this year being no exception. The Lieutenant Governor, and the Deputy Premier were in attendance, but also included an address from our Premier.

At the Gala, I look forward to the Lieutenant Governor's Award for Distinguished Achievement Award, which is the highest honor that can be given to a deserving member of our consulting industry. The list of previous winners includes industry leaders and successful engineers and business trailblazers. This year's winner, Brian Pearse, has remained dedicated to our consulting industry as well as engineering in Alberta for decades. His journey reminds us all that when you combine passion, dedication and effort, success is not far behind. The event also recognizes a member of our Young Professionals, with John Mackenzie of AECOM named the Harold L. Morrison Recipient for 2023.

There are still a few items that remain in front of us. The first being the "Pro Act" which is lingering in the background but has still not been legislated. Until that happens, CEA will continue to maintain our own Consulting Engineers of Alberta Act as it is today. The second item is the Prompt Payment and Construction Lien Act, and our desire to correct some of the unintended consequences, such as a holdback on engineering services.

I would like to personally thank Lisa and Ken who have made my term as President truly rewarding, and more importantly providing both myself and the Board the opportunity and support to accomplish objectives and bring value to both the Association and Industry. Finally, I would like to thank all the member firms who continue to support CEA for the benefit of our Industry. Thank you.



CEO and Registrar's Message

Although 2022/23 could be considered a post-pandemic year, the lingering effects continued to impact the design and construction industry. Supply chain disruptions, inflation and staff shortages within our member firms, contractors and owners created business challenges. Risk allocation was a consistent topic in many of our meetings with client groups and allied industry associations.

Cost escalation and inappropriate risk allocation have forced some public sector owners to cancel, delay or reprofile major projects and reassess procurement and project delivery methods. This assisted CEA in renewed discussion regarding Qualifications Based Selection (QBS) and alternative, more collaborative, procurement methods. With the University of Alberta QBS Study and APEGA's new Guideline for Selecting Engineering and Geoscience Consultants in hand (both supporting QBS), we had a sound foundation to reopen discussions with client groups. Further supporting this, a new QBS video was produced by CEA and shown at several committee and client meetings. Discussions with Alberta Infrastructure led to a prime consultant services RFP on the proposed Red Deer Hospital being procured through QBS. This is a significant project and demonstrated a major success in our ongoing promotion of QBS for the industry.

From my perspective, the annual report provides a good checkpoint on our progress on many ongoing multi-year initiatives. Many of these include close collaboration with allied industry associations – the Alberta Roadbuilders and Heavy Construction Association, the Alberta Construction Association and the Consulting Architects of Alberta. Together with our like-minded partners CEA had continued regular meetings with the Deputy Ministers and staff of Alberta Infrastructure and Alberta Transportation and Economic Corridors. Three Alberta Infrastructure Industry Liaison subcommittees were established to specifically discuss QBS, Geotechnical and Risk Allocation issues.

This year also involved a continued and robust schedule of meetings with MLAs and Ministers of the Government of Alberta. Although an election is now almost upon us, significant progress was made in our messaging of industry concerns to the currently elected officials. Premier Smith's Ministerial mandate letters captured several of our ongoing industry concerns as directives to her key leaders. These directives included the need to establish a formula for more predictable capital funding, to establish more predictable funding for municipalities under the Local Government Fiscal Framework, to expand trade corridors

and to expand the Prompt Payment legislation to projects under the Public Works Act.

In August of the past year, the Prompt Payment and Construction Lien Act became law. Although engineers were included within this legislation, it created some unintended consequences. Major municipalities interpret the new Act to include the need for holdback on engineering fees. CEA continues to seek clarification from Service Alberta on this issue and to address some of the negative impacts to our members before the reach of the Act is extended into provincial public works projects.

From the Registrar's perspective we currently have 80 member firms within our association with 8 new firms over the past year. Our "N" number is currently 9080 compared to 8450 last year. These represent some of our highest numbers since 2016-17. The support from these companies and people has provided CEA with continued stability in our advocacy and programs for the membership.

With the changes in public health protocols in the spring of 2022 and some pent-up demand, CEA "doubled up" on several industry events and networking activities within the current fiscal year. I extend a special thank you to Lisa Krewda and the CEA staff for the additional effort that was required to accomplish this. Additionally, I thank our Board and Committees for their time, efforts and ongoing commitment to make CEA a successful voice for the consulting engineering industry in Alberta.



Ken Kozakewich, MBA, P.Eng.



Treasurer's Message

CEA exceeded its financial goals in 2022/2023 as we returned to in-person events in the post-Covid world. The participation by member company volunteers on committees, association events and activities, strategic engagement with Government, and on the Board continue to be fundamental for the organization's overall resilience and effectiveness. The Association remains in a solid position to continue to meet our strategic priorities which include speaking with one voice for our industry in Alberta, guiding public policy through advocacy and strategic engagement, and delivering events, education, publications, and networking opportunities.

Over the past year, we have exceeded our financial plan expectations through an increase in our member firms, the provision of excellent, well-attended events and the overall reduction of member committee costs due to the transition from in-person to virtual meetings for most of our committees, several of our Board of Director meetings and the Annual General Meeting.

Financial Activity Highlights

Revenue

Memberships:

Membership revenue is the key component to maintaining ongoing operations. CEA closely monitors current market conditions, including the continuing strain on our member firms from uncertain economic times and inflationary pressures, including the challenges in finding and retaining staff resources. In 2022/2023, the Board approved a 2% increase to our CEA memberships fees. The CEA continues to attract new and retain members with 80 member firms in 2022/2023. Our N number has increased from 8,450 in 2021/2022 to 9,080 in 2022/2023. The membership revenue has also slightly increased this fiscal year and has been stable over the last five years. CEA's administration and executive team continue to connect with non-member firms to promote the value of membership in the CEA to maintain the current base membership. Associate memberships and Affinity memberships (sponsorships) supplement our base revenue and continue to be stable as well.

Events and Programs:

With in-person events cancelled or rescheduled due to the ongoing pandemic in 2021/2022, our CEA in-person events and programs returned in 2022 and 2023 with a flurry! Two Transportation Connects Alberta conferences were held with the purpose of bringing together leaders and innovators to explore the emerging technologies and partnerships that will enable clean, efficient, and accessible transportation systems for our province. The first of these two-day events was held at the Cambridge Convention Centre in Red Deer in May 2022. Although the CEA speculated about attendance in the early post-Covid days, the event was enthusiastically attended. The second, held in February 2023 at the Edmonton Convention Centre, was a resounding success and both events resulted in a net revenue of approximately \$60,000. The CEA's Showcase Awards Gala has traditionally been an annual event to celebrate and recognize excellence in consulting engineering in Alberta. Two Galas were held in this fiscal year and the CEA was honoured that the attendees include the Lieutenant Governor, the Premier and several MLAs. The first Gala was held at the Edmonton Convention Centre in May 2022 and the second was held in March 2023 at the Calgary BMO Centre. The net revenue from both events was approximately \$19,000. Our Young Professionals' (YP) events and annual Conference had generally low attendance with strong sponsorship support. The CEA feels that these YP events, which are intended to educate and develop our future leaders, are worth the investment and are strategizing to rebuild participation. CEA looks forward to a return to our traditional annual schedule of events and programs in 2023/2024.

Expenses

Administration and Operations:

In 2022/2023, the CEA executive and administrative team were able to return to the CEA office located in Suite 2160 in Sun Life Place, Edmonton. As most committees chose to continue to host virtual meetings, the Board of Directors chose to have several virtual meetings, and the Annual General Meeting continues to be virtual, the overall committee costs have been reduced compared to pre-COVID years. The Fixed and Variable Administrative Costs were approximately \$592,000. The bulk of the Administrative Costs are comprised of staff salaries and office rent, and these administrative costs slightly exceeded the budget.

Strategic Initiatives and Committee Activity:

Expenses in this area remained below the budget of \$25,000 due to cost control measures, even with the significant increase and successful CEA interactions with the Government of Alberta. The expenses are primarily associated with the retainment of the services of Brookes Merritt of Loyaltan Strategies, our government relations consultant, to assist the Board of Directors with advocacy guidance through the volatile Alberta political landscape and in the lead up to the Alberta election.

Financial Investments:

Under CEA's- Statement of Investment Policy and Procedures document, adopted by the Board in May 2012, there are three categories of funds:

1) General Funds, 2) Stabilization Funds and 3) Restricted Funds (funds held in trust). Investment of the funds is at the discretion of the CEA Executive under guidance of an investment advisor and is reported to the CEA Board whenever the funds are accessed.

The Financial Stabilization Fund is maintained at a target level of \$130,000. This target amount was set to align with CEA's 3-month cash flow requirements. If a financial need arises that has not been budgeted, this fund may be temporarily drawn upon as long as the fund is replenished within the following two budget cycles.

The Restricted Funds (Funds held in Trust) are currently at \$167,027 and are intended to support the Strategic Priorities Group (Transportation



Cheryl Heseltine, M.Sc., P.Ag.
WSP E&I

Conference), Operations Expo and Infrastructure Partners Conference.

The General Investment Fund balance is \$532,652 in unallocated reserves from CEA's prior operating years. A positive surplus to fund strategic initiatives must be maintained to uphold CEA's stature as a sought after and respected voice of the consulting industry.

2022/2023 Financial Summary:

Revenues	AMOUNT	Financial Notes
Memberships	\$529,530	
Events and Programs	\$1,014,197	Schedule 1
Interest Income	\$18,365	
Strategic Initiatives and Committees	\$3,310	Schedule 3
Total Revenue	\$1,565,402	
Expenses		
Administration	\$592,535	Schedule 2
Events and Programs	\$886,582	Schedule 1
Strategic Initiatives and Committees	\$42,792	Schedule 3
	\$1,521,909	
Excess of revenues over expenses from operations	\$43,493	
Other income	2,750	
Excess of revenues over expenses for the year 2022/2023	\$46,243	

2023/2024 Proposed CEA Operating Budget:

Revenues	AMOUNT
Memberships, Investment Interest and Sponsorships	\$586,492
Misc. Net Revenue	\$500
Events and Programs (Net)	\$97,000
Total Projected Revenue	\$683,992
Expenses	
Administration	\$504,821
Variable Administration	\$133,650
Membership Expenses	\$11,000
Committees and Strategic Initiatives	\$39,500
Total Projected Expenses	\$688,971
Projected 2023/2024 Net Income:	(\$4,979)

CEA would like to thank all of our member firms and external sponsors for their continued support.

