

# CEA ANNUAL REPORT

2023 - 2024

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## CEA Team



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



**Lisa Krewda**  
Chief Operating Officer



**Inderjeet Singh**  
Information Specialist



**Daniel Schieman**  
Event & Marketing Specialist





# Board of Directors



**Jason Maurer**  
PRESIDENT  
*Scheffer Andrew*



**Ryan Betker**  
PAST PRESIDENT  
*McElhanney*



**Chris Workman**  
VICE PRESIDENT  
*Thurber Engineering*



**Cheryl Heseltine**  
TREASURER  
*WSP*



**Amie McGowan**  
DIRECTOR  
*Urban Systems*



**Arne Gjerlaug**  
DIRECTOR  
*ISL Engineering and Land Services*



**Craig Clifton**  
ACEC LIAISON  
*Clifton Engineering Group*



**Derek Cathro**  
DIRECTOR  
*Tetra Tech Canada*



**Fabiola MacIntyre**  
DIRECTOR  
*Entuitive Corporation*



**Megan Fernandes**  
DIRECTOR  
*Hatch*



**Michael Jackson**  
DIRECTOR  
*WSP*



**Nadeer Lalji**  
DIRECTOR  
*Associated Engineering*



**Raziq Dhanani**  
YP DIRECTOR  
*AECOM*



**Sarbjot Singh**  
YP DIRECTOR  
*Tetra Tech Canada*



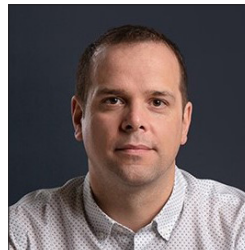
**Scott Argent**  
DIRECTOR  
*Stantec Consulting*



**Todd Simenson**  
ACEC LIAISON  
*Stantec Consulting*



**Tracey Stock**  
APEGA LIAISON



**Travis Jensen**  
DIRECTOR  
*Wave Engineering Consultants*

## President's Message

It is hard to believe that it has already been a year and that my term as CEA President has come to an end. It has been an honor to serve as President of the Board of Directors and it has been an extremely enjoyable, challenging and rewarding experience for me.

CEA provided the business voice for industry again this year in our ongoing strategy and nonpartisan approach for government relations. We produced our handout titled "Planning and Building Alberta's Future". We met with a number of MLAs from both of Alberta's two main political parties. I participated in several of the in-person meetings with MLAs at the legislature and experienced the solid relationship that CEA has built with elected officials through this committee. Many of those who we met with were already familiar with and supportive of who we are, what we do and of our key messages including sustainable, predictable funding and better use of asset management.

CEA continues to promote Qualifications Based Selection (QBS), but we are also supporting some other procurement models that have QBS principles integrated in them. We support procurement models that don't promote a "race to the bottom" in evaluations, provide for engineering input on early scope development and allow us to bring value to our clients through better outcomes in construction and life cycle costs. We are endeavoring to support our industry where clients are using QBS for procurement on a regular basis, such as within the City of Calgary. We are pleased that there is also continued use of QBS on a limited basis within Alberta Transportation due to our past and continued promotion of QBS for larger, more complex Design/Bid/Build projects. We work closely with construction industry associations in promoting other procurement and project delivery models where these reduce risks for owners, engineers and contractors. Additionally, we continue to support prequalification of consultants and standing offers with clients in the municipal sector.

Renewed engagement with the provincial government took place in relation to legislative changes planned for Professional Regulatory Organizations and the potential impact upon our association. CEA will continue to operate under The Consulting

Engineers Act until a new Professional Governance Act is passed, which could happen as soon as this fall. If this occurs, we would transition to operate under the Alberta Societies Act. We have brought forward bylaws that comply with The Alberta Societies Act for conditional approval at the AGM.

We had another year of great events, including our industry mixers in Edmonton, Calgary and Fort McMurray. These provided

our members the opportunity to network with client groups and colleagues at the local and provincial levels. The Transportation Connects Conference continues to grow with an increasing diversity in technical content. The conference had over 500 in attendance, with strong representation from our clients and the construction industry. The highlight of the year was the 27th Annual CEA Showcase Awards and Gala in Edmonton on April 26. The evening saw a record number of submissions, also with approximately 500 in attendance. Congratulations to all of the winners including Herb Kuehne, winner of the CEA Lieutenant Governor's Award for Distinguished Achievement and Caitlyn Osz-Therault, winner of the Harold L. Morrison Rising Young Professional Award.

In the coming year, CEA will be introducing student scholarships through the Engineering programs at The University of Alberta and The University of Calgary. This initiative will contribute to raising the profile of consulting engineering and encourage young professionals to enter our industry.

In closing, I would like to say thank you to all who serve on our committees and thank you to all of the CEA Board members over the past year. A very special thank you to the CEA staff, Ken Kozakewich, Lisa Krewda, and Inderjeet Singh for the amazing work that you do for CEA.



**Jason Maurer, P.Eng.**





## CEO and Registrar's Message

I am pleased to share this summary of some of CEA's achievements over the past year. Despite the challenges faced by our industry and society in general, over the past three years, consulting engineering businesses have proven to be strong and resilient through these changing times. Most have adapted well to new ways of working and collaborating with staff and clients using a combination of new processes and technologies to deliver their services. CEA is no different. We have continued to build upon our successes of the past through a combination of in-person and virtual meetings with our stakeholders, sought new ways of tackling ongoing issues and delivered a full slate of impactful events.

CEA has continued to be the industry's voice, with a strong focus on public sector entities. This included advocacy with elected representatives from the provincial government as well as maintaining key connections within senior administration in the provincial government and within major municipalities. We continue to engage directly in meaningful dialogue with the Ministers, Deputy Ministers and staff of Alberta Infrastructure and Alberta Transportation & Economic Corridors. We were pleased that an internal review of procurement and project delivery options within these departments concluded with a decision to use a hybrid-centralized model that CEA had supported through the consultation process. We also saw positive impacts in feedback we provided in relation to risk allocation, geotechnical issues on building projects, escalation clauses in transportation contracts and further use of Qualifications Based Selection of consultants for some large highway projects. Although we made headway on several fronts, there is still work to do in the upcoming year, especially in relation to onerous consultant contract language and escalation rates on older agreements.

Wage inflation has impacted margins in the industry over the past couple of years and there have been industry concerns regarding the amount and types of work coming down the road. CEA and the construction industry engaged in Procurement Forums as well as continued meetings with our Strategic Priorities Group and Industry Liaison Committee in the provincial Infrastructure and Transportation departments. Some of these meetings included representatives from Alberta Treasury and Finance where we were able to articulate how provincial government capital funding impacts industry capacity and how risk allocation, project procurement processes, project delivery methods and program management impact project schedules, budgets and cost escalation. Our push for predictability and sustainability of funding in the province's Capital Plan was well received and Budget 2024 provided stable

funding in the Transportation and Infrastructure spending plans with increases in proposed engineering work in some areas.

We also provided recent input to the above noted departments in relation to development of a Capital Funding Formula which is in its formative stages and politically driven. We are aware of the difference between "predictability" and "sustainability" in our advocacy efforts. This is especially evident in Alberta Municipal Affairs, where the transition from the Municipal Sustainability Initiative to the Local Government Fiscal Framework provided predictable funding, however, at lower than historic values, creating further infrastructure deficits for municipalities. This is hampering their ability to support their infrastructure investments and accommodate the needs of a growing population. CEA has continued to voice our concerns in our advocacy meetings with the department on this funding shortfall.

During the past year CEA was involved in further consultation with Service Alberta and Red Tape Reduction regarding the continuing unintended consequences of the Prompt Payment and Construction Lien Act. Introduction of holdbacks on engineering fees in major municipalities has created additional administrative costs and cash flow issues for our members. We are working with allied industry associations to get our recommended changes into the regulations in upcoming legislative sessions. Additionally, we have been voicing our concerns at the proposed extension of Prompt Payment legislation, in its current form, to projects which fall under the Public Works Act.

From the Registrar's perspective, we once again saw some consolidation of firms in our industry this year, however, our membership support remains strong. We currently have 77 member firms within our association. Our "N" number is stable at 9093 (compared to 9080 last year). I thank these firms and their staff for the ongoing support of CEA which provides continued stability in our finances, services and programs for the membership.

It has been a pleasure to represent this vital and vibrant industry over the past year. I thank our Board and Committees for their commitment to make CEA a strong voice for the consulting engineering industry in Alberta. I also extend special appreciation to Lisa Krewda and Inderjeet Singh for their daily dedication and effort to make this organization a success.



