

2020
CONSULTING ENGINEERS OF ALBERTA
SHOWCASE AWARDS

IT'S YOUR
WORLD



CEA ANNUAL REPORT

2019 - 2020

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CEA Team



Ken Kozakewich, MBA, P.Eng.
Chief Executive Officer



Lisa Krewda
Chief Operating Officer



Daniel Schieman
Event Coordinator



Inderjeet Singh
Information Specialist



2019 - 2020 Board of Directors



Sean Snowden
PRESIDENT
WSP



Derek Ciezki
PAST PRESIDENT
SMP Engineering



Sara Anderson
VICE PRESIDENT
Urban Systems



Todd Simenson
TREASURER
Stantec Consulting



Allan Partridge
CAA LIAISON
Next Architecture



Aparna Krishan
YP DIRECTOR
McElhanney



Anthony Plamondon
DIRECTOR
ISL Engineering and
Land Services



David Nagy
HONORARY PAST PRESIDENT LIAISON
Associated Engineering



Frank Prosperi-Porta
DIRECTOR
RJC Engineers



Greg Burghardt
DIRECTOR
Arrow Engineering



Helder Afonso
ACEC LIAISON
Associated Engineering



Jennifer Enns
APEGA LIAISON



Joel Nolin
DIRECTOR
AECOM



Kelly Butz
DIRECTOR
Magna IV Engineering



Laura Creswell
YP DIRECTOR
Urban Systems



Monica Wagner
DIRECTOR
Wood Environment &
Infrastructure Solutions



Neil Robson
DIRECTOR
DIALOG



Ryan Gidluck
DIRECTOR
Morrison Hershfield



Sheldon Hudson
ACEC LIAISON
Al-Terra Engineering



Wendy MacKay
DIRECTOR
Morrison Hershfield

President's Message

As the Consulting Engineers of Alberta operational year ends and I conclude my year as President of the CEA, I feel as though my term went by in the blink of an eye. So much has changed, seemingly so fast. As I reflect upon the past year, the current COVID-19 situation, and the uncertain economic road ahead, I feel that a united consulting engineering industry will be key in leading the way forward. The theme to "Influence and act together, for a strong and sustainable future" rings with more truth than ever before. Never has there been a greater need to act together - to work with our clients to influence and lead, to help stabilize the economy, design and build infrastructure, enrich society, and create a sustainable environment where Albertans can live and once again thrive.

We have experienced and accomplished much this year, and there is much more to be accomplished in the time ahead. Some of my personal highlights include last year's Annual General Meeting, where a new Board Executive was created, new members joined the Board, and the foundation for the year was set. The strategic retreat was impactful as the new Board had an opportunity to forge new relationships and set strategy for the year. Other highlights for the year included the opportunity to meet our various committees and share objectives for the year in September, to see the emergence of new committees, attending the ACEC national convention, the Showcase Awards Gala, Board meetings, the successful financial result for the year, and the COVID-19 Advisory Team assembly.

Showcase Awards Gala

The Consulting Engineers of Alberta hosted the best and brightest of our industry at the Showcase Awards Gala on February 21 in Edmonton. It is at this event that consulting engineers and their industry partners are acknowledged for shaping the landscape for our practice to thrive, and for our communities to grow stronger, safer, better and smarter. Special guests in attendance included the Honorable Ric McIver, Minister of Transportation and MLA for Calgary-Hays; His Honour, Don Iveson, Mayor of the City of Edmonton; and ACEC-Canada President and CEO, John Gamble, and Chair, Lawrence Lukey. In all, there were 420 guests in attendance. Twelve Awards of Excellence and fourteen Awards of Merit were presented from a total of fifty-one projects submitted. These projects represented a broad cross section of Alberta's consulting engineering firms. The winners should take pride in being recognized as the best-of-the best in engineering design and innovation excellence.

Outstanding personal contributions in our industry were also acknowledged at the event. The Lieutenant Governor's Award for distinguished service was presented to Mr. Bob Gomes, P. Eng. Bob is a past president of the Consulting Engineers of Alberta (2003/04) and was recognized for his long and distinguished career as a consulting engineer. The Harold L. Morrison Award, which gives recognition to exceptional achievement for a young professional, was presented to Andrew Lischuk, P. Eng., a buildings engineer with Stantec Consulting Ltd. Four other highly qualified young professionals were nominated for the award.

Government Relations Committee

In keeping with the Consulting Engineers of Alberta's Strategic Priority to "Shape Public Policy", we have engaged a Government Relations consultant to assist by creating a Government Relations Strategy. This strategy identifies a path to working with the provincial government on the adoption of QBS practice for public procurement of professional consulting engineering services with a focus on changing legislation. In order to comply with the Lobbyist Act, which was updated in 2018, the CEA has become a registered lobbyist on April 8, with our Government Relations consultant acting on our behalf.