Independent Practitioner's Review Engagement Report for Year Ended March 31, 2023

Mowbrey Gil, Chartered Professional Accountants LLP

We have reviewed the accompanying financial statements of Consulting Engineers of Alberta (the Society) that comprise the statement of financial position as at March 31, 2023, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

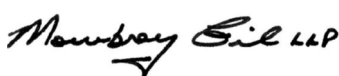
Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Consulting Engineers of Alberta as at March 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Ryan Betker, P.Eng.
President, CEA



Cheryl Heseltine, M.Sc., P.Ag.
Treasurer, CEA



Mowbrey Gil
Chartered Professional Accountants

Statement of Financial Position:

	2023	2022
ASSETS		
Current		
Cash	\$305,273	\$895,312
Short-term investments	46,507	29,232
Accounts receivable	25,128	6,033
Prepaid expenses and deposits	25,918	28,820
	\$402,826	\$959,397
Long-term investments		
Equipment	3,930	4,328
Deposit	12,441	12,441
	\$905,342	\$1,264,989
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$34,459	\$69,769
Deferred revenue	53,358	421,985
Funds held in trust	167,027	167,027
Canada Emergency Business Account	40,000	40,000
	\$294,844	\$698,781
Deferred leasehold inducement		
	28,137	30,090
	\$322,981	\$728,871
Net Assets		
Unrestricted fund	452,361	406,118
Internally restricted fund	130,000	130,000
	582,361	536,118
	\$905,342	\$1,264,989

Statement of Revenues and Expenditures:

	2023	2022
Revenues		
Membership dues	\$529,530	\$497,611
Events and Programs	1,014,197	158,385
Interest Income	18,365	14,813
Strategic Initiatives and Committees	3,310	460
	\$1,565,402	\$671,269
Expenses		
Administration	\$592,535	\$506,927
Events and Programs	886,582	87,626
Strategic Initiative and Committee	42,792	39,215
	1,521,909	633,768
Excess of revenues over expenses from operations	\$43,493	\$37,501
Other income	2,750	72,731
Excess of revenues over expenses for the year	\$46,243	\$110,232

Statement of Changes in Net Assets:

	Unrestricted Fund	Internally Restricted Fund	2023	2022
Net assets – beginning of the year	\$406,118	\$130,000	\$536,118	\$425,886
Excess of revenues over expenses for the year	46,243	–	46,243	110,232
Net assets – end of year	\$452,361	\$130,000	\$582,361	\$536,118

Notes to Financial Statements

1. Purpose of the Society

Consulting Engineers of Alberta (the Society) was formed in 1978 under the Societies Act of Alberta. The Society now operates under the Consulting Engineers of Alberta Act as a not-for-profit organization. The Consulting Engineers of Alberta Act (Bill 29) received Royal Assent by the Alberta Legislature on June 11, 1992 and was proclaimed on April 28, 1993. As a not-for-profit organization under the Income Tax Act, Canada, the Society is not subject to income taxes.

The Society represents the business and professional interests of consulting engineering companies in Alberta. The Society works with all levels of government and other stakeholders to promote opportunities and a positive business environment for its members.

2. Significant accounting policies

These financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations. The precise determination of many assets and liabilities is dependent on future events. As a result, the preparation of financial statements for a period involves the use of estimates and approximations which have been made using careful judgment. The significant areas requiring management estimate are the allowance for doubtful accounts and the estimated useful life of equipment. Actual results could differ from those estimates and approximations. The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and within the framework of the accounting policies summarized as follows:

Cash

Cash consists of demand deposits held with a financial institution.

Equipment

Equipment is stated at cost less accumulated amortization and is amortized over its estimated useful life at the following rates and methods:

Computer equipment	30%	declining balance method
Furniture and fixtures	20%	declining balance method

Leasehold inducements

Leasehold inducements, including rent-free periods received from non-related third parties are amortized on a straight-line basis over the term of the lease (10 years) and recorded on the statement of revenues and expenditures.

Impairment of long-lived assets

The Society tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent the carrying value exceeds its fair value.

Revenue recognition

Membership dues are recognized as revenue in the year in which they are billed. Membership dues are billed at the beginning of each fiscal year.

Events and programs revenues are recognized as revenue when the services are provided.

Strategic initiative and committee revenues are recognized as revenue when the services are provided.

Interest income is recognized as revenue when earned.

The Society follows the deferral method of accounting for contributions. Contributions are recognized as revenue in the year in which the revenues are received or receivable. The exception is that contributions to fund a specific future period's operating expenses are included in revenue of that later period.

Government assistance

Government assistance is accounted for as other income in the period the assistance is provided for.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the statement of revenues and expenditures. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of revenues and expenditures.

Contributed services

Volunteers contribute large numbers of hours every year to assist the Society in carrying out its events. The Society does not track the hours contributed by volunteers therefore contributed services are not recognized in these financial statements.

3. Cash

	2023	2022
Cash	\$312,671	\$728,865
Cash held in investment accounts	2,116	207,044
Outstanding cheques	(9,514)	(40,597)
	\$305,273	\$895,312

Notes to Financial Statements

4. Investments

	2023	2022
Short-term investments	\$46,507	\$29,232
Long-term investments	486,145	288,823
	\$532,652	\$318,055

Investments in the amount of \$167,027 (2022 - \$167,027) are held in trust for future use on programs specified by the contributors. The amount has been shown as funds held in trust on the balance sheet. The details of the amounts held in trust are outlined in Note 8.

Short-term investments consist of term deposits and accrued interest earned in the year on investments held with National Bank Financial. The bonds bear interest at 1.01% to 2.32% per annum and have maturity dates of less than one year.

Long-term investments consist of bond and equity investments, and term deposits held with National Bank Financial. The bonds bear interest at 0.30% to 6.93% per annum and have maturity dates of greater than one year.

5. Equipment

	Cost	Accumulated Amortization	2023 Net Book Value	2022 Net Book Value
Computer equipment	\$12,911	\$10,061	2,850	\$2,978
Furniture and fixtures	1,500	420	1,080	1,350
	\$14,411	\$10,481	\$3,930	\$4,328

6. Accounts payable and accrued liabilities

	2023	2022
Accounts payable and accrued liabilities	\$37,133	\$59,555
Government remittances payable	(2,674)	10,214
	\$34,459	\$69,769

7. Deferred revenue

The funding received by the Society is deferred and recognized in conjunction with the related expense. The balance at year end consists of the following:

	2023	2022
CEA Transportation Conference	365	187,154
Showcase Awards Gala	-	111,952
CEA Membership Dues	27,657	74,353
ACEC Membership Dues	7,229	22,818
Young Professionals Conference	2,300	21,045
City of Calgary Mixer	-	3,128
Miscellaneous	15,428	1,156
Young Professionals Red Deer	379	379
	\$53,358	\$421,985

8. Funds held in trust

	2023	2022
Infrastructure Partnerships Conference	87,901	87,901
Strategic Priorities Group	62,354	62,354
Operations Expo	16,772	16,772
	\$167,027	\$167,027

The Infrastructure Partnerships Conference was established between the Alberta Government Infrastructure, Consulting Architects of Alberta, Consulting Engineers of Alberta, Alberta Construction Association, and the Edmonton Construction Association to develop and support an annual two day Infrastructure Conference in the late fall of each year. The conference is held in Edmonton. Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other partners. Any surplus funds realized from the conference are held in trust by the Society and will be spent at the discretion of the group.

The Strategic Priorities Group (SPG) was established as a result of the partnership between Alberta Transportation, the Alberta Roadbuilders & Heavy Construction Association and Consulting Engineers of Alberta to develop and support an annual two day Transportation Conference in March of each year. Historically, Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other two partners, however this year the conference was postponed and therefore no management fee was received in the current year. Any surplus funds realized from the Tri-Party Transportation Conference from prior years are held in trust by the Society and will be spent at the discretion of the SPG committee.

The Operations Expo was established as a partnership between Alberta Transportation and the Alberta Roadbuilders & Heavy Construction Association to develop and support an annual highway maintenance conference. The Society was contracted to organize and execute the conference. Any surplus funds realized from the conference are held in trust by the Society and will be spent at the discretion of the two partners.

9. Canada Emergency Business Account

The amounts are advanced from Scotiabank as part of the Canada Emergency Business Account (CEBA) program created by the federal government as part of the COVID-19 response. The initial loan is unsecured, non-interest bearing and the term expires December 31, 2023 for eligible CEBA loan holders in good standing. There are no required repayments during this time. If the balance of the loan is paid before December 31, 2023, this will result in loan forgiveness of 25%.

Any remaining balance as of January 1, 2024 will be renewed into a three year term loan with interest of 5% per annum and a maturity date of December 31, 2025.

10. Deferred leasehold inducement

The Society received a rent-free year relating to their premises lease.

	2023
Opening Balance	\$30,090
Amortization	(1,953)
	\$28,137

Notes to Financial Statements

11. Internally Restricted

The Financial Stabilization Fund was established to provide for unexpected expenses. As directed by the Board, the Fund is to approximate three months of expenses.

12. COVID-19 subsidies

The recent outbreak of the coronavirus, also known as COVID-19, has spread across the globe and is impacting worldwide activity. Conditions surrounding the coronavirus continue to rapidly evolve and government authorities are continuing to implement measures to mitigate the spread of the virus. The outbreak and related mitigation measures may have adverse impact on global economic conditions as well as on the Society's activities. The extent to which the coronavirus may impact the Society's activities will depend on future developments, such as the ultimate geographic spread of the disease, the duration of the outbreak, travel restrictions, business disruptions, and the effectiveness of actions taken in Canada and other countries to contain and treat the disease. These events are highly uncertain and as such, the Society cannot determine their financial impact at this time.