**Ken Kozakewich, MBA, P.Eng.**



## Chief Operating Officer Message

Another fast-paced year has come and gone. The Consulting Engineers of Alberta Association is certainly a busy one every year and the 2023-2024 was no exception.

I have thoroughly enjoyed working with the committees and attending all the activity to network with our membership, government representatives and partners. The success of the CEA is truly based on the strength of its membership and it does not go unnoticed. A big "Thank You" to all the member firms and their staff in being part of the CEA success.

From April 1 to March 31...our fiscal year...CEA hosted several events. CEA's Showcase Awards Gala was our premier event. Congratulations to all the award submissions and winners. Alberta's project submissions are all deserving and showcase the high caliber of expertise in the Industry. Our Transportation Connects Alberta conference was attended by over 500 delegates and we look forward to growing this conference to an even larger audience. CEA also hosted networking mixers, breakfast sessions, professional development courses, a sold-out golf tournament, partnering with industry symposium, tech tours, lunch and learns, presentations, and attended a career fair. As well, managing regular scheduled meetings for all the CEA committees, including the CEA Board activity and meetings. The administration kept busy but we must also

pass on our appreciation to the Board of Directors and firm members for their assistance. The CEA administration gets traction from the volunteer hours from our membership -- initiatives take time and a joint effort for the delivery on the events and activity.

I am looking forward to another hectic, busy year ahead. Our membership will be watching for the multiple emails coming through on the scheduled meetings and the 'save the dates' for the 2024/2025.

Thank you again for the continued support!



**Lisa Krewda**



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



# Treasurer's Message

CEA exceeded its financial goals in 2023/2024 through the provision of excellent, well-attended events and the overall reduction of member committee costs due to the use of virtual meetings for most of our committees, several of our Board of Director meetings and the Annual General Meeting.

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.

## Financial Activity Highlights

### Revenue

#### Memberships:

Membership revenue is the key component to maintaining ongoing operations. In the March meeting, the Board approved a 2% increase to our CEA memberships fees for 2024/2025. The number of member firms was reduced from 80 member firms in 2022/2023 to 77 in 2023/2024 while the number of overall employees within our membership firms (the "N" number) increased from 9,080 in 2022/2023 to 9093 in 2023/2024. The CEA continues to attract new members and we are pleased to welcome our two new member firms: Magna Engineering Services and Envirogeotech Consulting Inc. 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:

CEA's Edmonton Golf tournament continues to be a popular event and exceeded its budgeted net revenue of \$15,000 with a net revenue of \$17,352. The *Transportation Connects Alberta* conference, held in March 2024 at the Edmonton Convention Centre, was a resounding success with a net revenue of approximately \$67,000, exceeding its net revenue budget of \$50,000. 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.

#### 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) is currently at \$157,600 and is for the Strategic Priorities Group (Transportation Conference), Operations Expo and Infrastructure Partners Conference.

The General Investment Fund balance is \$567,193 in unallocated reserves from CEA's prior operating years. This Fund is comprised of long-term and short-term investments and accrued interest. 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.



**Cheryl Heseltine, M.Sc., P.Ag.  
WSP**

## 2024/2025 Proposed CEA Operating Budget:

Revenues	AMOUNT
Memberships, Investment Interest and Sponsorships	\$619,311
Misc. Net Revenue	\$500
Events and Programs (Net)	\$124,000
<b>Total Projected Revenue</b>	<b>\$743,811</b>
Expenses	
Administration	\$532,180
Variable Administration	\$145,300
Membership Expenses	\$12,500
Committees and Strategic Initiatives	\$41,000
<b>Total Projected Expenses</b>	<b>\$730,980</b>
<b>Projected 2024/2025 Net Income:</b>	<b>\$12,831</b>

# Independent Practitioner's Review Engagement Report for Year Ended March 31, 2024

## 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, 2024, 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

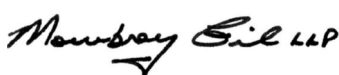
Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Consulting Engineers of Alberta as at March 31, 2024, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Jason Maurer, P.Eng.  
President, CEA



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



Mowbrey Gil  
Chartered Professional Accountants

## Statement of Financial Position:

	2024	2023
<b>ASSETS</b>		
<b>Current</b>		
Cash	\$451,811	\$285,281
Short-term investments	76,426	66,499
Accounts receivable	14,541	25,128
Prepaid expenses and deposits	26,530	25,918
	<b>\$569,308</b>	<b>\$402,826</b>
<b>Long-term investments</b>	<b>490,767</b>	<b>486,145</b>
<b>Equipment</b>	<b>2,859</b>	<b>3,930</b>
<b>Deposit</b>	<b>12,441</b>	<b>12,441</b>
	<b>\$1,075,375</b>	<b>\$905,342</b>
<b>Liabilities and Net Assets</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	\$36,780	\$34,459
Deferred revenue	167,096	53,358
Funds held in trust	157,600	167,027
Canada Emergency Business Account	-	40,000
	<b>\$361,476</b>	<b>\$294,844</b>
<b>Deferred leasehold inducement</b>	<b>26,184</b>	<b>28,137</b>
	<b>\$387,660</b>	<b>\$322,981</b>
<b>Net Assets</b>		
Unrestricted fund	557,715	452,361
Internally restricted fund	130,000	130,000
	<b>687,715</b>	<b>582,361</b>
	<b>\$1,075,375</b>	<b>\$905,342</b>

## Statement of Revenues and Expenditures:

	2024	2023
<b>Revenues</b>		
Membership dues	\$549,624	\$529,530
Events and Programs	668,478	1,014,197
Interest Income	30,433	18,365
Strategic Initiatives and Committees	32,169	3,310
	<b>\$1,280,704</b>	<b>1,565,402</b>
<b>Expenses</b>		
Administration	\$605,290	\$592,535
Events and Programs	498,871	886,582
Strategic Initiative and Committee	68,939	42,792
Meloche Monnex Scholarship Fund	2,250	-
	<b>1,175,350</b>	<b>1,521,909</b>
<b>Excess of revenues over expenses from operations</b>	<b>\$105,354</b>	<b>\$43,493</b>
<b>Other income</b>	<b>-</b>	<b>2,750</b>
<b>Excess of revenues over expenses for the year</b>	<b>\$105,354</b>	<b>\$46,243</b>



## Statement of Changes in Net Assets:

	Unrestricted Fund	Internally Restricted Fund	2024	2023
Net assets – beginning of the year	\$452,361	\$130,000	\$582,361	\$536,118
Excess of revenues over expenses for the year	105,354	–	105,354	46,243
Net assets – end of year	\$557,715	\$130,000	\$687,715	\$582,361

## 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.

### 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

	2024	2023
Cash	\$502,347	\$312,671
Cash held in investment accounts	3,844	2,116
Outstanding cheques	(74,652)	(9,514)
Outstanding deposits	20,272	
	\$451,811	\$305,273

# Notes to Financial Statements

## 4. Investments

	2024	2023
Short-term investments and accrued interest	\$76,426	\$66,499
Long-term investments	490,767	486,145
	<b>\$567,193</b>	<b>\$552,644</b>

Investments in the amount of \$157,600 (2023 - \$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 1.19% to 3.01% 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	2024 Net Book Value	2023 Net Book Value
Computer equipment	\$12,911	\$10,916	1,995	\$2,850
Furniture and fixtures	1,500	636	864	1,080
	<b>\$14,411</b>	<b>\$11,552</b>	<b>\$2,859</b>	<b>\$3,930</b>

## 6. Accounts payable and accrued liabilities

	2024	2023
Accounts payable and accrued liabilities	\$31,469	\$37,133
Government remittances payable	5,311	(2,674)
	<b>\$36,780</b>	<b>\$34,459</b>

## 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:

	2024	2023
CEA Transportation Conference	365	365
Showcase Awards Gala	92,467	-
CEA Membership Dues	51,718	27,657
ACEC Membership Dues	15,409	7,229
Young Professionals Conference	-	2,300
General Scholarship fund 50/50	1,000	1,000
Miscellaneous	5,758	14,428
Young Professionals Red Deer	379	379
	<b>\$167,096</b>	<b>\$53,358</b>

## 8. Funds held in trust

	2024	2023
Infrastructure Partnerships Conference	87,901	87,901
Strategic Priorities Group	52,927	62,354
Operations Expo	16,772	16,772
	<b>\$157,600</b>	<b>\$167,027</b>

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. 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. Deferred leasehold inducement

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

	2024
Opening Balance	\$28,137
Amortization	(1,953)
	<b>\$26,184</b>

## 10. 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.



# Notes to Financial Statements

## 11. Lease commitments

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

2025	35,082
2026	36,890
2027	36,890
2028	37,252
2029	39,060
Thereafter	32,550
	\$ 217,724

## 12. 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, 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, 2024.