The Board has also formed a Government Relations committee to work with our consultant and guide strategy towards use of QBS procurement in the provincial government by 2023. In the months to



Sean Snowden, P.Eng.
President

come, we'll be offering new tools to help members collaborate with each other, influence government, and act together as champions of our industry.

Rural Municipality of Wood Buffalo Liaison Committee

During the year, a new Consulting Engineers of Alberta Liaison Committee has formed in Fort McMurray to address issues specifically within the Regional Municipality of Wood Buffalo (RMWB). The Committee is an energetic, focused group of local industry volunteers who have created a formalized Terms of Reference and gather for regular meetings. Together, they speak with a united voice to advocate for the consulting industry in this region. With a new relationship with the RMWB based on mutual trust and cooperation, the RMWB have agreed to further meetings with both RMWB staff and elected officials to advance several industry issues on procurement, contractual terms and project delivery, which is a remarkable success. This committee will function like other successful major municipal liaison committees in the City of Edmonton and City of Calgary.

COVID-19 Response

Owing to the current and foreseeable COVID-19 challenges and opportunities, the CEA Board has enacted a COVID-19 Crisis Advisory Team consisting of: Senior members representing a spectrum of our firms; Executive Board Members; and CEA Senior Administration. This group is meeting weekly to identify issues and to provide real-time industry perspective to the CEA's CEO, as he meets with and influences decision makers within government. The conversations from this advisory group will also feed into the board discussions about strategy related to the current issues. Topics for discussion include cash flow, essential construction, procurement, stimulus funding, force majeure, contract terms and risk management, safety protocols, and private sector impacts.

The CEA Board is now meeting on a bi-weekly basis, during this period of crisis. These meetings are focused on reviewing the outcomes of the COVID-19 Crisis Advisory Team meetings. We are gaining insight into how the crisis is affecting our member firms and discussing how the CEA can best serve our member's interests during this uncertain and challenging time.

In closing, I would like to give thanks:

- to my fellow Board Executives, for the strategic and fiscal leadership you have shown
- to the Board Members, for the gift of your time and energy on behalf of our industry
- to our CEO, Ken Kozakewich, for your advocacy work with government and industry for the betterment of Consulting Engineers
- to our COO, Lisa Krewda, for your tireless work on events, office administration, fiscal prudence, and for orchestrating the relocation of the CEA office
- to our former Registrar, Ken Pilip, for his many years of service and dedication to the organization. Ken Kozakewich has graciously taken on this role going forward.

One learns much in the act of service. The year has been truly enriching and rewarding. I look forward to continuing to serve on board this next year as Past President to our new CEA President, Sara Anderson.

CEO's Message

The disruptions that have occurred in our industry over the past year have been unprecedented in the history of CEA. Throughout the past twelve months our staff and committees have been responding to a growing number of significant events. After five years of continuing weakness in the oil industry, we've seen the bottom fall out of the industry due to geopolitical events. We've seen a major change in the provincial government leadership, two austerity provincial budgets in the period of less than six months and as I write this, a major global pandemic related to the COVID-19 virus. There has never been a stronger need for collaboration between our members and working together through the upcoming economic pandemic.

Early in our organizational year, CEA was heavily engaged in providing input to the new provincial government. Input was provided to the Premier's Blue-Ribbon panel, government ministers and senior staff in the need to maintain sustainable infrastructure spending. Industry roundtables were held with the Ministers of Transportation and Infrastructure. Regular meetings continued to take place at the Deputy Minister level through our Strategic Priorities Group at Alberta Transportation and our Industry Liaison Committee at Alberta Infrastructure. Both groups also involve allied industry associations that include the Alberta Roadbuilders and Heavy Construction Association (ARHCA), Alberta Construction Association (ACA) and the Consulting Architects of Alberta (CAA). CEA also participated in a retreat with the Deputy Minister and Minister of Transportation and ARHCA to review industry challenges in the current environment.

In response to the provincial government's initiative of Red Tape Reduction, several activities were undertaken. A formal submission was made to Alberta Treasury Board and Finance covering our industry's recommendations on how to improve procurement of engineering services, consulting agreements, contracts in the municipal area, safety legislation and regulations and administration of WCB funds. CEA also presented items related to Water Act approvals and Public Lands Act dispositions that impacted both government and private industry projects. Additionally, a Red Tape Reduction workshop was held with Alberta Transportation to discuss several items unique to that department as well as overarching issues which might be included in the government's initiative to standardize policy, regulations and processes across departments. Since Red Tape Reduction is a three-year initiative, CEA will continue to push forward on a number of these issues in the future.

Stakeholder engagement sessions are an important area in which CEA provides industry input to client groups. Over the past year CEA was involved in numerous meetings in the development of the Vendor Performance Management Program with Alberta Infrastructure. Along with ACA and CAA, we were able to provide influence on details within this program and will continue to provide feedback and recommendations for continuous improvement now that it has been implemented. CEA is also a recognized stakeholder in relation to potential changes to Prompt Payment legislation being considered by Service Alberta. This is a significant issue for our member companies working in the vertical infrastructure sector and with many private sector clients. CEA will continue to contribute our industry's input on the need for legislative change in this area.