Federal government assistance was provided under the Temporary Wage Subsidy for Employers (TWS) program, Canada Emergency Wage Subsidy (CEWS) program, and the Canada Emergency Rent Subsidy (CERS) program. The TWS is a non-repayable subsidy that allows employers to reduce the amount of payroll deductions they need to remit to CRA. The CEWS and CERS programs provide non-repayable subsidies to entities experiencing a decrease in revenues over the eligibility period to subsidize labour and rent costs in the face of COVID-19.

	2023	2022
Temporary Wage Subsidy	\$2,750	-
Canada Emergency Rent Subsidy	-	27,111
Canada Emergency Wage Subsidy	-	45,620
	<u>\$2,750</u>	<u>\$72,731</u>

13. Lease commitments

The Society's total commitment, under an operating lease and a property lease agreement, exclusive of occupancy costs, is as follows:

2024	34,720
2025	35,082
2026	36,890
2027	36,890
2028	37,252
Thereafter	71,610
	<u>\$ 252,444</u>

14. Financial instruments

Financial instruments are defined as contractual rights to receive or deliver cash or another financial asset. The Society's financial instruments consist of recorded amounts of cash, short-term investments, accounts receivable, long-term investments, accounts payable and accrued liabilities, deferred revenue, CEBA loan, and funds held in trust.

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as of March 31, 2023.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Society is exposed to credit risk primarily from members. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts and other information. The Society has a significant number of members which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Society is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, in order to pay its accounts payable and accrued liabilities, deferred revenue, CEBA loan, and funds held in trust.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Society is not exposed to currency risk and other price risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Society is exposed to interest rate risk primarily through its fixed rate short-term and long-term investments.

Government Relations Committee

Government relations has been an active focus and has had success with meeting Ministers, MLAs and elected officials since the fall. We were also honoured at the Showcase Awards Gala with the attendance of the Premier and Deputy Premier. Through our continued discussions elected officials have a stronger awareness of our strategic priorities including stable funding, asset management, and transparent procurement.

The CEA also continued to work with the consulting firm, Loyaltan Strategies, led by Brookes Merritt – to help us strategize to ensure that we provide the greatest impact to all Ministries and MLAs across the province in advocating for our industry and strategic priorities.

Another focus of ours was Prompt Payment legislation where the committee met with the Minister of Service Alberta about our concerns around holdback and other clauses and will be participating in a 6 month check-in meeting on Prompt Payment. Bill 9 (Red Tape Reduction Act) will give the Minister of Infrastructure the ability to change Public Works regulations to enact Prompt Payment on government contracts. We have expressed concern that holdback clauses pertaining to consulting services needs to be fixed before this occurs.

Through our conversations with officials the CEA also noted that we would like to see all public infrastructure funding tied to asset management plans. We shared that our Association could provide much value if we are provided a seat at the table with early planning...we are a great sounding board and the more collaboration we bring early on into the project planning, the greater the benefit to the industry and taxpayer.

Businesses like predictability and one way of ensuring that is building a level of trust and transparency among all the stakeholders involved. This year we saw tremendous efforts and engagement from various Ministries including Infrastructure and Transportation where there is a deeper understanding of our industry pressures and opportunities.

Risk in our industry is a common thread that needs to be shared and be allocated to the party best able to manage it. Alternate project delivery methods have been discussed and used to increasingly move or share risk as appropriate.

Our industry has shown resiliency and with other associations and stakeholders to advocate for topics critical to sustainability of our industry including responses to pressing issues such as QBS and procurement. The transparency and discussions were noted that to reduce costs on projects, it is effective to adopt fair contract clauses, clear scopes of work and more efficient procurement methods including fair selection of vendors given some of the challenges in delivering various complexities in projects.

Seeing the release of a large infrastructure project like the Red Deer Hospital comes from years of advocacy and a level of trust the government has in the industry to listen and try new ways of procuring work through a collaborative nature.

Looking forward we will continue to communicate our industry's best interests and concerns with our government bodies while developing stronger and trusted relationships with our industry partners to help promote a stronger Alberta economically and socially.

Some of the key highlights from meetings with the Ministries included:

1. Sustainable and predictable funding
 - a. Capital Maintenance and Renewal project funding is something both Government and the major cities need to ensure existing infrastructure is maintained and upgrades to new building code standards.
 - b. AHS and Education have funding that is separate and how decisions are made need a lot of dialogue between different ministries, so priorities are discussed in detail. The Ministry of Infrastructure wants to streamline the decision-making process as much as possible and reduce red tape.
2. Procurement
 - a. Discussion around the Industry Liaison committee where industry can come to provide feedback and build relationships.
 - b. 3 sub-committees for Risk, QBS and Site Services have been developed to discuss industry and AI concerns. The success is in the process rather than the end result.
3. Prompt Payment
 - a. The ask by the CEA is to have Prompt Payment applied to Public Works Projects and Alberta Infrastructure projects.

The CEA looks forward to the results of the election and continuing to build on the relationships we've developed and to advocate for member needs and concerns.

Our next steps are to reconvene as a board at our board retreat in June and review the election results and the impacts that may have overall to our advocacy efforts.



Derek Ciezki, P.Eng.
SMP Engineering



Transportation Committee

The Transportation Committee (TC) continues to maintain and improve its relationship with the provincial department of Transportation and Economic Corridors (TEC) through its strategic interactions, collaboration on common issues, and facilitating open dialogue to maintain trust. As part of the commitment of the executive volunteers, current and past members continue to participate on the Strategic Priorities Group (SPG), Operations (OPS) Committee, the Bridge Operations Subcommittee (BOS) and the Consultant Procurement Steering Committee. The tri-party committees include members from TEC and the Alberta Roadbuilders & Heavy Construction Association (ARHCA) and provide a forum for all parties to raise concerns and allow open communication of policy issues. One issue raised is the need for escalation of engineering fees on multi-year consulting agreements. With one voice, our member firms agreed that the risk of inflationary pressure needs to be shared with TEC through escalation clauses in our agreements. While still an ongoing conversation, the Department has agreed to continue the conversation and recognizes it is an important issue for our member firms. This work to reach an agreement highlights the functionality of the Transportation Committee work which continues to take place with the department.

The TC has been able to rekindle in-person meetings for our committee and was also able to re-engage with TEC for in-person committee meetings. We have found this to be preferred to virtual meetings as face-to-face discussions often lead to a more open dialogue with TEC representatives. We were also able to reinstitute our annual mixer with TEC in September. The CEA Transportation Connects Alberta Conference went ahead on February 26-27 in Edmonton this year. The venue in Red Deer is no longer available. We did see an increase in TEC registration being closer to their head office in Edmonton. 2024 dates have been set and the Conference will be held again in Edmonton from March 10-12. I would like to thank those at the CEA that put so much time in to organizing and scheduling the Conference – particularly with having to work out the details of hosting at a new venue.



Warren McKay, P.Eng.
Associated Engineering

In 2022 we saw Prasad Panda take over from Rajan Sawhney from June through October. With Danielle Smith becoming Premier, the Ministry name was changed to Transportation and Economic Corridors and Devin Dreeshen was sworn in on October 24. Minister Dreeshen joined CEA's Transportation Connects Alberta Conference in February to hand out Minister Awards to the deserving recipients. In addition to changes at the Minister level,

Bryce Stewart took over the roll with TEC as Deputy Minister in January 2023. With Deputy Minister Stewart's start with TEC, we have seen a renewed commitment to the Strategic Priorities Group which the Deputy Minister has historically chaired.

Budget 2023 brought about funding commitments on major projects throughout the Province totalling \$2.97 billion. Major projects include the Hwy 11 Twinning, Hwy 3 Twinning, Hwy 40 Twinning, Hwy 63 Twinning, the La Crete Bridge, QEII and 40th Ave Interchange, and Vinca Bridge replacement. Target budgets for 2024/25 and 2025/26 have also been set at \$2.77 billion and \$2.26 billion respectively. We continue to see some pricing uncertainties in the market. While many items such as asphalt, signage, paint, and barrier systems have seen things largely return to normal some supplier constraints such as structural steel continue to remain uncertain. Steel prices have started to show signs of stabilizing, though are still high with the lack of competition in the market and multiple competing project demands requiring advancement at the same time.

The TC continues to promote Qualifications Based Selection (QBS) and TEC has committed to continuing with using the "tool" of QBS selection on some projects. Recently the Department announced QBS will only be used as a procurement method on select projects and that QBS selections will be open calls for proposals. We remain hopeful that TEC will see the value in QBS and continue to expand the number of projects it is used on.

Calls to restore funding for an industry training groups, C-TEP (Centre for Transportation & Engineering Planning) have not been fulfilled. C-TEP will not be a functional organization going forward however the Department is looking into retaining some of the knowledge and training materials from past courses, such as the Project Management for Grading, Base, Paving Projects and potentially offering those courses directly.

June 2022 saw the election of a new Vice Chair, Fred Greenhough. Thank you to Fred for being willing to serve and support our industry. Thank you to all the representative members that attend our Transportation Committee meetings and provide valuable input into our industry with a special thanks to past Executive Members of the TC who dedicate their time and represent our membership. This includes Past Chair Greg Bulych for all his efforts and continued support as well as ongoing support from previous Past-Chairs Des Kernahan and James Morgan. Thank you for your participation, commitment, and all of your efforts on the Committee.