### 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, 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.

## 13. Comparative figures

Some of the comparative figures have been reclassified to conform to the current year's presentation. The reclassification of certain balances has no impact on net assets.



# Government Relations Committee

This time last year, we were ready to pivot our approach to government relations, following the provincial election results, by being flexible and able to respond. While government did not change through the election, we were then fortunate to be able to leverage our existing and established relationships within government.



**Ryan Betker, P.Eng.  
McElhanney**

The Government Relations Committee continues to lead the advocacy for our industry, from contracts and procurement through to funding and engagement. While most of our advocacy is focused on the Provincial Government, we are also working with the Regional Municipalities of Alberta (RMA), and seek to remain aligned where we can with partner associations, such as the Alberta Roadbuilders

and Heavy Construction Association (ARHCA), Alberta Construction Association (ACA) and the Consulting Architects of Alberta (CAA).

Our message to the Provincial Government continues to be focused on sustainable and predictable funding (long-term), which includes themes around asset management and Procurement models. Our approach is non-partisan, as we maintain a consistent message across all parties within government.

Within government, we have developed a mature relationship with our most important Ministries, meeting several times over the past year:

1. Transportation and Economic Corridors (TEC) – Devin Dreeshen
2. Infrastructure – Pete Guthrie
3. Service Alberta & Red Tape Reduction – Dale Nally

While the conversations with Transportation and Infrastructure revolve more around sustainable and predictable funding, the conversations with Dale Nally are focused on Prompt Payment – specifically our concerns around the 10% holdback on professional services.

We have also continued to engage Ministers with portfolios that can support our industry, including Brian Jean (Energy and Minerals), Nathan Neudorf (Affordability and Utilities) and Ric McIver (Municipal Affairs). And finally, within the Legislature we have also engaged with the Opposition, including Loren Dach (Critic, Transportation and Economic Corridors) and Kyle Kasawski (Critic, Municipal Affairs).

Our advocacy also pushes down to Deputy Ministers, including Bryce Stewart (TEC) and Mary Persson of Alberta Infrastructure. An example of our engagement success is the participation we are getting from Ministers and Deputy Ministers in attending our events and the willingness to create new events, such as the Infrastructure Conference, planned for the Fall of 2024. In November 2023, CEA joined ARHCA and TEC in signing an updated Charter of how we can all work together, with a renewed commitment to successfully delivering transportation projects across the province.

We have also further grown our relationship with RMA, recently participating in their annual conference, hosting workshops on the procurement of engineering services, which was certainly informative for all the participants.

Moving forward, this committee will continue to have direct conversations with government about our important issues, from predictable funding through to prompt payment. We will continue to raise awareness of our industry as well as improve the terms of our business.





# Planning and Building Alberta's Future

## Our #1 Policy Priority

### Sustainable and Predictable Funding and Procurement

Public infrastructure projects take time to plan and build. Lining up contracts for materials and suppliers and keeping on budget requires transparent partnerships with funders. Sustainable and predictable public funding attracts investment, drives competition, and provides long-term benefits to all Albertans.

- **For Urban Alberta**

Growing cities have complex infrastructure priorities, including schools, universities, hospitals, utilities, mass transit, and recreation centres. These projects attract investment and labour supply and make Alberta competitive globally. Predictable, consistent and transparent funding and procurement make city-building better, faster and more affordable.

- **For Rural Alberta**

Rural municipalities are highly sensitive to disruptions in public infrastructure funding and more susceptible to long-term impacts from emergency events. Dependable and sustained commitments to public investment in rural Alberta support regional development initiatives and connect communities.

- **For Alberta's Future**

Consulting engineers are dedicated to planning and building Alberta's future. Sustainable and predictable funding for public infrastructure is the key to building competitive world-class cities and thriving rural communities that attract people from across the globe.

### Prioritizing Public Infrastructure

- Consulting engineers are a significant stakeholder in the public infrastructure discussion; being at that decision-making table is critical for Alberta's continued economic development.
- We support alternative procurement and project delivery models to provide cost effective solutions to budgetary and scheduling challenges.
- We are aligned with other professional and construction industry associations to support greater transparency in the planning and procurement of public infrastructure.
- Prudent investment in critical infrastructure includes asset management.
- Consulting engineers can help government prioritize the needs and value of infrastructure investments to achieve the greatest return for our economy, jobs, and economic competitiveness.

## Economic and Community Development

Public leaders in all levels of government work hard to support our communities and improve people's quality of life. Over the next several years, these pursuits will be challenged by increasing inflation and costs of living, unstable supply chains, declining housing affordability, increased labour competition, and shifting environmental regulation and investment trends.

Consulting engineers inform high-dividend investments in essential assets, including schools, hospitals, transit, roads and utilities.

These investments create jobs, improve quality of life, and increase Alberta's attractiveness to potential workers and investors.

### About the Consulting Engineers of Alberta

Since 1978, the Consulting Engineers of Alberta (CEA) has been the advocacy voice of consulting engineers across the province. We represent nearly 9,000 staff employed by approximately 80 engineering companies.

CEA provides valuable business and industry insights to the Government of Alberta, municipal government associations including Rural Municipalities of Alberta and Alberta Municipalities.

We work closely with the Alberta Roadbuilders and Heavy Construction Association, Alberta Construction Association and other allied industry partners.

Our input focuses on collaboration, safety, procurement, asset management, and sustainable and predictable funding for the engineered environment.

Our expertise guides public policy to ensure Alberta's engineering sector supports ongoing education and training, labour attraction and retention, and economic development.

### Value of Consulting Engineers

Consulting engineers are experts who provide professional services to all levels of government in the planning, design, construction, and maintenance of critical public infrastructure. We understand how public sector budgets work, how to prioritize projects and how to work with all affected stakeholders.

We share government's commitment to cost-effective capital planning, smart asset and risk management, environmental stewardship, and transparent investment and procurement.