Despite the disruptions in industry, a number of CEA's ongoing regular business activities remained. We have continued to promote Qualifications Based Selection (QBS) with clients. Some additional projects were released this year through Strathcona County and Alberta Transportation. The QBS study through the University of Alberta is now underway and should be completed in the next year. A joint liaison committee with APEGA continues to meet regarding the ongoing unique challenges our industry faces with

this regulatory body. Liaison meetings were also held with the Minister of Municipal Affairs, the Alberta Urban Municipalities Association and the Rural Municipalities Association. Our events calendar was also busy this past year with industry mixers being held in Edmonton and Calgary and our annual Gala Awards evening.

The rapidly evolving COVID-19 situation resulted in the postponement of our Transportation Connects Alberta Conference in Red Deer in March. Our efforts also rapidly switched to collaboration with allied industry groups to address both immediate issues as well as identifying opportunities in this crisis and communicating those to the provincial government. An Alberta Joint Industry Response Team has formed involving CEA, CAA, ACA and the Edmonton and Calgary Construction Associations. The group has been focused on communicating with Alberta Infrastructure on the importance of maintaining cash flow, keeping our industries designated as essential services, maintaining the current Capital Plan and construction programs, clarifying how contractual terms will be handled due to supply and service chain disruptions, changing procurement and delivery methods and lobbying for further stimulus funding. A similar initiative is also underway between CEA and ARHCA with Alberta Transportation.

Within CEA we've had to make the same difficult decisions that have been made by our members and many other organizations during these trying times. We were able to move our office to a new location to reduce costs. We have reduced our staff to better align with the current and foreseeable situation in the economy. We will continue to work as closely as possible with members of the industry to deliver our services in a collaborative and cost-effective manner.

It has been a pleasure to represent this dynamic and adaptive industry over the past year. I believe CEA has and will continue to provide a vital role in providing a unified voice for our industry. I thank our staff, Lisa Krewda and Inderjeet Singh; our committee members; and our member companies for your continued ongoing support and commitment to the organization and look forward to working with you in the challenging times ahead.



Ken Kozakewich, MBA, P.Eng.

Treasurer's Message

CEA exceeded its financial goals in 2019/2020 due to the ongoing cooperation and commitment of our member firms and the Association's staff. The participation by member company volunteers in committees, association events and activities continue to be fundamental for the organization's overall strength and effectiveness, especially now with the recent outbreak of the coronavirus. The Association remains in a strong position to continue as an industry voice for the consulting engineering business in Alberta and as a facilitator for the development of staff through training programs, conferences and events, even with the recent delays in some of the CEA Activities and Events such as the Transportation Connects Alberta Conference.

Over the past year we slightly exceeded our financial plan expectations primarily through increased revenue a reduction in administration operating costs, which exceeded the decrease in membership fees and Events and Programs revenue. Our financial year ended with a deficit of \$-15,139 which is \$5,560 ahead of our 2019/20 budget.

Financial Activity Highlights

Revenue:

Memberships:

Membership revenue is the key component to maintaining the ongoing operation. CEA closely monitors current market conditions, including the ongoing impacts of COVID-19 and is aware of the increasing strain this imposes on member firms. In 2019/20 the Board approved a 2 percent increase to our CEA memberships fees for the 2020-2021 fiscal year. Although the economic conditions and industry consolidation over the past few years have impacted the year-over-year total membership, CEA continues to attract new members and the membership revenue has only been slightly impacted. To carry out CEA's objectives, dependable sources of revenue are vital and only possible through the engagement of our members. It is necessary to implement strategies that sustain the current base membership while recruitment efforts are exerted to increase it. In addition to membership drives, CEA's administration and executive have continued to connect with non-member firms to promote the value in becoming a member of CEA. Associate memberships and Affinity memberships (sponsorships) supplement our base revenue.

Events and Programs:

Over the past year our CEA events and programs revenue decreased. This was mostly in part to having to delay our 2nd Annual Transportation Connects Alberta Conference that had to be held in March 2020. It has been postponed due to COVID-19. In February 2020, the Showcase Awards Gala was hosted in Edmonton with 51 Projects nominated and 420 people in attendance. Building on the success of the previous CEA Showcase Awards programs, this year's event was again very successful and exceeded our budget. A special thank-you is extended to all the member companies and CEA administrative staff in particular who participated in and made this year's Awards Gala another huge success. Due to the COVID-19 Pandemic, the Showcase Awards Gala will not be held in 2020/21 budget year and will be held in the 2021/2022 budget year with a proposed date of fall 2021 in Edmonton. We also had another successful year with the PSMJ Project Management training program in terms of attendance and revenue generation meeting budget. Additionally, the Young Professionals' Conference and the Edmonton Golf tournament had better than anticipated revenues.