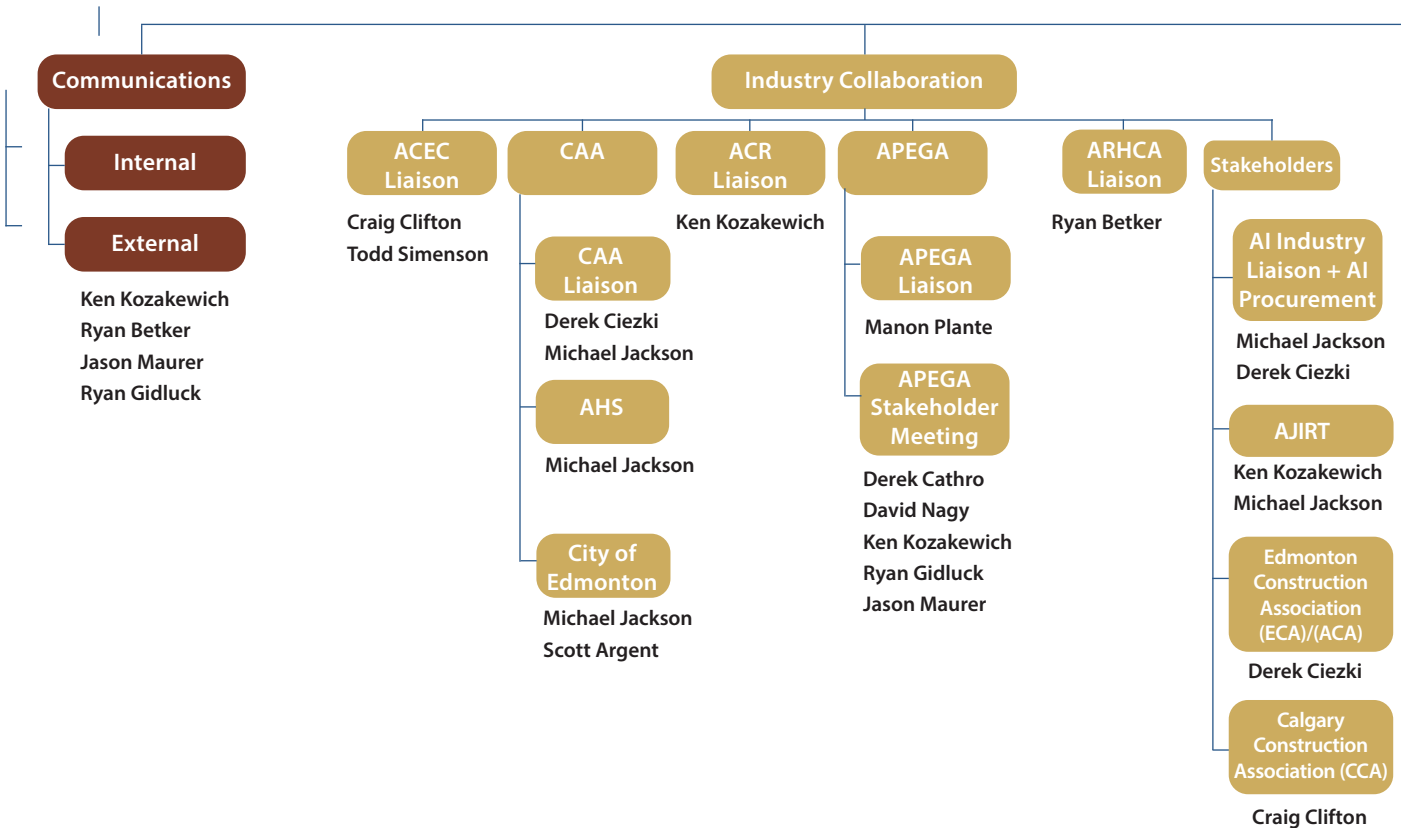




SPEAK WITH ONE VOICE FOR OUR INDUSTRY

GUIDE PUBLIC POLICY THROUGH ADVOCACY AND STRATEGIC ENGAGEMENT

DELIVER EVENTS, EDUCATION, PUBLICATI NETWORKING OPPORTUNITIES TO OUR M





2022 - 2023 Organizational Chart

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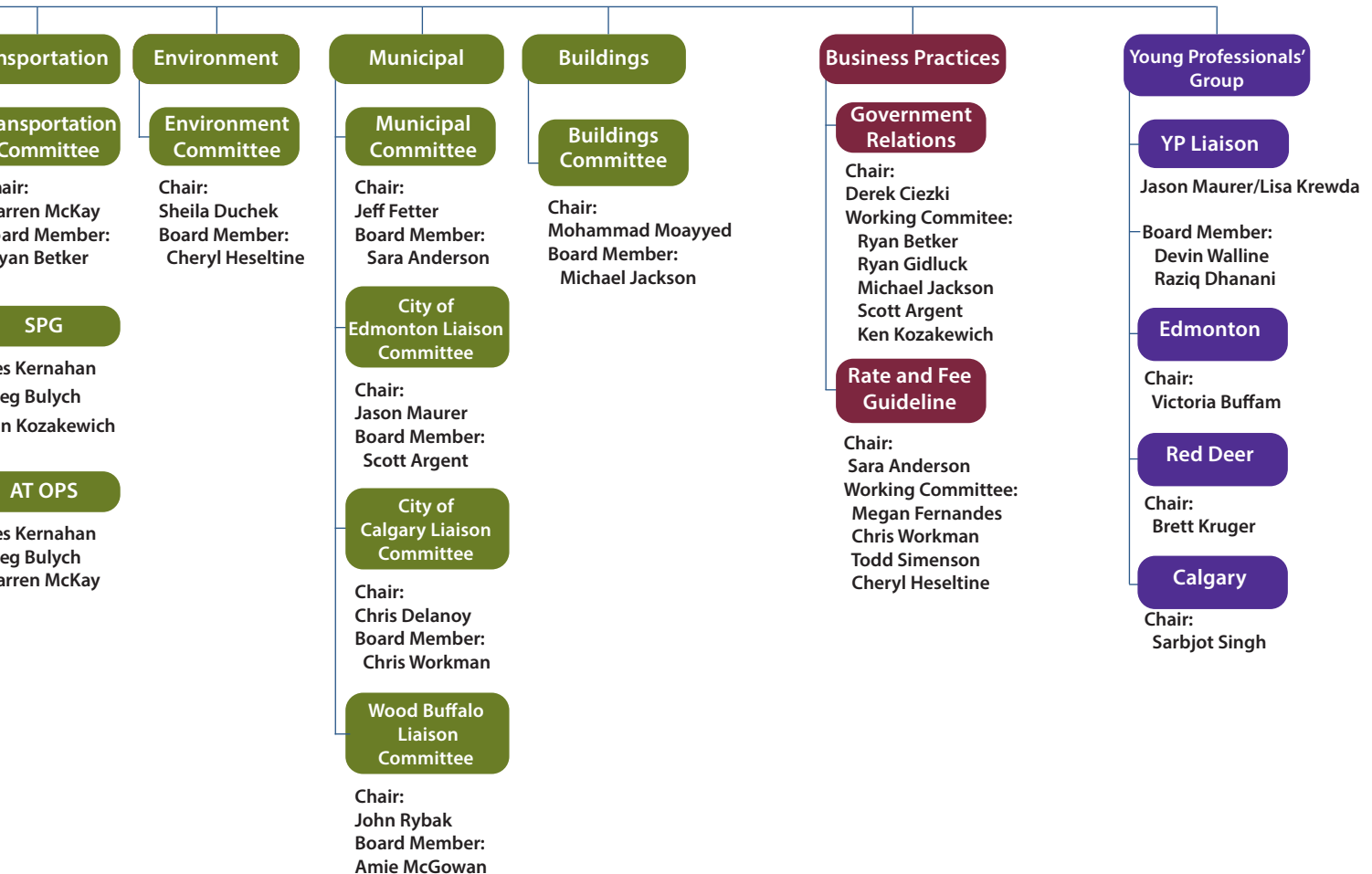
CEA Staff

CEO and Registrar Ken Kozakewich
 Chief Operating Officer Lisa Krewda
 Information Specialist Inderjeet Singh
 Operations Coordinator Madison Kuzma

IONS AND
MEMBERS

PROTECT AND ENHANCE THE PROFILE
OF CONSULTING ENGINEERS

BECOME MORE INCLUSIVE, DIVERSE AND EQUITABLE
WITHIN OUR ORGANIZATION AND INDUSTRY



City of Calgary Liaison Committee

The CEA and the City of Calgary continued our years' long work of building bridges to foster our working relationship. A valuable process, our members are informed of emerging issues within the City with opportunities for input and consultation provided early in the process. Equally beneficial is the opportunity for our membership to raise items of concern in a manner that we genuinely believe is listened to by the City. The committee is co-chaired by CEA, with Chris Delanoy of ISL Engineering as Chair and Peter Tkalec of GHD as Vice-Chair.

The committee meets bi-monthly, with five meetings from September through May and a break in the summer. The first portion of our meetings is for CEA members only and comprises internal member discussions relating to meeting topics and items that we would like to address. The CEA board and administration use this opportunity to update the membership of ongoing CEA activities. This is also a valuable opportunity for member firms to have a candid conversation relating to the local working environment and its effect on member firms.

Staff from the City join us for the second half of our meetings, the focal point of our discussions. Participation from the City has evolved somewhat this year due to the major City reorganization that began in August 2022. The new Capital Priorities & Investment business unit in Infrastructure Services now takes the lead on the committee and other industry relations, with the committee co-chaired by the City's Erin Bird (Leader, Grant, Partner & Industry Relations). Other participants include staff from Infrastructure Services and Procurement.

Two key issues have been at the fore of committee discussions this year:

- **Qualifications Based Selection (QBS):** Committee members and senior leaders at the City continue to support the City's QBS process, but also continue to report internal pressure from selected project managers or team leaders to change to a pricing-based model. In February 2023, CEA members had the opportunity to make a presentation

on the benefits of QBS (including results of the U of A study) to the City of Calgary Society of Professional Engineers, a monthly professional development lunch that was attended by ~80 project delivery staff. The presentation was well-received and could be made available to CEA members in other markets if they have the opportunity to discuss QBS with other municipal decision-makers. The internal City pressures continue to be very real, and CEA committee members plan to increase vigilance and senior-level contact on this topic in the coming year.

- **Prompt Payment and Lien Holdbacks:** Following adoption of the Prompt Payment law in Summer 2022, the City changed their Consulting Terms to apply Lien Holdback of 10% on engineering services for detailed design and construction administration. As the City was already effectively a prompt-paying client without the legislation, this new development has created far greater cash-flow concerns for CEA members than was the case previously. The City remains adamant that their hands are tied and that the issue needs to be resolved at the provincial level either through clarification of regulations or by changing the law itself. Committee members support CEA's wider efforts to get this addressed by the provincial government.