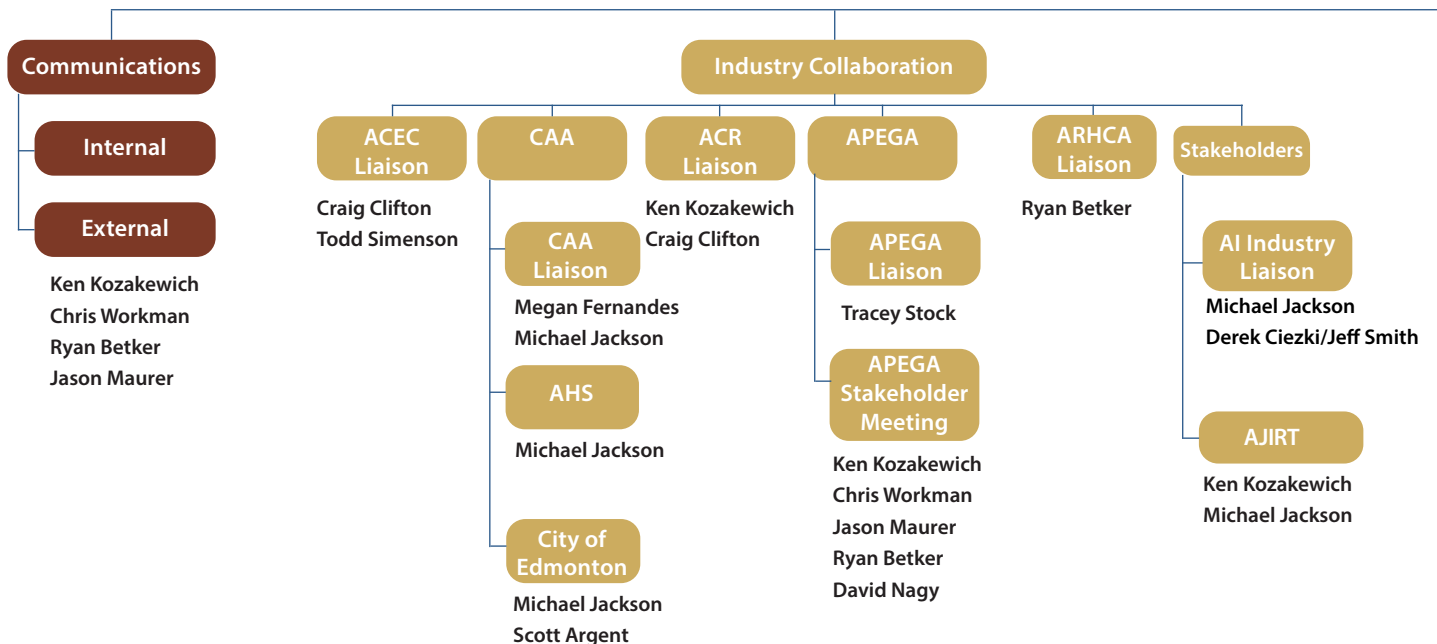




**SPEAK WITH ONE VOICE FOR OUR INDUSTRY**

**GUIDE PUBLIC POLICY THROUGH ADVOCACY AND STRATEGIC ENGAGEMENT**

**DELIVER EVENTS, EDUCATION, PUBLICATIONS AND NETWORKING OPPORTUNITIES TO OUR**







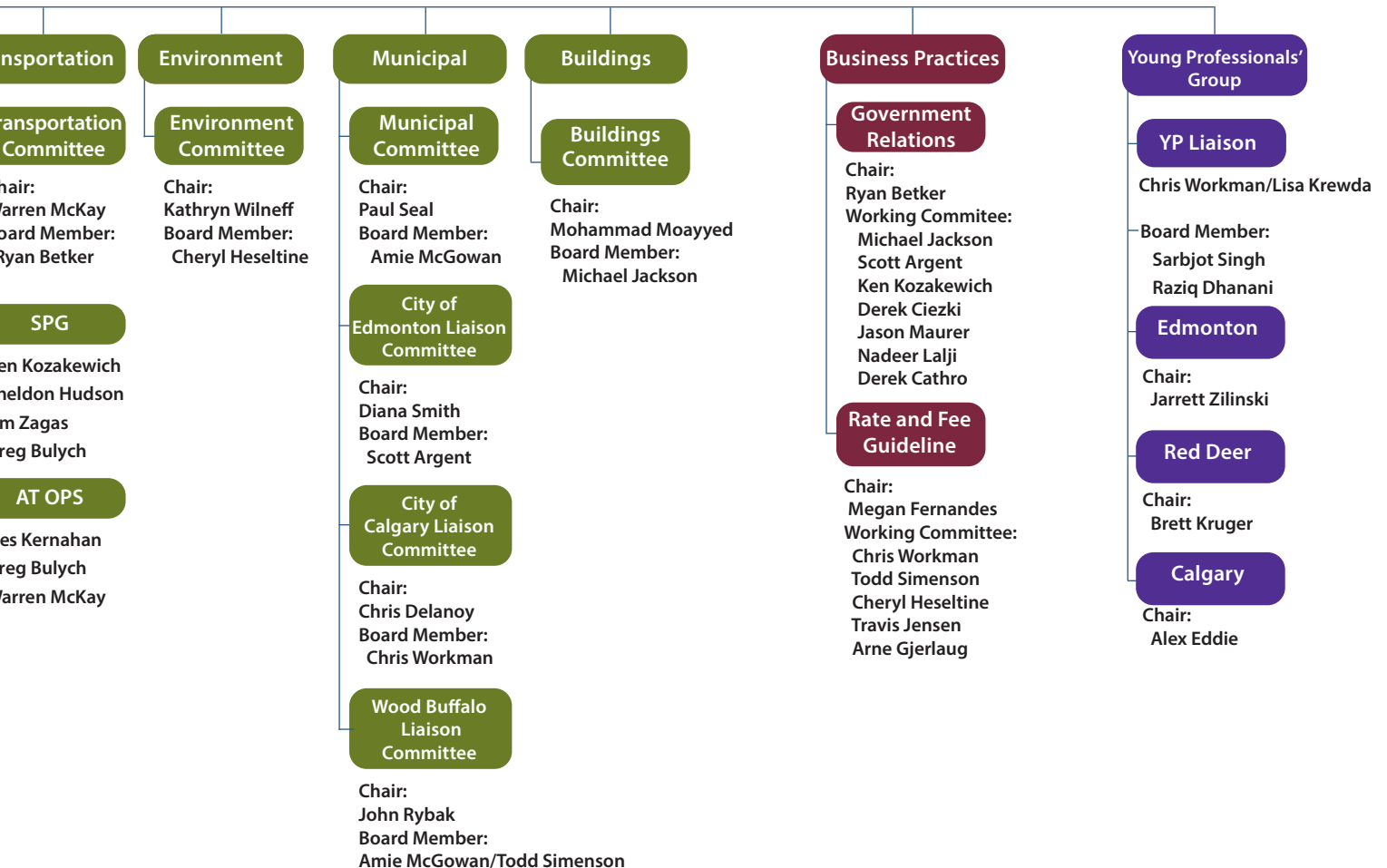
# 2023 - 2024 Organizational Chart

Member Firms

## CEA Staff

CEO and Registrar Ken Kozakewich  
 Chief Operating Officer Lisa Krewda  
 Information Specialist Inderjeet Singh  
 Event & Marketing Specialist Daniel Schieman

PROTECT AND ENHANCE THE PROFILE OF CONSULTING ENGINEERS  
 BECOME MORE INCLUSIVE, DIVERSE AND EQUITABLE WITHIN OUR ORGANIZATION AND INDUSTRY



# Transportation Committee

The Transportation Committee (TC) continues to maintain and improve its relationship with Transportation and Economic Corridors (TEC) through strategic interactions, collaboration on common issues, and facilitating open dialogue to maintain trust. As part of the commitment of the executive volunteers, members continue to participate on the Strategic Priorities Group (SPG), Operations (OPS) Committee, and the Bridge Operations Subcommittee (BOS). These triparty 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 of our most important issues raised in the last year, escalation, saw some movement in late 2023. The Department did conclude that inflation was becoming a significant risk for CEA member firms. We had requested inflation on contracts to start in on the second January 1 of the contract and while we did not get that, we did get the inflation on new contracts changed from 5 years to 3 years effective January 1, 2024.

Our work on this front is not complete. This still leaves two categories of agreements with no resolution on escalation. This includes projects between January 1, 2020, and December 31, 2023, which still have a 5-year escalation clause. The final category is agreements from prior to January 1, 2020, which had escalation unilaterally cut in December 2019. The CEA representatives continue to work with the Department to reach a resolution for escalation on these older agreements.

The committee has continued to hold in person meetings for our committee and have continued with in person meetings with TEC for in SPG, OPS, and BOS meetings. We continue to find this preferred to virtual meetings as face-to-face discussions lead to a more open dialogue with TEC representatives and great discussions before and after the meetings.

We held our annual mixer with TEC on October 5, 2023. Once again, we had a great turnout from the Department and member firms. We anticipate continuing to hold this event annually. The CEA Transportation Connects Conference was held from March 10 to March 12, 2024. This year marked the second year in Edmonton this year and again we saw strong registration from TEC. 2025 dates have been set and the Conference will be held again in Edmonton from March 2-4, 2025. I would like to thank those at the CEA that put so much time in to organizing and scheduling the Conference as well as thank all the presenters we had this year, which was the highest number of presenter submission we've ever had.

In 2023 we saw stability in the Ministry with no changes for our Minister or Deputy Minister for Transportation and Economic Corridors. Minister Dreesen joined the Transportation Connects Conference in March to hand out Minister Awards to the deserving recipients. Deputy Minister Stewart has continued to support a commitment to the Strategic Priorities Group which has seen some alterations in representation from the CEA. In 2023 at the Board Retreat, a motion was made and passed to have two of the three representatives at SPG be chosen by the CEA

Nominating Committee. These terms will be 3 years and come up on different years for continuity on SPG. The third representative will still be filled by the TC Past Chair.

Budget 2024 is expected to see a slight decrease from the budget in 2023, \$2.63B vs \$2.97B, though the actual spent in 2023/24 budget was forecast to be

under the budget coming in around \$2.46B. The overall 3-year capital budget is expected to see a slight increase (2%) from \$8.005B to \$8.14B. There is a renewed desire from TEC to restock the tender ready projects that were largely depleted during the fiscal stimulus spending during the pandemic. This should translate into a good number of engineering assignments being issued for proposal in the coming months. Major projects include the Hwy 40 Grade Widening, Hwy 3 Twinning, Hwy 2 widening, Hwy 881 Safety Improvements, and several roundabouts across the province.



**Warren McKay, P.Eng.**  
**Associated Engineering**

Qualifications Based Selection (QBS) continue to be actively promoted by the committee and TEC did issue 3 large QBS projects in the last year. All 3 projects were in the Peace Region, with only one having completed fee and scope negotiations at this time. As expected, the Department only used QBS as open call proposals. We remain hopeful that TEC will see the value in QBS and continue to expand the number of projects it is used on.