Expenses:

Administration and Operations:

In 2019/20 there was a continued focus on efficiencies and costing adjustments, due to the current economic climate. Cost cutting measures were taken to ensure we remained as close to budget as possible and with a focused view on sustainability of the CEA as an advocacy group. The most significant changes to reduce costs moving forward was the Office move in December 2019 and the reduction of staff due to COVID-19.

Strategic Initiatives and Committee Activity:

Expenses in this area remained below budget due to cost control measures, even with the significant increase in CEA activity and with the hiring of the government relations consultant to assist the Board of Directors.

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 2 budget cycles.

The Restricted Funds (Funds held in Trust) is currently at \$167,027 and is for the Strategic Priorities Group (Transportation Conference), Operations Expo and Infrastructure Partners Conference.

The General Investment Fund balance is \$122,082 in unallocated reserves from CEA's prior operating years. The combination of the stabilization fund and unallocated reserves gives CEA approximately 5 months reserve cash flow. 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.



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

2019/2020 Financial Summary:

Revenue	AMOUNT	Financial Notes
Memberships	\$510,445	
Events and Programs	\$421,537	Schedule 1
Strategic Initiatives and Committees	\$44,699	Schedule 3
Interest Income	\$11,897	
Total Revenue	\$988,578	
Expenses		
Administration	\$612,786	Schedule 2
Events and Programs	\$306,441	Schedule 1
Strategic Initiatives and Committees	\$82,912	Schedule 3
	<u>\$1,002,139</u>	
Excess (deficiency) of revenues over expenses from operations	(\$13,561)	
Other expenses		
Loss on disposal of equipment	1,578	
Excess (deficiency) of revenues over expenses for the year 2019/2020	(\$15,139)	

2020/2021 Proposed CEA Operating Budget:

Revenue	AMOUNT
Memberships, Investment Interest and Sponsorships	\$527,500
Misc. Net Revenue	\$500
Events and Programs (Net)	\$26,250
Total Projected Revenue	\$554,250
Expenses	
Administration	\$400,700
Variable Administration	\$93,180
Membership Expenses	\$17,300
Committees and Strategic Initiatives	\$59,500
Total Projected Expenses	\$570,680
Projected 2020/2021 Net Income:	(\$16,430)

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

Independent Practitioner's Review Engagement Report for Year Ended March 31, 2020

Mowbrey Gil, Chartered Professional Accountants LLP

We have reviewed the statement of financial position of Consulting Engineers of Alberta as at March 31, 2020 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

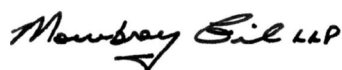
Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of Consulting Engineers of Alberta as at March 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with the Canadian accounting standards for not-for-profit organizations.



Sean Snowden, P.Eng.
President, CEA



Todd Simenson, P.Eng., FEC, ENV SP
Treasurer, CEA



Mowbrey Gil
Chartered Professional Accountants

Statement of Financial Position:

	2020	2019
ASSETS		
Current		
Cash	\$235,594	\$194,529
Short-term investments	101,150	101,820
Accounts receivable	30,301	27,101
Prepaid expenses and deposits	47,634	76,362
	\$414,679	\$399,812
Long-term investments	257,774	267,621
Equipment	3,752	6,937
Deposit	12,441	-
	\$688,646	\$674,370
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$74,834	\$189,113
Deferred revenue	189,242	51,009
Funds held in trust	167,027	167,027
	\$431,103	\$407,149
Deferred leasehold inducement	5,461	-
	\$436,564	\$407,149
Net Assets		
Unrestricted fund	122,082	137,221
Internally restricted fund	130,000	130,000
	252,082	267,221
	\$688,646	\$674,370

Statement of Revenues and Expenditures:

	2020	2019
Revenues		
Membership dues	\$510,445	\$511,299
Events and Programs	421,537	716,099
Strategic Initiative and Committee	44,699	40,993
Interest income	11,897	14,781
	\$988,578	\$1,283,172
Expenses		
Administration	\$612,786	\$618,232
Events and Programs	306,441	551,158
Strategic Initiative and Committee	82,912	69,841
	1,002,139	1,239,231
Excess (deficiency) of revenues over expenses from operations	(\$13,561)	\$43,941
Other Expenses		
Loss of disposal of equipment	1,578	-
Excess (deficiency) of revenues over expenses for the year	(\$15,139)	\$43,941

Statement of Changes in Net Assets:

	Unrestricted Fund	Internally Restricted Fund	2020	2019
Net assets – beginning of the year	\$137,221	\$130,000	\$267,221	\$223,280
Excess (deficiency) of revenues over expenses for the year	(15,139)	–	(15,139)	43,941
Net assets – end of year	\$122,082	\$130,000	\$252,082	\$267,221

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 organization 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 in Part III of the Chartered Professional Accountant’s of Canada Handbook. 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 estimates are the allowance for doubtful accounts and estimated useful lives 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. Equipment is amortized over its estimated useful life at the following rates and methods:

Computer equipment	30%	declining balance method
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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 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 the financial statements.