Other committee topics are determined with the City as needed and have included proposal debriefs, market conditions, City administrative items (SAP/ARIBA, reorganization, return to office, etc.) and specification updates. 2022-23 has also seen a full return to in-person social connections with the City, with successful industry events including the sold-out CEA Fall Mixer, the City of Calgary Partnering with Industry Symposium, and the CEA Showcase Awards in Calgary.



City of Edmonton Liaison Committee

Through 2022/2023 the City of Edmonton Liaison Committee has continued to maintain our strong working relationship with City of Edmonton. There were five committee meetings held virtually throughout the year, consisting of CEA firms only, meeting every 2 months from September through May. Through these meetings and additional input from member firms we have participated collaboratively with the City of Edmonton on the following:

- Major Neighbourhood Renewal Standing Arrangement procurement documents
- Update to Consulting Contract General Conditions (ongoing)

A subcommittee consisting of the following members meets with City Branch Managers to represent and provide updates to the larger committee.

- Jason Maurer, Scheffer Andrew Ltd.
- Tony Plamondon, ISL Engineering and Land Services
- Corry Broks, Al-Terra Engineering
- Kent Eklund, Associated Engineering

Quarterly meetings are held with the Integrated Infrastructure Services Branch Managers and twice a year are done jointly with CAA.

Since the onset of Covid, the subcommittee had been doing a monthly ½ hour check-in with Craig Walbaum, Branch Manager of Building Great Neighbourhoods and Open Spaces and will continue this with Nicole Wolfe who is currently Acting Branch Manager.

We were able to return to hosting in-person events including the City of Edmonton Mixer that was held at the Westin Hotel in October. The committee continued its tradition to host the Edmonton Partnering with Industry Symposium on January 12, 2023. The symposium was also back to being in person and presentations were made by the City of Edmonton, Strathcona County, City of St. Albert, City of Leduc, Leduc County and EPCOR.

Diana Smith from Dialog is the incoming committee chair starting in September 2023.



**CHAIR: Jason Maurer, P.Eng.
Scheffer Andrew**

Wood Buffalo Liaison Committee

The Wood Buffalo Liaison Committee (WBLC) represents the consulting engineering firms in the Fort McMurray-Wood Buffalo Region with a focus on continued growth of our industry presence and strengthening our relationship with the Regional Municipality of Wood Buffalo (RMWB), a major client and the local government entity for the region.

In 2022 the WBLC continued to meet virtually on a bi-monthly basis as needed. In September of 2022 John Rybak, P.Eng. of Thurber Engineering Ltd. was appointed as the new chair of the WBLC.

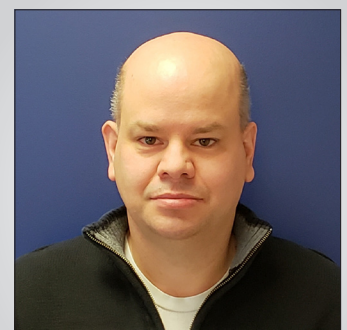
Throughout the year we continued to meet with leaders of the Fort McMurray Construction Association, Fort McMurray Chamber of Commerce, Wood Buffalo Economic Development Corporation, and other key business associations, as well as with executive leadership at the RMWB. This participation continued to amplify our voice as an industry and enable contribution to a wider range of important initiatives and key challenges for our members. Highlights from the Committee include:

- **Standard Consulting Agreement:** We have continued to express our desire to engage with the RMWB on a standard contract. The key issue from the RMWB end is the Prompt Payment Legislation, and feedback from provincial stakeholders. The RMWB has expressed a desire to work with WBLC on the contract, but no contract has been received to date.
- **Social Procurement:** This RMWB committee held meetings in October 2022 and March 2023, of which the WBLC is a key stakeholder. The RMWB continues to implement and track the results of the program.
- **Professional Services Procurement:** The WBLC presented to members of the RMWB Engineering and Procurement departments

the results of the U of A Qualifications Based Selection (QBS) study and provided more information about CEA as a whole. The RMWB appeared to be willing in principle to utilize QBS on selected future projects.

- **Pro-Business Advisory Committee:** The WBLC was given a seat on this council appointed committee. The goal of the committee is to provide recommendations to council on opportunities to improve business in the RMWB as a whole. The committee is still in the process of outlining its objectives.

Despite these challenges, the WBLC has successfully continued to enhance our presence and participation in the Region and move the dial on key initiatives aligned with our strategic priorities. A thank you to the CEA Board and Executive team for their confident support, and to our WBLC members for their time, energy, and enthusiasm to improving our collective work in the Fort McMurray-Wood Buffalo Region.



**CHAIR: John Rybak, P.Eng.
Thurber Engineering**

Buildings Committee

Aligned with CEA's strategic priorities, the Buildings Committee initiated a couple new key items in addition to collaboration with the CEA Board of Directors and other committees for ongoing discussions and issues within our industry. Special thanks to Ken Kozakewich and Michael Jackson for their contributions to the Committee and sharing information on various programs and initiatives that CEA is pursuing.

Promoting building engineering is one of the Committee initiatives started in 2022/23. The engineering talent shortage is a long-time buzzword in our industry, but it hits too close to home to ignore, especially in the building engineering sector. Among many root causes involved in this outcome, a slow growth in the number of people interested in the consulting engineering sector compared to rapid growing demands may be one of the main challenges that our industry is facing. The talent pool of young engineers and technologists who are willing to build their professional career in the construction industry is shrinking year over year. Consulting firms, especially those are offering building engineering services, still compete with other players in our industry. If we add the aging population of our industry, it is obvious that we must act immediately. So, the Building Committee sees this as a priority for collaboration with organizations who are educating and training the new generation of engineers and technologists for promoting our sector as a vibrant, fulfilling, and sustain profession. Our target in 2023/24 is to engage CEA members, post secondary institutions, and other interested parties to identify barriers and collaborate for implementing solutions.

Fostering sustainability in building engineering practice is another mandate of the Committee which started in 2022/23. This is aligned with the industry trend and CEA's vision. Collaboration with many organizations who have established sustainability and environment as a high priority in their goals are growing in Alberta. Considering the significant impact of the building industry, the Buildings Committee feels a high level of responsibility to present the CEA members' commitment, contribution, and achievements in design, build, maintain, and operate sustainable facilities in Alberta. We also collaborate with other associations for promoting sustainability targets and development of educational opportunities for industry players.

Both ambitious mandates will be achievable with having the full support of the Board of Directors and continuous dedication and contribution of the Committee members and CEA Members. We look forward to progressing our mandates in 2023/24. I would like to thank all of Committee members who are committed and contribute to achieve our goals.



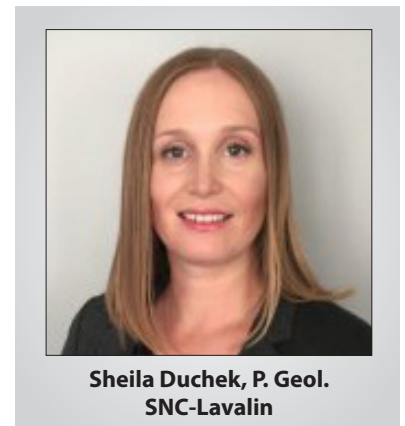
Environmental Committee

Our environment committee members have expertise ranging from water resources engineering to landfill site remediation. Over the last year, our team focused on providing our member firms with opportunities to learn Alberta's environmental regulations and the specific issues that may need to be managed during the assessment, construction, and operation of infrastructure and facilities. We hosted a series of well-attended webinars in May which were given by technical leaders from several member firms. Key pieces of environmental regulations and their associated challenges for consultants in Alberta included the following.

Hazardous Waste Management in Alberta: Environmental Engineer, Kate Wilneff, and Hydrogeologist, Wade Husak, explained how to characterize and identify hazardous wastes, options for treatment and disposal, and theorized on future waste management strategies.

Dig before You Dig: Historic Resource Management in Alberta: Archaeologist Nancy Saxberg explained the regulatory process for historic resources under the Alberta Historical Resources Act, including the need for Historical Resources Act approval, and what types of investigations may be required before approval is granted.

The team plans to continue with this regulatory education program and hopes to expand the presenters to include members from the regulatory community. Our dynamic Chair, Sheila Duchek, resigned in March due to a career move, and the committee would like to thank her for her excellent leadership. We are seeking a new Chair for 2023/2024 and please contact Lisa Krewda with any queries.



Young Professionals' Group Calgary

2022-2023 was a transitioning year for the Calgary Young Professionals' Group. As experienced members of the group had departed to other opportunities, we had to re-build our team. This provided us with an opportunity to bring new perspectives and ideas to the table to ensure another successful year.

We began our year by hosting a technical tour at the BMO Centre Expansion accompanied by CMLC, PCL and RJC representatives. The event was sold out and well received by attendees. As we toured the active construction site, we discussed the project's overall scope and vision and gained valuable insights into the complexities of such a large-scale project.

In our efforts to network with students and inform them about the consulting engineering field, we hosted two events; 'Life as a Consulting Engineer' (at the University of Calgary) and 'Life as a Consulting Engineering Technologist' (at the Southern Alberta Institute of Technology). These events were great successes, and we plan to continue hosting them to educate future engineering students about career in the consulting engineering industry.



CHAIR: Sarbjot Singh, E.I.T.
Tetra Tech Canada

Our mid-year social event at National Bowling was another highlight of the year, that brought young professionals from various disciplines together to meet and expand their network. We also took advantage of this event to educate attendees about the CEA YP Group and promoted volunteering for the CEA.

With the support of CEA's senior management, we hosted our first webinar

on Equity, Diversity and Inclusion in Consulting Engineering which was presented by Tanya Sadlo and Marcie Cochrane. The webinar covered foundational concepts of EDI and the importance of creating diverse, equitable and inclusive workplaces. It was well attended, with participants from a diverse range of experience levels.

In May, we are looking forward to hosting another technical tour at the Calgary Aggregate Recycling Soil Re-Use Facility (which is the first of its kind in Canada). We are also excited to host our first virtual CPD Requirements presentation that will be presented by APEGA.