At the end of May, the Committee will be electing a new Vice Chair with calls out for nominations currently. Following the election of a new Vice Chair, Fred Greenhough will move into the chair position, and I will step into the Past Chair role. Thank you to all industry members that continue to be part of the committee and work diligently to better our industry as a collective, your input is highly valued. Special thanks to Past Chair Greg Bulych for all his efforts as he completed his term. I know Greg will continue to be involved in the committee and your past and future efforts are greatly appreciated.



## City of Calgary Liaison Committee

The CEA and the City of Calgary continued interacting through 2023/24 via our CEA-City Liaison Committee. 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.

The key issues before the committee this year have been:

- **Qualifications Based Selection (QBS):** In June 2023, The City released an RFSO for Linear Infrastructure which included a pricing component for engineering consulting for the first time in memory. Although described as a one-time pilot for the time being, many member firms raised concern at the sudden change and its implications for future procurement. CEA via Ken K made efforts to raise and address industry concerns during the process, and since then a smaller working group of CEA members from the liaison committee have engaged The City at various levels to better understand the underlying motivation for the change and its future implications. Among our concerns was the lack of prior notice or consultation, which in turn has opened discussions on the role and function of the liaison committee.

- **Procurement process debriefs:** CEA members have been raising concern for many years about the inconsistent availability of debriefs for City procurement processes. The importance of this issue has been further escalated in recent months and The City assures that this is part of the improvement efforts that they want to see from an ongoing "Operational Excellence" process within procurement.



**CHAIR: Chris Delanoy, P.Eng.**  
ISL Engineering and Land Services

We anticipate a year of further evolution for the CEA-City of Calgary liaison committee in 2024-25, and welcome ongoing participation and input from member firms to help represent the voice of the consulting industry in Calgary.



## City of Edmonton Liaison Committee

The City of Edmonton Liaison Committee maintained a strong representation of member firms to discuss and build relationships with the City of Edmonton. We meet every second month between September and May, with virtual meetings being the most popular. The committee has the following regular agenda items:

- CEA Board Update through the Board advocates
- Integrated Infrastructure Services (IIS) Managers meeting updates
- Procurement and Contracts
- EPCOR
- CEA Business and Events

A subcommittee meets with the IIS Managers on a quarterly basis. Twice a year the Consulting Architects of Alberta also join with the City. Prominent topics this year included the general conditions review, escalation, and holdback clauses. The subcommittee continues to act as a conduit, bringing feedback to and from the member firms and the IIS Managers. The committee also received a presentation on updates to Social Procurement. The City of Edmonton is very open to feedback as it continues to build this program.

The EPCOR subcommittee restarted meetings in April which will also continue on a quarterly frequency. Agenda items include the reorganization of water services, procurement, design standards and overall industry relationships. There is a renewed energy and engaging discussion on understanding upcoming work and collaborating together.



**CHAIR: Diana Smith, P.Eng.**  
DIALOG

We were excited to continue to see strong attendance at the Partnering with Industry event in January from both municipal clients and member firms. Presentations were provided on current and upcoming projects and can be found on the CEA website. We also held the City of Edmonton Mixer last fall which is an opportunity for member firms to network directly with multiple clients from the City of Edmonton, Alberta Infrastructure and others. The conversations and connections made are always appreciated.



## Municipal Liaison Committee



**Paul Seal, C.E.T. M.Sc.  
McElhanney**

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 years has been to foster more direct lines of communication with Alberta

Municipalities (AM), Rural Municipalities of Alberta (RMA), Local Government Administration Association of Alberta (LGAA), and Indigenous Relations Sub-Committee, to meet preferably on a regional basis. We hope this will provide us an opportunity to meet with smaller groups to allow us to listen and determine where CEA can support these client sectors and open discussions on project delivery options.

CEA presented in two 90-minute sessions at the 2024 RMA Conference. The Indigenous Relations 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 procurement.

## 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 2023 the WBLC continued to meet virtually on a bi-monthly basis as needed.

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 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 August 2023 and January 2024, of which the WBLC is a key stakeholder. The RMWB continues to implement and track the results of the program.
- **RMWB Leadership Reorganization:** In October of 2023 the RMWB appointed a new CAO. We had a brief introductory meeting with the new CAO in late February to introduce the committee and begin the conversation around our concerns. In December 2023 the RMWB underwent a major reorganization and as part of the reorganization the Engineering Department was eliminated and was split into two groups, the Project Management Office (PMO) that falls under the jurisdiction of the director of the Organizational Support Services, and Development Engineering under the jurisdiction of the director of Planning and Development Services. In addition, the previous director of procurement was demoted and

now reports to the director of finance, but still appears to have the same level of control and responsibility as before. We have had meetings with the new director of the PMO, an ex-consultant, and he is keen to meet with us on a much more frequent basis to discuss any issues with CEA of the RMWB have. Overall, it appears to be a positive and collaborative relationship.

- **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

presented a list of 12 recommendations to RMWB council for consideration. The RMWB council has committed to implementing the recommendations as well as giving the committee another 2-year mandate in order to monitor the progress of the implementation and provide feedback/new recommendations as needed.

- **Social Event/Meet & Greet:** An event was held in October 2023 attracting approximately 30 people, with the split being approximately 50/50 between consultants and RMWB staff. The event was an extremely positive one. We would be looking forward to making this an annual event.



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

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 the CEA Board and Association 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.

## 1. APEGA Membership

APEGA had an increase of 1,057 members in 2023, and overall membership of 68,971 at the end of 2023. Active permit-holding companies performing engineering and geoscience work in Alberta grew 3.4%, to 4,777 in 2023 from 4,619 in 2022. The five-year average is 4,614. Just 1% of APEGA permit holders—those with more than 100 licensed professionals working for them—employ 45% of APEGA licensed professionals who work for permit holders.

## 2. Public Affairs and Government Relations

APEGA anticipates that the Professional Governance Act (PGA) will be tabled in the 2025 legislative session and come into force soon afterward. It will replace APEGA's current governing statute, the Engineering and Geoscience Professions Act and possibly 22 other professional governance acts. Internal work is underway at APEGA in anticipation of this new legislation.

## 3. Equity, Diversity, and Inclusion

APEGA's 2-year grant of \$250,000 from the Women's Economic Recovery Challenge, a provincial program is continuing to enhance economic STEM 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. Also, with the support of the Women in APEGA Advisory Group, APEGA continues to work towards increasing the proportion of professional engineers and geoscientists who are women to 30% by 2030.

## 4. Application Processing Times

APEGA is constantly optimizing its registration processes to reduce application processing times. Approximately 94% of applications are approved within the 180-day time frame required by Alberta's Fair Registration Practices Act, excluding inter-provincial mobility transfer applications. More than 99% of inter-provincial mobility applications are processed within the 30-business-day time frame required by Alberta's Labour Mobility Act and Labour Mobility Regulations.

## 5. Competency-based Assessment

Competency-based assessment (CBA) helps APEGA equitably and objectively evaluate an engineering applicant's work experience and their ability to perform fundamental engineering tasks safely and reliably. Applicants must provide examples of how they meet 22 core competencies required for registration and provide a validator who can confirm their experience. APEGA made significant improvements to its CBA process for engineering applications. Following the recommendations of an independent consultant, APEGA simplified its written content to clarify CBA requirements to applicants, validators, staff, and APEGA Board of Examiner volunteers who review and approve applications. APEGA also increased staffing to provide examiners with more support. In total, 6,257 application decisions were made in 2023 which is a 18.8% increase from 5,354 decisions 2022.

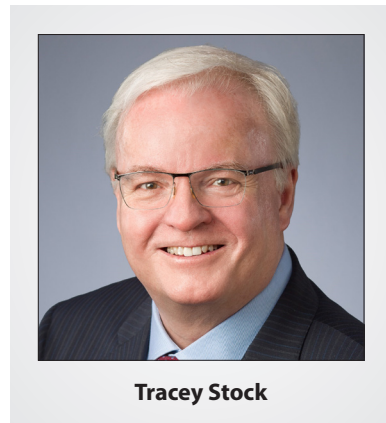
## 6. Examinations

More than 12,700 candidates registered to take the National Professional Practice Exam (NPPE) in 2023, which is up by about 13%. APEGA manages NPPE testing for 13 engineering and geoscience regulators across Canada.