3. Cash

	2020	2019
Cash	\$238,605	\$271,369
Outstanding deposits	-	383
Outstanding cheques	(3,011)	(77,223)
	\$235,594	\$194,529

Notes to Financial Statements

4. Investments

	2020	2019
Short-term investments	\$101,150	\$101,820
Long-term investments	257,774	267,621
	\$358,924	\$369,441

Investments in the amount of \$337,303 (2019 - \$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 guaranteed investment certificates ("GIC's") and bonds. The GIC's consist of non-redeemable term deposits. The non-redeemable GIC's bear interest at 2.08% per annum and mature in May 2020. The bonds bear interest at 2.40% to 4.60% per annum.

Long-term investments consist of bonds. The bonds bear interest at 1.83% to 6.93% per annum.

5. Equipment

	Cost	Accumulated Amortization	2020 Net Book Value	2019 Net Book Value
Computer equipment	\$10,670	\$6,918	\$3,752	\$5,360
Furniture and fixtures	-	-	-	1,577
	\$10,670	\$6,918	\$3,752	\$6,937

6. Accounts payable and accrued liabilities

	2020	2019
Accounts payable and accrued liabilities	\$71,714	\$191,403
Government remittances payable (receivable)	3,120	(2,290)
	\$74,834	\$189,113

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:

	2020	2019
CEA Transportation Conference	170,276	-
Young Professionals Conference	9,867	25,049
CEA Membership Dues	7,012	-
Annual General Meeting	1,156	960
ACEC Membership Dues	931	-
ACEC - Canada	-	25,000
	\$189,242	\$51,009

8. Funds held in trust

	2020	2019
Infrastructure Partnerships Conference	87,901	87,901
Strategic Priorities Group	62,354	62,354
Operations Expo	16,772	16,772
	\$167,027	\$167,027

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

The Strategic Priorities Group was established as a result of the partnership between Alberta Transportation, the Alberta Roadbuilders & Heavy Construction Association and Consulting Engineers of Alberta to develop and support an annual two day Transportation Conference in March of each year. Historically, Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other two partners, however this year the conference was held by the Consulting Engineers of Alberta, not by the Strategic Priorities Group, therefore no management fee was received in the current year. Any surplus funds realized from the Tri-Party Transportation Conference from prior years are held in trust by Consulting Engineers of Alberta 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. Consulting Engineers of Alberta was contracted to organize and execute the conference. Any surplus funds realized from the conference are held in trust by Consulting Engineers of Alberta 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.

	2020
Opening Balance	-
Two months of rent-free period	5,461
	\$5,461

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' expenses.

11. Lease commitments

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

2021	\$11,540
2022	40,159
2023	40,159
2024	38,799
2025	35,082
Thereafter	182,642
	<u>\$348,381</u>

12. Subsequent events

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

13. 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, and accounts payable and accrued liabilities.

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, 2020.

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, and accounts payable and accrued liabilities.

Market risk

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

Interest rate risk

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

Government Relations Committee

With a new government in place for 2019 the role of the CEA had to adapt efficiently and strategically to ensure that the voice of our member firms was heard among the political party and Ministries in both Infrastructure and Transportation.

Our collaborative approach with other associations was more critical than ever to ensure that we as an industry were speaking with one voice...to ensure stability as well as stimulus for Alberta echoing the UCP's message and platform for 'getting Alberta back to work'. Early discussions with various ministries still focused on QBS as well as different methods of procurement to ensure efficiency of how tax payer dollars were spent as well as ensuring project delivery and procurement was more efficient than in previous years.

Part of enhancing our industry was to ensure top quality engineering in all facets of any project. Working closely and collaboratively in workshops with Alberta Infrastructure was key when the Vendor Performance Management Program (VPMP) was rolled out early in 2020 to provide a framework for not only evaluating Vendors but also AI's front line Project Managers in a 360 feedback approach; a key metric in ensuring that each project was evaluated throughout the course of a project. Engaging a 3rd Party Consultant earlier this year helped provide the CEA with a Government Relations framework for the next few years noting ways for our industry to help influence and shape public policy and to ensure the voice of our members is heard and respected within all Owner groups and realms of the industry by engaging with local government, Municipalities and respective MLAs.

The last few months of this past year were unprecedented with the COVID-19 global pandemic that rocked many member firms. Our industry has shown resiliency and with other associations and stakeholders we have pulled together to advocate for topics critical to sustainability of our industry including responses to pressing issues such as QBS and procurement. The transparency as well as vulnerability of our industry seems to be making waves among various leaders in the Ministry and the realization that in order to reduce costs on projects, it is effective to adopt fair contract clauses, clear scopes of work and a more efficient procurement methods including fair selection of vendors given some of the challenges in delivering various complexities in projects.