One of our goals for the coming year is to continue to build a stronger young professionals' community in Calgary. I am optimistic about our future here at the YP Group and would like to thank the following individuals for their efforts in making this year a great success:

- Alex Eddie, Thurber Engineering, Committee Member
- Ana Arvizu, McElhanney Consulting, Committee Member
- Annelise Loczy, RJC, Committee Member
- Claire Gillis, Urban Systems, Committee Member
- Devin Walline, Fast + Epp, Committee Member
- Deanne Melgar, Hatch, Committee Member
- Edward Mayaki, Tetra Tech, Committee Member
- Michael D'Souza, Klohn Crippen Berger, Committee Member
- Ruben Del Rosario, Tetra Tech, Committee Member
- Sarim Baig, HGC Engineering, Committee Member
- Saeed Bashi, Urban Systems, Committee Member

Young Professionals' Group Edmonton

2022/2023 was a term of growth for the Edmonton Young Professionals' Group. We had a lot of new members sign up for the group, attend meetings and events, and take on executive committee roles. We embraced a hybrid environment and hosted our monthly meetings both virtually and in person. The meetings were hosted at rotating member firms, which gave the group an opportunity to learn more about the industry and their peers while we discussed events and CEA committee updates. Our main goal this year was to increase membership and participation within the CEA-YP group. This was highlighted by our successful events of the year.



CHAIR: Victoria Buffam, E.I.T.
DIALOG

In December of 2022, we hosted an event with APEGA called "P.Eng, P.What", where APEGA explained the Competency Based Assessment process and shared helpful tips and information for EITs to be successful in their application for the professional designation. In January of 2023, we hosted a technical tour of the new Stanley Milner Library in Edmonton followed by a

mixer. The tour was hosted by a member of the design team and touched on structural, mechanical, electrical, and architectural aspects of the building's design.

This was followed up by events at both the University of Alberta and NAIT. CEA YP members presented to the students explaining what a typical day as a consulting engineer/technologist is like. This helped introduce consulting to the students, and showed them the variety of roles, responsibilities, and tasks they can look forward to as a part of the industry.

We are also looking forward to some upcoming events before the summer. The CEA YP Conference was hosted in Edmonton this year with three members of the Edmonton group on the planning committee. We were excited to host YPs from across the province and for the opportunity to meet and network with our peers in person. Taking advantage of the momentum from the conference, we will be hosting a "40 Under 40" mixer and presentation in May.

Next year, we hope to keep the momentum that was developed this year and continue to expand and diversify the Young Professionals' Group. This wouldn't have been possible without the support and participation of those on the committee including:

- David McBean (Tetra Tech), Past Chair
- Jarrett Zilinski (McElhanney), Vice Chair
- Raziq Dhanani (AECOM), YPG Director
- Adam Boyko (V3), NAIT Liaison
- Aidan Cooper (McElhanney), U of A Liaison
- Courtney Newsham (Stantec), ACEC Liaison

Young Professionals' Group Red Deer

The Red Deer YPG proudly stands as CEA's only formal group in Central Alberta continuing to provide ongoing opportunities for young engineers and technologists to network among their peers in the consulting industry and with clients.

The Red Deer YPG continued its commitment to promote consulting engineering at Red Deer Polytechnic. The YP Group presented to the



CHAIR: Brett Kruger, E.I.T.
Stantec Consulting

first-year students on a Day in the Life of a Junior Consulting Engineer, and were met with a great group eager to learn more about the industry. We will continue to make these presentations with the Polytechnic in the future. The YP Group also had representation at the CEA YP Conference again this year with one member on the planning committee, and another member attending.

The YP Group is looking into various events for the upcoming year including a regularly scheduled speaker series of experienced practitioners from different member firms to present various technical and personal skills for development, a technical tour of the Red Deer Polytechnic's Centre for Innovation in Manufacturing Lab and Alternative Energy Lab, and mixer/boardgame night to encourage the development of interpersonal and communicative skills, and networking. The YP Group is also looking to bring on new members into the committee as we have several members that have reached the end of their term with the group.

Executive Committee Members:

- Brett Kruger (Stantec Consulting), Chair
- Bryce Pasiuk (Stantec Consulting), Vice Chair
- Brent McLean (Lex3 Engineering), Committee Member
- Brandon Wetmore (Aptus Engineering), Committee Member
- Emma Vink (Aptus Engineering), Committee Member
- Kory Drake (Aptus Engineering), Committee Member



Municipal Liaison Committee

The Municipal Liaison Committee consists of representatives from member firms in Edmonton and Calgary. Sub-committees are focused on engagement with Urban and Rural Municipalities, Local Government Administrators, and Indigenous client groups to act as one voice for the CEA.

The Committee focus over the past year has been to foster more direct lines of communication with Rural Municipalities of Alberta (RMA) and the Local Government Administration Association of Alberta (LGAA) preferably on a regional basis. We hope this will provide us an



Jeff Fetter, P.Eng.
Associated Engineering

opportunity to meet with smaller groups to allow more listening to determine where CEA can support these client sectors and open discussion of project delivery options.

We decided not to host a booth at the Alberta Municipalities (AM) Trade Show last fall. The Committee discussed the trade show booth had limited value for CEA and several member firms participate

creating duplication. CEA was not selected to present at the fall 2022 conference but will work to develop a relevant topic item for fall 2023.

CEA presented to the RMA Board in September 2022. This was a good introduction and RMA encouraged CEA to engage with the RMA regional subcommittees. This led to two short introduction presentations at RMA regional meetings with the objective to get to the remaining 3 groups later this year. These sessions were short but hopefully will open the door for subsequent topic specific sessions.

The LGAA sub-committee has made progress in opening a line of communication and is currently preparing for a webinar in May. The webinar will cover consultant selection, contract language and delivery options.

The Indigenous sub-committee is compiling background information for areas of collaboration. Primary area of interest is assisting Indigenous Services Canada (ISC) to improve consistency in RFP language and a possible Standard Offer Agreement template.

Qualifications Based Selection (QBS) Task Group

In 2021 the Board created an ad-hoc task force to renew our materials and promotion of Qualifications Based Selection (QBS). The timing of this renewed focus was based on the completion of the University of Alberta study comparing Alberta projects that used QBS with those that did not and the updating of the APEGA Guideline for Selecting Engineering and Geoscience Consultants. Both of these recommend QBS as the appropriate method for selecting engineering consultants.



COMMITTEE LEAD
Chris Workman, M.Eng., P.Eng.
Thurber Engineering

Throughout 2022 the task force worked to update our promotional materials, including Guidelines for Municipalities and Best Practice for Procurement of Consulting Engineering Services - Quick Summary to incorporate We also produced a short video describing QBS and the benefits that were found by the University of Alberta study. These are available on the CEA web site, and we encourage members to

share these internally and with their clients.

We have presented these materials and discussed the study and APEGA Guideline internally and with various client groups, notably the City of Calgary and the Regional Municipality of Wood Buffalo.

While these have been well received, there continues to be pressure in our industry to select consultants on the basis of price. This is in spite of numerous studies, including the University of Alberta work, which clearly show that this practice results in poorer project outcomes.

As an industry, we need to continue to communicate that QBS:

- Promotes innovation, increases value to owner,
- Is competitive, open, transparent, and fair,
- Aligns expectations (including budget) & outcomes,
- Aligns project scope,
- Lowers project life cycle cost,
- Provides for the right people working on the project, and
- Enhances public interest through better outcomes.

However, QBS is not the only solution. Moving forward, the task force intends to develop materials that incorporate QBS into the larger picture of how consulting engineers add value to successful project outcomes. In particular, the emergence of newer procurement methods such as early contractor involvement, integrated project delivery and the alliance approach all include early involvement from the right people, working in a collaborative partnership. CEA fully supports project delivery methods where consulting engineers, owners and clients work in a collaborative partnership, sharing talent, expertise and alignment on project expectations.

ARHCA Liaison Report

The past year was busy for the Alberta Road Builders and Heavy Construction Association (ARHCA), starting with the annual Convention and Annual General Meeting in November in Edmonton.



Ryan Betker, P.Eng.
McElhanney

At the Convention, ARHCA presented a paper for an "Alberta Highway Trust Company", essentially a Provincially funded entity that would be "arms-length" from Government, responsible for the delivery of highway projects throughout the province. From the perspective of ARHCA this is a model that would provide for better up-front planning and engineering, innovation in construction and more

effective and aligned procurement. The message to the province being the need for change in how they do business.

ARHCA also continues to advocate for long-term sustainable and predictable funding. Using past data from Alberta Transportation going back to 2008, the year-to-year fluctuations, many of which were over \$200 Million (positive and negative) in an annual capital expenditure range of \$400M-800M (excluding P3 projects) over the period. ARHCA and CEA are fully aligned on the need to have predictable funding, so that as an industry we can be sure to make the right investment in people and equipment. While we continue to advocate together, it was disappointing, when the province released its' recent budget which

had a front-loaded capital plan, resulting in a third year of the budget that was significantly less than the first two, however ARHCA remains optimistic that by third year of the budget, the numbers improve.

The partnership between CEA and Alberta Transportation and Economic Corridors (TEC) remains a concern for ARHCA. The concern is not specifically with CEA, but with the engagement of TEC and the Tri-Party Partnership. ARHCA has been exploring ways to re-establish this as a strong partnership, which includes bringing TEC and CEA to reaffirm the commitment to work together. Recent partnering sessions in Edmonton and Calgary as well as Strategic Priority Committee (SPG) meetings with all three partners continue to build these relationships.

For ARHCA, there remain several issues that continue to be worked on with TEC, from diesel fuel cost adjustments to inflation and escalation to a host of technical construction and maintenance items. There is however one issue that is the top of the priority list: Contractor Evaluations. While CEA members have been managing consultant evaluations for well over a decade, ARHCA members are new to the process (similar to consultant evaluations) and very concerned that it will impact Contractors and their ability to bid on work, should there be unfavorable outcomes on a project. ARHCA is also concerned that these evaluations may have to be done or influenced by the Consultants (who oversee the work directly) as opposed to ATEC and that it may jeopardize relationships.