## 7. Software Engineering

The Government of Alberta enacted the Engineering and Geoscience Professions Amendment Act, 2023, SA 2023, c 7, that says, "An individual, corporation, partnership or other entity who is not a professional engineer, licensee or permit holder entitled to engage in the practice of engineering, and uses the word "engineer" in

combination with the word "software", or any other words or phrases similar to the phrase "software engineer"... is exempt from the application of section 3(1)(a)(ii)..." which otherwise prohibits use of "the word "engineer" in combination with any other name, title, description, letter, symbol or abbreviation..." by those who are not registered as professional engineers.



## 8. Mentoring

To free up resources that will enable APEGA to place greater emphasis on those core functions, APEGA will no longer be facilitating mentoring relationships for registrants through our Mentoring Program as of April 30, 2024. The current program will be modified and integrated into APEGA's new Work Readiness Program. This new initiative guides students and members-in-training in developing the knowledge and skills needed to prepare for their upcoming careers as APEGA professionals. Mentors and mentees can also check out the APEGA Mentoring Café, which creates a one-time connection between university students and industry professionals with no long-term commitment.

## 9. Practice Standards

At the end of 2023, APEGA publications included 4 practice standards, 2 practice bulletins, 15 practice guidelines, and 5 joint practice publications. The ethics module complements APEGA's Ethical Practice guideline published in 2022. The guideline was updated to reflect the evolution of engineering and geoscience practices due to society's expanding expectations for ethical and professional leadership. The APEGA Code of Ethics includes 5 Rules of Conduct that define the fundamental principles and values that guide permit holders, licensed professionals, and members-in-training, both professionally and personally.

## 10. Building Envelope Practice Bulletin

Council approved the AAA/APEGA Joint Practice Bulletin for Functional Relationships for the Building Envelope Portion of Projects. This bulletin is in effect and enforceable as of July 1, 2023. It provides clarity on roles and responsibilities for building envelope projects and completing the National Building Code – 2019 Alberta Edition (NBC[AE]) Schedules.

## 11. 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, ensure APEGA permit holders are meeting professional standards, complying with regulations, and fulfilling ethical obligations. In 2023 it reviewed 700 permit holders. In the last 5 years, APEGA has initiated a practice review of all permit holders employing 100 or more licensed professionals. These permit holders employ 45% of APEGA registrants.

More information about APEGA's 2023 achievements can be read in the [2023 annual report](#) on [apega.ca](#).

# ACEC Liaison Report

It has been our honor to represent Consulting Engineers of Alberta on the ACEC National Board this past year. With all in-person meetings, this allowed for a very collaborative and personal exchange of challenges and opportunities that all Provinces and Territories have been managing and advocating for. This collaborative cross-country effort enhances the value to its members as advocacy issues continue to have similarities in all the regions of Canada.

In June of 2023, the Board was presented with the updated **2023 - 2026 Strategic Plan and adopted it. ACEC's strategic priorities include 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. As a trusted and influential partner to the federal government, ACEC continued outreach with parliamentarians and officials, with emphasis on advancing the National Infrastructure Assessment (NIA), a national infrastructure corridor, and Qualifications-Based Selection. We continue to see improved progress of ACEC staff advancing the strategic priorities of the organization which has been very appreciated. Please visit the ACEC Website [www.acec.ca](http://www.acec.ca) for more information. A summary of some key initiatives, services and programs of the organization are as follows:

## Champion Industry (Advocacy)

- **Parliament Hill Day Meetings** - ACEC-Canada brought over 65 representatives of the consulting engineering sector from across the country to Ottawa for over 35 in-person meetings with legislators and policy makers during its first in-person Parliament Hill Day since the pandemic. Since Parliament Hill Day, ACEC has been connecting members with politicians who had wanted to meet with ACEC representatives but who had been unavailable in October.
- **Federal Government Language Requirements** - Policy Notification 481R requiring all federal procurement documents, including design documents prepared by consultants, must be provided in both official languages, continues to dominate ACEC's advocacy. PSPC has advised ACEC that it has drafted a policy update and that a public consultation will take this May/June. This review will also include the engineering regulators across the country. ACEC has developed new materials to educate civil servants and politicians about the impacts (PN-481R).
- **Federal Budget 2024** - The Minister of Finance tabled her federal budget April 16th. ACEC submitted its updated recommendations from its earlier recommendations made in August 2023 to reflect the current fiscal and political situation, including implementing the National Infrastructure Assessment to create a long-term strategy for addressing infrastructure needs in communities across Canada, and renewing funding for the Investing in Canada Infrastructure Program (ICIP) or unveiling a successor program.
- **Infrastructure to Support Housing** - ACEC and federal partners recognized early that the government was potentially creating a major problem by advancing major housing investments, without making corresponding investments in public infrastructure. On April 2, 2024, the Prime Minister announced a \$6 billion fund for new housing-related infrastructure investments, including \$1 billion to

directly support water, wastewater, stormwater and solid waste infrastructure. The further \$400 million to support the housing accelerator fund may help consulting engineers who perform structural work as some municipalities focus on new residential tower construction.

- **Federation of Canadian Municipalities** - On September 28th, John Gamble attended a "by invitation only" consultation by the Federation of Canadian Municipalities (FCM) to develop a Municipal Growth Framework. This is providing an opportunity to strengthen the relationship between ACEC and FCM – whose membership collectively represents the largest client group for the industry. The Framework itself is consistent with much of ACEC's ongoing advocacy and could provide a means to establish long-term, predictable investments in municipal infrastructure.

## Strengthen Firms (Profile Building - Stakeholder Outreach)

- **Allen D. Williams Scholarship and Beaubien Award** - The 2023 ADW Scholarship award was presented to Rahim Ahmad of Associated Engineering in Saskatchewan and the 2023 Beaubien Award was presented to Leon Botham of NewFields in Saskatchewan. Congratulations!
- **Student Outreach Program** - The 2024 Canadian Engineering Competition (CEC) took place on March 1st-4th at the University of Calgary. John Gamble was in attendance and took part in the extemporaneous debate category. In addition, John had a speaking opportunity at the opening ceremony and attended the closing banquet on the last day of the event.
- **Future Leaders Forum** - Based on the overwhelmingly positive feedback from our inaugural session, ACEC and DFS Consultants have created a virtual Level 200 follow-up program tailored for individuals who successfully completed the Management Program and Forum in January. The 2024-2025 Future Leader Management Program and Forum - Level 100 is scheduled from September 2024 to January 2025, culminating with a two-day in-person forum, taking place from February 3rd to 5th in Calgary, coinciding with the ACEC Board meeting.

## Support Members (Member Engagement)

- **Economic Impact and Sentiment Studies** - In February, ACEC received preliminary, high-level results of the economic impact. The full study results are expected to be delivered in mid-May. An Engineering Business Sentiment was distributed to 1250 leaders within the ACEC membership. The second survey will be conducted late summer and presented at the ACEC Leadership Conference in October.



**Craig Clifton, P.Eng.**  
Clifton Engineering Group



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



## ACEC Liaison Report Continued

- **Communications and Outreach with Member Organizations** - Allyson Desgroseilliers and John Gamble attended the very successful CEA Awards Gala April 26 in Edmonton and the ACEC Board will be meeting in Calgary next February 4th to 5th in conjunction with the Future Leaders Forum. Allyson and John continue to engage and meet with the Member Organizations to support their needs when requested.
- **Engagement with Leaders of Member Firms** - The Executive Forum will be held June 10 to 11th in Montreal. ACEC Chair Allyson Desgroseilliers and CEO John Gamble will act as the forum hosts. ACEC-Canada is also proceeding with a National Small Firm Forum to take place November 11-13.
- **Diversity and Inclusion** - The Diversity and Inclusion Steering Committee received a project status update in February on the implementation of report recommendations and they made several decisions including; aligning with Engineers Canada for employer 'best practices', supporting progressive practices, supporting safe and harassment-free workplaces including field and off-site work, creating an online resource library, and a review of by-laws and governance documents for institutional biases.

ACEC is actively supporting and participating in the 30 by 30 conference hosted by Engineers Canada – virtually in April and upcoming in-person in Winnipeg this June 2024.



Allyson Desgroseilliers, ACEC Canada, Chair  
CEA Showcase Awards Gala 2024

## ARHCA Liaison Report



Ryan Betker, P.Eng.  
McElhanney

At the Fall Convention, ARHCA led a "resigning" of a Tri-Party Working Charter, signed by Transportation and Economic Corridors (TEC) as well as CEA. This was signed by Minister Dreeschen and is indicative of the strengthening of the relationship that ARHCA has with the Alberta Government, specifically the TEC Ministry, and has been reflected with renewed commitment by the Deputy Minister, Bryce Stewart, with support for the Strategic Priorities Group (SPG).