In response to COVID-19, it is reassuring to see the provincial government doubled the 2020/21 Funding for Capital Maintenance and Renewal to \$1.9B. Our direct interaction with government will be to ensure new and improved procurement methods are efficient and timely in order to release stimulus funding in these times by providing other means of contracts including prequalification of engineering firms, contract extensions, sole sourcing and scope changes on existing contracts.

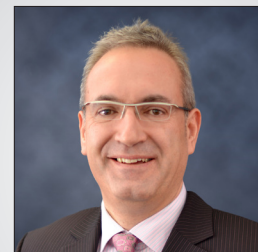
Various advocacy groups have also formed to respond to the COVID-19 disruption. A CEA Advisory team was created to inform the CEA Executive about operational and service delivery challenges. Furthermore, the Alberta Joint Response Team (AJIRT) which includes Contractors, Trade Associations and Architects and CEA, was formed to provide a larger and coordinated voice focusing on real time issues and risks surrounding the procurement and delivery of projects as well as reviewing contract terms, Force Majeure clauses, timely approvals to ensure cost efficiency and most importantly safety on design and construction sites throughout Alberta.

The Year Ahead – Looking Forward to 2020-2021

As we have done when faced with challenges in the past, now is the time to "Double-Down" for Alberta so that we will come out stronger than ever before. Consistent and unified communication with our Government bodies while developing stronger and trusted relationships with our industry partners will help promote a stronger Alberta economically and socially. We are all in this together to form the new normal of society and how we build and grow our engineering and construction industry...and it is humbling to be a part of helping make this happen.



Derek Ciezki, P.Eng.
SMP Engineering



Helder Afonso, P.Eng.
Associated Engineering

Transportation Committee

The Transportation Committee (TC) focuses on developing relationships with Alberta Transportation (AT). TC current and past executive members also participate on the Tri-Party Strategic Priorities Group (SPG), Operations (OPS) Committee, and the Bridge Operations Subcommittee (BOS), which include members from AT and the Alberta Roadbuilders & Heavy Construction Association (ARHCA). These committees provide a forum for all parties to raise concerns; they allow open communication of high-level policy issues at SPG, and we provide input and participate in the implementation of day to day changes at OPS.

2019 – 20 has proven to be a particularly challenging period due primarily to the economic environment we have found ourselves in as an ongoing result of the downturn in oil prices some 5 years ago, and the subsequent knock-effect of the reduction in tax dollars that have traditionally funded much of the work we do.

In addition, the prevailing pandemic conditions globally, due to the COVID 19 virus, have exacerbated the uncertainties.

It is unclear what the future might look like from a Transportation perspective, but we have a lot to be hopeful for based on the Alberta Government's decision to essentially double their proposed spend on infrastructure related projects this year.

This additional spend represents an attempt to mitigate the potential collapse in the economy when we eventually find a path through the social distancing and self-isolation that is prevalent just now as people try to protect themselves, and everyone else, from the potential human catastrophe this could be.

Reflecting on the year, the springtime election last year and the subsequent 'interim measures' that were imposed caused significant hardship for our member companies and led to large numbers of layoffs across the industry.

Multiple meetings have occurred, and are ongoing, with the Minister, Deputy Minister and ADMs to talk about the issues being faced across the industry, at which CEA and ARHCA are represented.

Engagement at a Ministerial level, but also at an 'operational' level has improved dramatically over this year. To that end, Ashley Bhatia and Sohrab Sohrabiaraghi attended our September meeting to outline items the department had been working on to streamline procurement with respect to a 'One Government (1GX)' approach in an attempt to achieve best value for money for Albertans whilst complying with pre-existing trade agreements.

The flow of information has generally been very good with only a few instances where the 'ball was dropped' and the parties have consistently acted quickly to remedy matters.

13 projects that were awarded last year as part of the QBS pilot program are still under review and we look forward to discussions with the department to hear the outcome of these reviews in due course.

A couple of Ranking Lists came out prior to the COVID-related increase in the budget allocation, and the industry is currently looking forward to being able to help the Province in the delivery of the additional projects that are selected.

Other issues which TC has provided input during 2019/20, include:

- New Bridge Construction Inspection Manual
- Draft BIM Manual
- Boron in Structural Steel
- Edition 16 Standard Specifications for Highway Construction Environmental Risk Assessment
- DB #70 Centreline to Centerline Spacing for new Rural Divided Highways
- DB 106 Utilities

We also continue to work with AT (and in some cases ARHCA) on the following initiatives through Task Groups. Previously some Task Groups reported to SPG, however all now report to OPS:

- Consultant Performance Evaluation
- Consultant Procurement Steering Committee
- Partnering Steering Committee
- Highway Geometric Design Guide Update
- Utility Partnering Steering Committee
- Best Practices for Decontamination of In-Water Construction Equipment

Key events in 2019/20 included the annual AT/CEA Mixer in Edmonton on November, 2019 and the CEA Gala Awards held in February, 2020 in Edmonton.