ARHCA remains committed to the relationship with CEA, and as we advocate together on behalf of our industry, from funding through to technical specifications to modern procurement with a shared objective of successful project outcomes.

ACEC Liaison Report

It has been an honour to represent CEA on the ACEC National Board this past year. We have moved back to in-person meetings which allows for a more collaborative and personal exchange of challenges and opportunities that each Province and Territory have been addressing. This collective cross-country effort continues to provide value to members as many advocacy issues are the same across Canada.

The Board held an interactive Strategic Plan Review Workshop for our 2023 - 2026 Strategic Plan which is now near completion. ACEC's strategic priorities are to : Champion Industry, Strengthen Firms and Support Members. As the national voice for the consulting engineering industry, ACEC advocates for a predictable, stable and thriving business environment for its member companies through consistent funding of infrastructure in support of the public interest. With the COVID pandemic now in our rear-view mirror advocacy efforts are getting back to pre-COVID levels. The progress of the ACEC staff in advancing the priorities of the organization has been tremendous and appreciated. A summary of some of the initiatives, services and programs of the organization are summarized below.

Champion Industry (Advocacy)

- With more MPs and Senators returning to Ottawa this past year, ACEC has seen an increase in engagement with elected officials and their staff who are engaged with capacity building, infrastructure investment and reform of public procurement and project delivery models.
- ACEC leveraged the pre-budget period (October-March) to find closer alignment with stakeholder partners and to lay a strong foundation for advocacy this spring/summer. A pre-budget submission to the Department of Finance in February, based on our advocacy priorities, positioned consulting engineering as a pathway to the goals that the federal government has set for itself.
- ACEC was invited by the Senior Assistant Deputy Minister to participate in the legislative review of the Act enabling the Canada Infrastructure Bank (CIB). We reiterated the importance of the National Infrastructure Assessment and the need for the CIB to leverage other available models rather than just relying on P3s for project delivery.
- ACEC continues to promote the concept of a National Infrastructure Corridor. The Corridor could align with the government's Critical Mineral Strategy and growing interest in hydrogen as a lower-Carbon source of energy. ACEC plans to host a multi-stakeholder meeting in June 2023.
- ACEC brought together departmental officials from the National Research Council and Infrastructure Canada to discuss the importance of capacity building in the municipal sector to achieve better value from federal infrastructure investments and to achieve the government's climate change and sustainability goals. This could potentially include reinstating funding for the National Guide to Sustainable Municipal Infrastructure (InfraGuide) which was strongly supported by ACEC, FCM, CPWA and numerous other stakeholders.

Strengthen Firms (Profile Building- Stakeholder Outreach)

- By promoting consulting engineering as an exciting and meaningful career, we attract the best candidates for the next generation of industry leaders. By advancing diversity, equity, and inclusion initiatives within our Association and beyond, we are encouraging innovative decision-making and strengthening our industry for decades to come.

Support Members (Member Engagement)

- Quarterly meetings with provincial member organizations such as CEA continued to be held over the past year. Key issues related to federal bilingual document requirements, prompt payment, limits of liability and risk allocation in the industry.
- There has been a Board focus to advance Diversity & Inclusion with our membership across Canada. To date the Board has supported two projects led by the Board's Diversity & Inclusion Steering Committee which included a Literature Review and National Focus Groups which were completed in December 2022. The focus is to prioritize two or three key initiatives that are the most appropriate for ACEC-Canada to implement over the coming 12-18 months.
- ACEC hosted its first in-person National Leadership Conference and Canadian Consulting Engineering Awards in over three years on November 1-3, 2022.
- During the Gala, the 2022 Beaubien Award was presented to Mr. Rick Tiller, Engineering Inc who is Past Chair of the Association of ACEC-NL and ACEC-Canada.



Craig Clifton, P.Eng.
Clifton Engineering Group



Todd Simenson, P.Eng., FEC, ENV SP
Stantec Consulting



Tim Stanley, ACEC Canada, Chair - CEA Showcase Awards Gala 2023

APEGA Liaison Report

APEGA Membership

APEGA welcomed 2,014 new members in 2022, although our overall membership continued to decline, falling by 1,293 registrants to 68,925. Contributing factors vary and may include economic conditions, increased retirements, and some new graduates not seeking licensure. Active permit-holding companies performing engineering and geoscience work in Alberta grew slightly, to 4,619 in 2022 from 4,511 in 2021. The five-year average is 4,582.

New Legislation

The provincial government introduced Bill 23, the Professional Governance Act (PGA), in May 2022. In preparation for the proposed legislation, APEGA conducted an in-depth analysis of its procedures in 2022 to ensure a timely response to any developments. In October 2022, the fall legislative session ended before Bill 23 could pass. Despite this, APEGA continued to work with government representatives to identify the potential impacts of the PGA on our current regulatory processes.

In November, Premier Danielle Smith mandated the Skilled Trades and Professions minister to continue working on a common governance model for the 22 non-health professional regulatory organizations.

With the calling of the provincial election, this work is on hold.

Fair Registration Practices Act

The Fair Registration Practices Act, proclaimed in 2020, aims to simplify and accelerate foreign credential recognition in Alberta. Regulators must provide applicants with an interim decision on their application status within 180 days of a complete application submission.

In 2022, APEGA made interim decisions on 91.6 per cent of all applications (excluding interprovincial mobility transfer applications) within the six-month time frame.

Practice Standards

In 2022, APEGA issued and updated several new practice documents. Details of each can be read on apega.ca.

- Practice Standard Professional Practice Management Plan
- Practice Guideline Field Reviews of Engineering and Geoscience Work
- Practice Guideline Ethical Practice
- Practice Guideline Selecting Engineering and Geoscience Consultants
- How APEGA and ABSA Legislations Interact
- National Building Code (Alberta Edition) Schedules User Guide

Practice Reviews

APEGA continued to optimize its Graduated Risk Assessment of Permit Holders (GRAPH) evaluation process with the goal of performing more reviews. This streamlined approach has increased effectiveness while reducing the cost per review by 80 per cent.

The GRAPH process, introduced in 2021, ensures APEGA permit holders are meeting professional standards, complying with regulations, and fulfilling ethical obligations.

Council Nominations and Elections

APEGA moved to a more open and transparent Council nomination process in 2022.

The changes made it clearer to registrants what to expect when applying for Council, with the goal of attracting new and diverse candidates with the right mix of skills and competencies to guide APEGA.

We now hold an open call for Nominating Committee (NC) volunteers, and the NC no longer includes any current councillors. The NC completes a gap analysis, comparing the skills and competencies needed on Council with those possessed by current councillors. This helps to identify the competencies needed to keep Council balanced in the coming election year. Eligible APEGA registrants who meet the required competencies—which are shared on our website—are invited to apply to run for Council.

Equity, Diversity, and Inclusion

In April, APEGA received \$250,000 from the Women's Economic Recovery Challenge, a provincial program that aims to enhance economic opportunities for women and girls in Alberta. The grant enabled APEGA to develop free training modules for registrants and permit holders to address the top workplace barriers experienced by women in engineering and geoscience in Alberta.

The training modules developed in 2022:

- Addressing Microaggressions in the Workplace
- Competency-Based Hiring
- Equity, Diversity, and Inclusion Fundamentals
- From Unconscious Bias to Conscious Inclusion

More information about APEGA's 2022 achievements can be read in the [2022 annual report on apeg.ca](#).



Manon Plante, P.Eng.

Congratulations to the Winning Firms!



	Award of Excellence	Award of Merit
Building Engineering - Commercial	Project: State-of-the-Art Shredder and Recycling Facility Firm: Arrow Engineering Inc.	Project: University District Block 23 Firm: RJC Engineers
Building Engineering - Institutional	Project: TELUS World of Science Edmonton - Aurora Expansion Firm: DIALOG	Project: Innovation Crossing Firm: RJC Engineers
Community Development	Project: Roxy Theatre Rebuild Firm: Arrow Engineering Inc.	
Community Outreach and In-House Initiatives	Project: McElhanney Cares Alberta Firm: McElhanney Ltd.	
Environmental	Project: Modern Integrated Waste Management Facility Firm: Tetra Tech Canada Inc.	Project: Determining the Value of Natural Assets Firm: Associated Engineering
Project Management	Project: Terwillegar Drive Stage 2 Priority Ladder Process Firm: CIMA Canada Inc. (CIMA+)	Project: Westwood Garage Demolition Firm: Englobe Corp.
Small Firm - Big Impact	Project: ASAP: An Advanced Schedule Analysis Platform for Successful Project Management Firm: SMA Consulting Ltd. Project: Roxy Theatre Rebuild Firm: Arrow Engineering Inc.	Project: Terwillegar Drive, Whitemud Drive to Anthony Henday Drive - Concept Planning for Capacity and Operational Improvements Firm: AI-Terra Engineering Ltd.
Studies, Software & Special Services	Project: City-Wide Stormwater Mapping and Modelling Firm: Associated Engineering	Project: Development of a Novel Risk-based Highway Geotechnical Asset Management System Firm: Tetra Tech Canada Inc.
Sustainable Design	Project: Modern Integrated Waste Management Facility Firm: Tetra Tech Canada Inc.	Project: Innovation Crossing Firm: RJC Engineers
Transportation Infrastructure - Roads, Interchanges, Airports, Mass Transit	Project: Spray Lakes Road Coal - Mine Void Risk Mitigation Firm: Klohn Crippen Berger Ltd.	Project: Jasper Avenue New Vision Firm: DIALOG & AI-Terra Engineering Ltd. Project: Montgomery Main Streets: Where a Street Becomes a Community Firm: Urban Systems Ltd.
Transportation Infrastructure - Transportation Structures	Project: 9th Avenue Bridge Replacement Firm: WSP	Project: Peace River Shop Slide/Hwy 2 Off Ramp Tied-Back Concrete Pile Wall Firm: Thurber Engineering Ltd.
Water Resources	Project: Tweddle Drainage Upgrades Firm: Stantec Consulting Ltd.	Project: Trestle No. 3 - Rehabilitation and Steel Pipe Replacement Firm: Associated Engineering

The Project Whisperer

Brian Pearse says engineering is a lot like riding horses: with patience and good communication, you can do great things

Growing up in Sturgeon County, north of Edmonton, Brian Pearse's life revolved around riding and showing the horses on his family's farmland. It wasn't until high school that he started thinking about a career plan. "I thought I would probably be an electrician, like my dad," he says. "This notion of engineering — I really didn't know any people with that type of background to talk to, but it was intriguing," he says. So he did a little research and talked to the school counselor. He was starting from scratch — he had not even taken physics at that point — but engineering "became a goal without really knowing a whole lot of what it entailed."