ARHCA continues to advocate for long-term sustainable and predictable funding. They have shifted from dollar amounts to tonnage to better quantify the actual amount of paving (rehabilitation), noting that it continues to decline in volume, while dollars are not adjusting. This is resulting in paving equipment being sold off in Alberta.

For ARHCA, there remain several issues that continue to be worked on with TEC:

- **Contractor Evaluations:** ARHCA firms remain concerned that it will impact Contractors and their ability to bid on work, should there be unfavorable outcomes on a project – and is now starting to see Contractors on the list, where they are not allowed to bid. Similar to the concerns raised by CEA Members, 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 TEC.

- **Under-Tendering:** TEC under tendered a significant amount of work last year, resulting work not coming out to ARHCA members, which is a disappointment. The underspent dollars return to Treasury, and may impact future year budgets (lower), which becomes a concern in future years as well.
- **Funding Formula:** ARHCA with CEA are working on funding formulas for TEC and providing input, essentially to identify what needs to be completed (capital, rehabilitation) and work backwards to form the budget – this is an asset management type approach and is consistent with CEA messaging.
- **Risk Assignment:** Coming from a Procurement Summit in November 2023, ARHCA is working with the government to better assign the risk from projects, intending to have better cost certainty, specifically around utilities and geotechnical. Discussions are continuing, and becoming more of a focus, with the plan to help TEC procure more projects, where the risk is assigned to the party that is best able to manage it, which may include more field work, prior to tendering.
- **Public Advocacy:** The "Fix our Roads" campaign (as well as other public advocacy) is currently on a bit of a hiatus until the fall of 2024, when it will be reconsidered.

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. This has been evident through the past year, and will continue in the future.

# Young Professionals' Group Calgary



**CHAIR: Alex Eddie, M.Sc., P.Eng.**  
**Thurber Engineering**

In 2023-2024 the Calgary Young Professionals group focused on continuing to connect our members across companies. Like many other committees, we have tried to balance the advantages of being able to meet in-person while taking advantage of the convenience of online meetings. This year we have been rotating our monthly in-person meetings between committee

member offices but continued to include an online option to allow those who have been sent to site the opportunity to contribute their opinions and ideas.

Throughout this year, the Calgary YP group hosted several events, starting with the Fall Mixer at Escape360. We had over 30 attendees who were randomly divided into groups and tasked with 'escaping' from various movie/TV themed locked rooms. The event was a great way for members to meet and collaborate with other YP's and was certainly a great way to start the year.

In November, we also hosted a technical tour of the Calgary Central Library. The tour was led by architects and engineers who worked on the project during its design and construction. The tour also had a great turnout, and attendees gained a new perspective and appreciation for the building design. I would recommend anyone visiting Calgary to take some time for a visit to see it for themselves.

Over winter we hosted the guide to the APEGA P.Eng. application process for our E.I.T. members. The event was held at Paradise Brewing, which was a new venue for us and gave attendees the opportunity to network before and after the presentation. A big thank you goes to Amit Banerjee at APEGA for presenting and responding to questions so fully and enthusiastically!

As per previous years, we also held the 'Life as a Consulting Engineer' event at the University of Calgary and the 'Life as a

Consulting Engineering Technologist' at the Southern Alberta Institute of Technology (SAIT). These events are always well attended by students, and this year was no exception. Both events are valuable to promote our industry and future involvement in the CEA to the next generation of engineers and technologists. We received great feedback from students. A big thank you to all the presenters at these events. Next year we are planning to introduce a new position within the committee of High Schools Liaison. This position will be tasked with introducing consulting engineering to a wider and younger audience. The aim is that high school level students will have an appreciation for consulting engineering when selecting future courses at university or college.

As we move into May, we have our second Technical Tour of the year which will focus on the 'Complete Street Concept'. We had initially planned this event for April but being an outdoor event, combined with the variable Calgary weather we decided to postpone the tour to May 9. It will include a walking tour through Bridgeland, and presenters will explain the philosophy behind the redevelopment of transportation in the area. It should be an informative tour.

Our final event of the year will be our Spring Mixer, which will be held at Greta Bar at the end of May. This event will give attendees the opportunity to network as well as enjoy food, drinks, and arcade games after all their hard work and is one that I'm really looking forward to.

I'm excited about the future of this committee and know we have an enthusiastic group of engineers who will drive the YP group forward over the next few years. Thank you to all the YP members for their hard work and great ideas. I would especially like to thank the following individuals for making this year a great success:

- Ana Arvizu, McElhanney Consulting, Committee Member
- Deanne Melgar, Hatch, Committee Member
- Edward Mayaki, Tetra Tech, Committee Member
- Michael D'Souza, Klohn Crippen Berger, Committee Member
- Monica Purewal, McElhanney Consulting, Committee Member
- Nina Abdellatif, McElhanney Consulting, Committee Member
- Osama Javid, Tetra Tech, Committee Member
- Ruben Del Rosario, Tetra Tech, Committee Member
- Sarbjot Singh, Tetra Tech, Committee Member
- Sarim Baig, HGC Engineering, Committee Member





## Young Professionals' Group Edmonton



**CHAIR: Jarrett Zilinski, P.Eng.**  
**McElhanney Ltd.**

Early in the year, the Edmonton Young Professional (YP) Group identified a need to engage CEA's member firms to ensure representation of as many companies as possible on our committee. Building on the momentum from last year's growth in the group, we were able to retain many members from previous years and even add a few key members from companies that had

not previously been represented that were integral to the success of many of our events.

Our group strived to maintain consistency from previous years to ensure young people knew what events they could look forward to attending. We saw an increase in attendance at most of our events and enjoyed the energy of in-person committee meetings and events.

A major highlight of this year's event calendar was a mixer with a private improvised comedy musical from the talented performers at Grindstone Theatre followed by an opportunity to mix and mingle and get to know our fellow young professionals.

Early in 2024, we had events at both the University of Alberta and NAIT and saw an increase in attendance from previous years at both.

CEA YPs presented details on what it's like to work in the consulting engineering industry in a variety of different specialties and roles. Many students were eager to engage with those who attended which really impressed us and led to thoughtful and energetic discussion for several hours following the presentations.

We are looking forward to one more event before we break for summer, the annual "40 under 40" event in June where we hope to attract YPs and students alike to learn from some influential members of our Edmonton community.

Another successful year was only possible through the tireless efforts of our group members and we are very thankful for all those who were able to attend our monthly meetings and events. Some key contributors that made our events possible include:

Victoria Buffam (Dialog), Past Chair  
Raziq Dhanani (AECOM), YPG Director  
Aidan Cooper (McElhanney), U of A Liaison  
Josh Visser (V3), NAIT Liaison  
Braeden Veeneman (V3), Committee Member  
Noah Wishart (Associated), Committee Member  
Lucas Green (Thurber), Committee Member

Finally, we want to congratulate Victoria Buffam on being nominated at this year's CEA Awards gala for the Harold L. Morrison Rising Young Professional Award. She has been a key member of our group as the past chair and we are very fortunate to have such an integral member of the industry on our committee.

## Environmental Committee



**Kathryn Wilneff, P.Eng., PMP**  
**WSP**

Both CEA member firms and our clients have expressed frustration with the length of time the environmental permitting and approval process takes in Alberta. It is not uncommon for applications prepared by CEA members to take many months to years to be reviewed and approved by the Government of Alberta. This year the Environmental Committee choose to focus on attempting to improve

regulatory response time for documents issued by the Government of Alberta under the *Water Act*.

A representative from the Government of Alberta attended the meeting committee meeting in January 2024 to share information on how initiatives being undertaken to improve regulatory response times. Another meeting is scheduled with a representative from the Government of Alberta in May 2024 to discuss options the following topics:

1. Options for reducing the time required for the Government of Alberta to determine if an application is "complete" before passing it on for technical review.
2. Options for enabling construction to proceed while details on future environmental monitoring, pollution control and reporting are being determined.
3. Discussion on utilization of electronic submission processes, and enabling CEA Members to participate in the development and testing of these systems.