Unfortunately, due to the pandemic, the second annual Transportation Connects Alberta Conference (which was to be held again in Red Deer) had to be postponed until the Fall and the hope is it will go ahead in October.

I'd like to take this opportunity to thank the Executive Members of the Transportation Committee (Greg Bulych; Vice-Chair and Des Kernahan; Past Chair) for their ongoing participation and sterling efforts on the Committee.



Damian O'Kane, M.Sc., P.Eng., FICE
Tetra Tech Canada



City of Calgary Liaison Committee

Over the past year, the CEA and City of Calgary have continued working together in the spirit of collaboration and continuous improvement. Committee members and representatives from The City have had honest, open discussions to tackle issues of mutual importance.

The format of our bi-monthly meetings is such that the first 45 minutes is consultants-only for discussion of agenda items and current developments with The City. Regular topics include procurement/contract documents (for, both, consulting and construction), trade agreements, policy and general City news. An important feature of our meetings is the regular update by Nathan Murdoch (Jacobs) regarding the initiatives and activities of the local CEA Young Professionals Group. After the closed session, the City representatives are invited into the meeting to discuss their agenda items (normally provided in advance) – this sometimes includes presentations or guest speakers. Following discussion of The City's agenda topics, roundtable dialogue about any other relevant matters is the norm. With the support of co-chair, Joël Nolin (AECOM) minutes are recorded.

During the 2019-2020 term, the committee met three (3) times with representatives of 10-12 local consulting engineering firms regularly in attendance. Typically, 1-2 individuals representing the Consulting Architects of Alberta have been present. Participation from The City has been constant and regular attendees include Shawna Cochrane (Capital Project Strategist), Christine Beaton (Procurement Lead, Sourcing Group), Jaibe Bridge (Procurement Leader) and Erin Bird (Leader, Corporate Capital Project Strategies). The January meeting turned out to be our last session on account of the COVID-19 pandemic – we look forward to resuming committee activities soon using virtual meeting technology.

Jennifer Enns (Manager, Corporate Engineering & Energy) was also a regular participant until she retired from The City in late 2019. We view Jennifer's departure to be a slight setback as she was the ad-hoc leader of The City representatives and a staunch supporter of QBS, and the committee in general. Shawna Cochrane appears to be carrying the torch. While Calgary is one of the few municipalities in Canada strictly employing QBS for procurement of engineering services, City representatives have indicated there are individuals within the organization who routinely question the value that QBS provides. It is critically important that the CEA continues to promote the merits of QBS to The City via the committee and other measures.

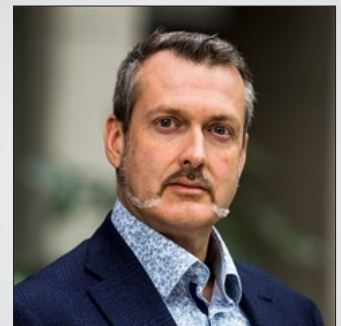
The treatment of compensation for miscellaneous disbursements continues to be an ongoing discussion; a proposed approach developed by our sub-committee was sent to The City in the fall but this matter remains unresolved.

Even prior to the current COVID-19 situation, The City had been experiencing significant change associated with reduced revenues and funding, including staff reductions and general austerity measures. As well, there are far fewer opportunities for our members to network with City staff due to renewed concerns around conflict of interest or, rather, the perception thereof. It is important that CEA members remain abreast of environmental, cultural and procedural changes at The City.

The City has acknowledged that they are challenged to provide timely proposal debriefs due to staffing issues. The committee agreed that receiving unofficial quantitative results (ranking, scores) in a timely manner is an acceptable alternative to a comprehensive debrief interview. The City has proceeded with this approach and it appears to be satisfactory. Proponents still have the option of arranging a full debrief at a later date if they choose.