He took engineering at the University of Alberta, but upon graduating still did not have much non-horse-based, real-world experience. So he started with Stewart Weir and Company, a surveying and engineering company established in Alberta in 1912, and he received all the experience he could want. The company was small at the time, and Pearse was immediately put on a highway project survey crew, where he started learning about... pretty much everything. "I literally went out and surveyed the project, came in, processed the data, did the design, put the contract together, tendered it, and was basically the project manager," he says. "Having the ability to be involved in every single step was unique."

He turned that experience into a 30-year career, almost all of which was spent at Stewart Weir, where he eventually became CEO. He says his life has had many "aha" moments, but that his career has been "more of a build than a boom." He credits mentors like former assistant deputy minister of Alberta Transportation Nester Chorney and the late Reg Kotch, who worked with Alberta Transportation and was the mayor of the Town of Stony Plain. They taught him to have an appreciation of the entire job, from the work in the field to the importance of invoicing. By the time he became Stewart Weir's manager of transportation, Pearse "felt ready for anything."

If it sounds like Pearse enjoys the business side of things as much as the actual engineering, that's because he does. "I love being an engineer, but I was really driven by the business aspect. I enjoyed the partnership with the client and the contractor to deliver. And I always felt like we could be more efficient, take on bigger projects and bring more services to clients."

After a long career and term as president of the Association of Professional Engineers and Geoscientists of Alberta, Pearse now frequently works with First Nations. He says he appreciates their patience and intention when it comes to new projects. "If we have a meeting, it's not unusual that they start the meeting with a prayer. They're looking for

different projects and they discuss them very deeply. Success to them is probably a little bit different than how traditional companies see it. And that has to be recognized."

Pearse stepped away from the world of horses while he and his wife — whom he met while taking riding lessons — raised their kids, but he says the equestrian and engineering worlds aren't so far apart. "The thing with horses is it's not as simple as just going: This is the goal, this is what we're gonna do. They don't typically respond well to that," he says. Similarly, clients — or staff, or the projects themselves — don't always respond well to that thinking. There are always things that get in the way of advancing a project, things that are beyond your control. But if you have patience, and communicate well, you can reach that goal."



Harold L. Morrison Rising Young Professional Award 2023

The Harold L. Morrison Rising Young Professional Award recognizes the outstanding and notable achievements in a young professional's career to date as well as their future potential. This year the award was presented to John MacKenzie of AECOM.



CEA Code of Ethics

CEA Code of Consulting Engineering Ethics

CEA member firms impose upon themselves a very strict Code of Ethics requiring disciplined fulfillment of their duties with honesty, justice and courtesy toward society, clients, other members of CEA and employees. Ongoing regulation by peers ensures quality management practices and the integrity of all CEA members.

CEA membership accreditation criteria are stringent. In addition to conforming with the standards of practice set by The Association of Professional Engineers, Geologists and Geophysicists of Alberta (APEGA) and the requirement to hold an APEGA Permit to Practice, member firms must maintain permanent facilities with employees in Alberta; be managed by one or more professional engineers; have at least two years operating experience as a consulting engineering business; and, employ an individual in Alberta who has at least five years experience in consulting engineering as a professional engineer.

Clients benefit directly by dealing with CEA member firms, professionals who are keenly interested in maintaining and promoting their own business association which, in turn, advocates the veracity and trust which can be expected from each of its members.

SOCIETY

1. Members shall practice their profession with concern for the social and economic well-being of Society.
2. Members shall conform with all laws, by-laws and regulations and with the APEGA Code of Ethics.
3. Members shall satisfy themselves that their designs and recommendations are safe and sound and, if their engineering judgment is overruled, shall report the possible consequences to clients, owners and, if necessary, the appropriate public authorities.
4. Members expressing engineering opinions to the public shall do so in a complete, objective, truthful and accurate manner.
5. Members are encouraged to participate in civic affairs and work for the benefit of their community and should encourage their employees to do likewise.

CLIENTS

6. Members shall discharge their professional and business responsibilities with integrity.
7. Members shall accept only those assignments for which they are competent or for which they associate with other competent experts.
8. Members shall immediately disclose any conflicts of interest to their clients.
9. Members shall respect the confidentiality of all information obtained for and from their clients but shall deal appropriately with any matters which may place the public in jeopardy.
10. Members shall obtain remuneration for their professional services solely through fees commensurate with the services rendered.
11. Members shall promote consulting engineering services in accordance with a qualifications-based selection system endorsed by CEA.

OTHER MEMBERS OF CEA

12. Members shall relate to other Members of CEA with integrity, and in a manner that will enhance the professional stature of consulting engineering.
13. Members engaged by a client to review the work of another Member of CEA, shall avoid statements which may maliciously impugn the reputation or business of that Member.
14. Members shall respect the clientele of other members of CEA and shall not attempt to supplant them when definite steps, including negotiations for an engagement, have been taken towards their engagement.
15. Members, when requesting professional engineering services from other consulting engineering businesses, including Members of CEA, shall promote the use of a qualifications-based selection system endorsed by CEA.

EMPLOYEES

16. Members shall treat their employees with integrity, provide for their proper compensation, require that they conform to high ethical standards in their work and fully understand this Code of Consulting Engineering Ethics.
17. Members shall not require or permit their employees to take responsibility for work for which they are not qualified.
18. Members shall encourage their employees to enhance their professional qualifications and development through appropriate continuing education.

CEA Member Firms 2022-2023

AECOM
Akron Engineering Consultant's Group Ltd.
Al-Terra Engineering Ltd.
Almor Testing Services Ltd.
Aplin Martin
Aptus Engineering Ltd. (formerly AL-Terra Engineering (Red Deer) Ltd.)
Arrow Engineering Inc.
Associated Engineering
Barr Engineering & Environmental Science Canada Ltd.
Binnie Consulting Ltd.
BPTEC Engineering Ltd.
CIMA Canada Inc. (CIMA+)
Clifton Engineering Group Inc.
COWI North America Ltd.
CTM Design Services Ltd.
CVL Engineers Inc.
D.E.S. Engineering Limited
DIALOG
Dillon Consulting Limited
Eagle Engineering Corp.
EHAN Engineering Ltd.
Englobe Corp.
Entuitive Corporation
EXP Services Inc.
Fast + Epp
FVB Energy Inc.
GeoMetrix Group Engineering Ltd.
GHD Limited
Great Northern Engineering Consultants Inc.
Hatch
Hawk's Aerial and Technical Solutions Inc.
HDR Corporation
Hedgehog Technologies
Howe Gastmeier Chapnik Limited (HGC Engineering)
IBI Group
Invistec Consulting Ltd.
ISL Engineering and Land Services Ltd.
J.R. Paine & Associates Ltd.
Jacobs
Kerr Wood Leidal Associates Ltd.
Klohn Crippen Berger Ltd.
LEX3 Engineering Inc.
M2 Engineering
Magna IV Engineering, Inc.
McElhanney Ltd.
McIntosh Perry
MCW Hemisphere Ltd.
MNA Quality Consulting Ltd.
Morrison Hershfield Limited
Mott MacDonald Canada Limited
MPA Engineering Ltd.
MPE Engineering Ltd.
Northwest Hydraulic Consultants Ltd.
OGL Engineering
Parsons Inc.
Pasquini & Associates Consulting Ltd.
Patching Associates Acoustical Engineering Ltd.
PBX Engineering Ltd.
ReLumen Engineering Inc.
RJC Engineers
Roseke Engineering Ltd.
Sameng Inc.
Scheffer Andrew Ltd.
SE Design and Consulting Inc.
SMA Consulting Ltd.
Smith + Andersen
SMP Engineering
SNC-Lavalin Inc.
SolidEarth Geotechnical Inc.
Stantec Consulting Ltd.
Stephenson Engineering Ltd.
T2 Utility Engineers Inc.
Tetra Tech Canada Inc.
Thurber Engineering Ltd.
TWD Technologies Limited
Urban Systems Ltd.
V3 Companies of Canada Ltd.
Wave Engineering Consultants Inc
WSP
WSP E&I Canada Limited

CEA Member Charter

As Consulting Engineers, we provide professional advice, engineering expertise and knowledge and endeavor to serve the best interests of our clients. The relationship between Clients and Consulting Engineers are based on mutual trust and cooperation.

CEA fosters a positive business environment for the consulting industry by providing leadership to our members, and serving society through the promotion of economic growth, improved quality of life and environmental stewardship.

CEA's vision is a sustainable consulting engineering industry that provides value and equality to society. In order to achieve this vision, CEA must continue to be the united voice that speaks for the industry, thereby promoting a high level of trust and respect among our Member firms and the public.

In recognition of this vision, the undersigned as Corporate Leaders of CEA Member companies acknowledge that membership in CEA is important to us and that our companies will uphold the CEA Code of Ethics and the following principles.

Our company will:

1. Strive to enhance the stature of consulting engineering and the profession in general.
2. Relate to other Members of CEA with integrity, and respect their reputation and business.
3. Demonstrate solidarity by supporting the Guidelines issues by the Board.
4. Provide remuneration to our staff that is competitive with other industries to attract and retain the best and brightest people to our Industry.
5. Recruit staff in a manner that reflects how we would wish to be treated.
6. Respect the clientele of other members of CEA and not attempt to supplant them when definite steps have been taken for their engagement.
7. Promote the selection of consultants based on qualifications and experience.
8. Encourage alliances between CEA member companies to offer the best available team to our Clients.



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