The Environmental Committee also identified important environmental activities that CEA Members and the public should be aware of. These topics included the following:

- Environmental Regulatory Requirements and associated timelines
- Requirements for activities that may affect fish bearing waters, erosion and sediment control
- Drought and Alberta's water supply
- The adverse effects caused by road salt and dust control chemicals, and options for the re-use and remediation of salt impacted soil
- Hazardous waste management
- Alternative energy – nuclear, solar, wind



# Congratulations to the Winning Firms!

	<b>Award of Excellence</b>	<b>Award of Merit</b>
Building Engineering - Commercial	Project: Ricochet Oil Corp Firm: <a href="#">WSP</a>	Project: Glenora Park Assisted Living and Respite Care Facility Firm: <a href="#">Englobe Corp.</a>
Building Engineering - Institutional	Project: University of Calgary Haskayne School of Business Mathison Hall Expansion Firm: <a href="#">Smith + Andersen</a>	Project: Windermere Fire Station 31 Firm: <a href="#">SMP Engineering</a>
Community Development	Project: Downtown Flood Barrier and Public Realm Improvements, Eau Claire Plaza to Riverwalk Firm: <a href="#">Klohn Crippen Berger Ltd.</a>	Project: Edmonton Community Health Hub North Firm: <a href="#">Englobe Corp.</a>
Community Outreach and In-House Initiatives	Project: Inclusion & Diversity: A Culture of Belonging Where Everyone Can Thrive Firm: <a href="#">GHD Limited</a>	Project: GHD in the Community: Ocean Wise Shoreline Cleanup Firm: <a href="#">GHD Limited</a>
Environmental	Project: Claystone Landfill Gas Quantification Program Firm: <a href="#">GHD Limited</a>	Project: Centre Street Gravel Bar Reshaping and Fish Habitat Restoration Project Firm: <a href="#">WSP</a>
Natural Resource Production	Project: Travers Solar Firm: <a href="#">Stantec Consulting Ltd.</a>	
Project Management	Project: Bonnybrook Wastewater Treatment Plant: Plant D Expansion Firm: <a href="#">Stantec Consulting Ltd.</a>	Project: Confederation Way Sanitary Sewer Bypass Firm: <a href="#">Associated Engineering</a>
Small Firm - Big Impact	Project: Leslieville Wastewater MAGNA Biofilter Wetland System (MBWS) Firm: <a href="#">MAGNA Engineering Services Inc.</a>	Project: Edmonton Community Health Hub North Firm: <a href="#">Englobe Corp.</a>
Studies, Software & Special Services	Project: Closing the Infrastructure Gap for First Nations Firm: <a href="#">Associated Engineering</a>	Project: Geohazard Change Detection Research Project Firm: <a href="#">Klohn Crippen Berger Ltd.</a>
Sustainable Design	Project: Northwest Inner City Upper Plateau Separation Firm: <a href="#">Associated Engineering</a>	Project: Tent Mountain Renewable Energy Complex Firm: <a href="#">GHD Limited</a>
Transportation Infrastructure - Roads, Interchanges, Airports, Mass Transit	Project: West Calgary Ring Road DB1 Firm: <a href="#">AECOM</a>	Project: Tłıchǫ All-Season Road Firm: <a href="#">Hatch</a>
Transportation Infrastructure - Transportation Structures	Project: Athabasca River Bridge on Hwy 813: Bridge Replacement on Active Landslide Firm: <a href="#">COWI North America Ltd.</a>	Project: Twinning of Stoney Trail over the Bow River in NW Calgary Firm: <a href="#">Stantec Consulting Ltd.</a>
Water Resources	Project: Bonnybrook Wastewater Treatment Plant: Plant D Expansion Firm: <a href="#">Stantec Consulting Ltd.</a>	Project: Cold Lake Fish Hatchery Upgrades Firm: <a href="#">Stantec Consulting Ltd.</a>

## Practically Civil

WHEN IT COMES TO building and tinkering, Herb Kuehne started early — you could even argue a bit too early. “When I was 12 years old, we were in the garage, using acetylene, brazing things — we got quite the technical background when we were still pretty young,” Kuehne recalls.

“We” were Kuehne and his brother, under the tutelage of their father, an “exceptional welder who founded a few companies and always came up with innovative ideas and ways to do things.” But the Kuehne kids showed such engineering aptitude that the garage quickly went from a place where father taught sons to a typical shop where a trio of (relative) equals worked on projects as they pleased, so much so that when the brothers Kuehne eventually built their own go-kart, “Dad wasn’t there.”

Dad was there for future chess games, though, and both Kuehne’s parents fostered his curious, technical mind with gifts like a telescope and chemistry set. By the time he approached college age, Kuehne started thinking of engineering as a career. That’s when the family’s resident nuclear engineer stepped in.

“My uncle actually taught nuclear engineering down in the States. And to help me make the decision, I flew down to Kentucky where he set up interviews with a bunch of other profs, in each one of the disciplines, whether it was electrical, mechanical or structural engineering.”

So which discipline did he choose to study at the University of Alberta? “Civil,” he laughs, clarifying that at the time, it just seemed like a good fit. But looking back, he says he enjoyed the practicality of civil engineering, and how it affects so many people’s daily lives. “I started with Texaco Canada, as a refinery engineer, and it was great. But I wanted to do something different where I did more to improve people’s quality of life, whether it was building roads or improving water quality or sanitation.

So I ended up going to Associated Engineering after about a year at Texaco.” Of the many life-improving projects Kuehne’s helped construct, he cites the Cold Lake Marina — which was the largest inland marina in Western Canada at the time — and Edmonton’s Fulton Creek Marshland — the city’s first wetland facility — as particularly impactful. “Today, you see them everywhere, as part of every subdivision, but at the time, people built normal stormwater management ponds,” he says. “That was a pretty neat project, coming up with a concept of getting nature to clean the stormwater that way. Now, it’s taken for granted, but it was unique at the time.”

As an avid hunter and fisher growing up, Kuehne brought an outdoorsman’s appreciation of nature to his projects. “I love the outdoors, and I was a boater, so for the Cold Lake marina, I wasn’t coming in cold — I knew what was needed for a boating community, like that you don’t just size a marina for the craft that are there at the time, you build for the future. A lot of engineering is common sense.”

Kuehne used his common sense on another fondly recalled project, one that required less engineering, and more of his interpersonal skills. “I like just being able to help clients, and one that made a big difference was helping the city of Fort McMurray overcome some of the huge growth issues they had, by helping them secure some of the infrastructure funding that they needed from the province to help the community grow.”



As he thinks of how his engineering community grew over the years, Kuehne recalls a behind-the-scenes decision he pushed for as president of Consulting Engineers of Alberta (CEA), back when the industry struggled to hire young engineers. “It was a function of salary,” he explains. “So I was able to get the CEA board to agree that we had to significantly raise the salary of graduate engineers so that we could bring them into our firms. As a result, we were able to attract some of the best and the brightest in our industry, and it had a cascading effect with salaries going up all over the place. It’s important to remember that we’re competitors, but we’re also members, so we’re all in this together.”

Kuehne represented CEA on the board of ACEC, where he also served as Chair, and remembers his contribution as changing the Board governance and having a forward-looking focus on consulting engineering issues.

Looking back on his Lieutenant Governor’s Award-winning career, which included CEA Merit and Excellence awards, myriad projects, as well as international work in China, Kuehne says that even though members may compete for projects, “a competitor today could be a friend tomorrow,” and while he may have held a leadership position for much of it, he’s been most happy to be part of a team.

“I think a good engineer has to look at the big picture, and be holistic in their approach. I used to always say to people, ‘It’s up to you guys, I’m just the coach in the background helping guide you — you’re the ones that will achieve the success, and you’re the ones that will be recognized for it.’”





# Harold L. Morrison Rising Young Professional Award 2024



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 Caitlyn Osz-Therault of Stantec Consulting Ltd.

Caitlyn, a dedicated member of the Low Carbon Solutions Group at Stantec, showcases acute expertise in advancing lower emissions solutions within her field. With notable involvement in the greenhouse gas abatement program, Caitlyn assumes a significant role demonstrating her capability and profound determination. Embracing continuous growth, she obtained Scrum Master Accreditation, facilitating the management of projects utilizing an Agile framework, known for its effectiveness in complex project development.

Caitlyn's contributions extend to Alberta's renewables market, where she spearheads fundamental initiatives such as the exploration of wind regimes in mountainous regions, as evidenced by her keen leadership through projects.

Recognized both by clients and internally, Caitlyn dedicates herself to volunteer work with Stantec's Employee Resource Groups including Women @ Stantec and the Developing Professionals Group (DPG). As the DPG Canada lead, she advocates for the development of professionals and their leaders, fostering impactful contributions across chapters and regions nationwide.



## CEA Member Firms 2023-2024

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



# CEA Member Charter

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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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