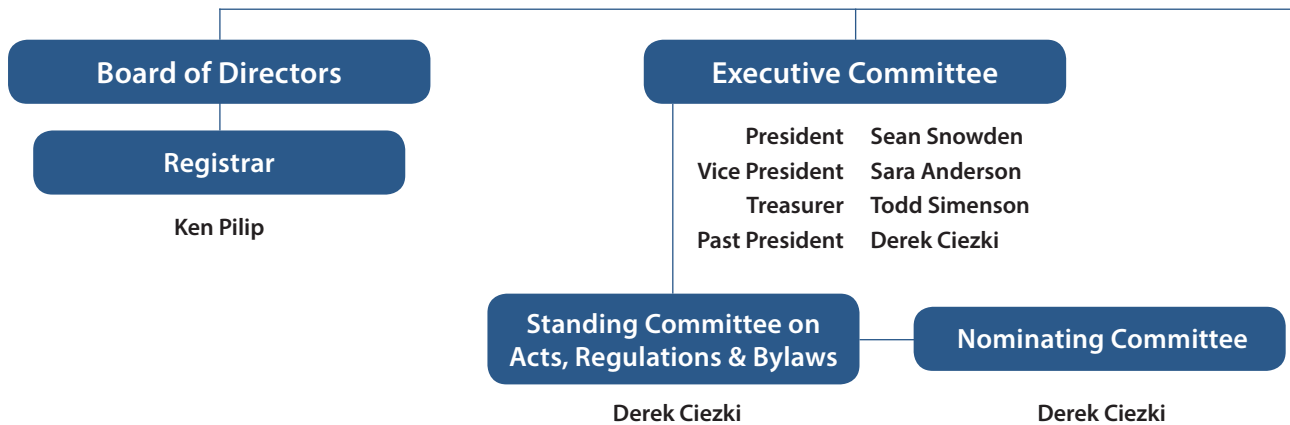
In October, committee members participated in the annual City of Calgary mixer. This event was well attended by City senior staff and CEA member firms, and provided an opportunity to network.

The committee would like to encourage member firms in the Calgary market with similar interests to join our meetings and future events, as well as supporting the local Young Professionals' Group.



**CHAIR: John Estey, P.Eng.
CIMA+**



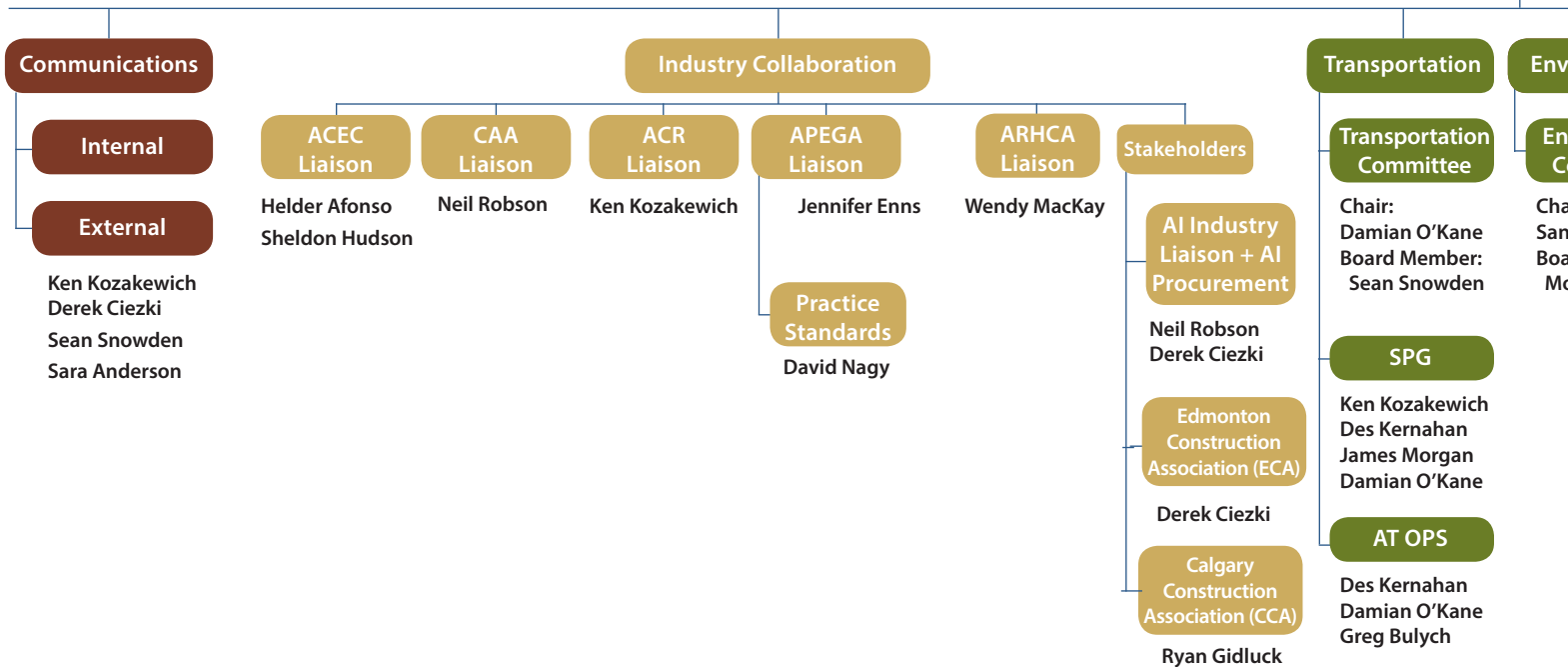


STRATEGIC IN

SPEAK WITH ONE **VOICE** FOR
THE FUTURE OF OUR INDUSTRY

OUR **ADVICE** IS SOUGHT
AND RESPECTED

SHAPE PUBLIC





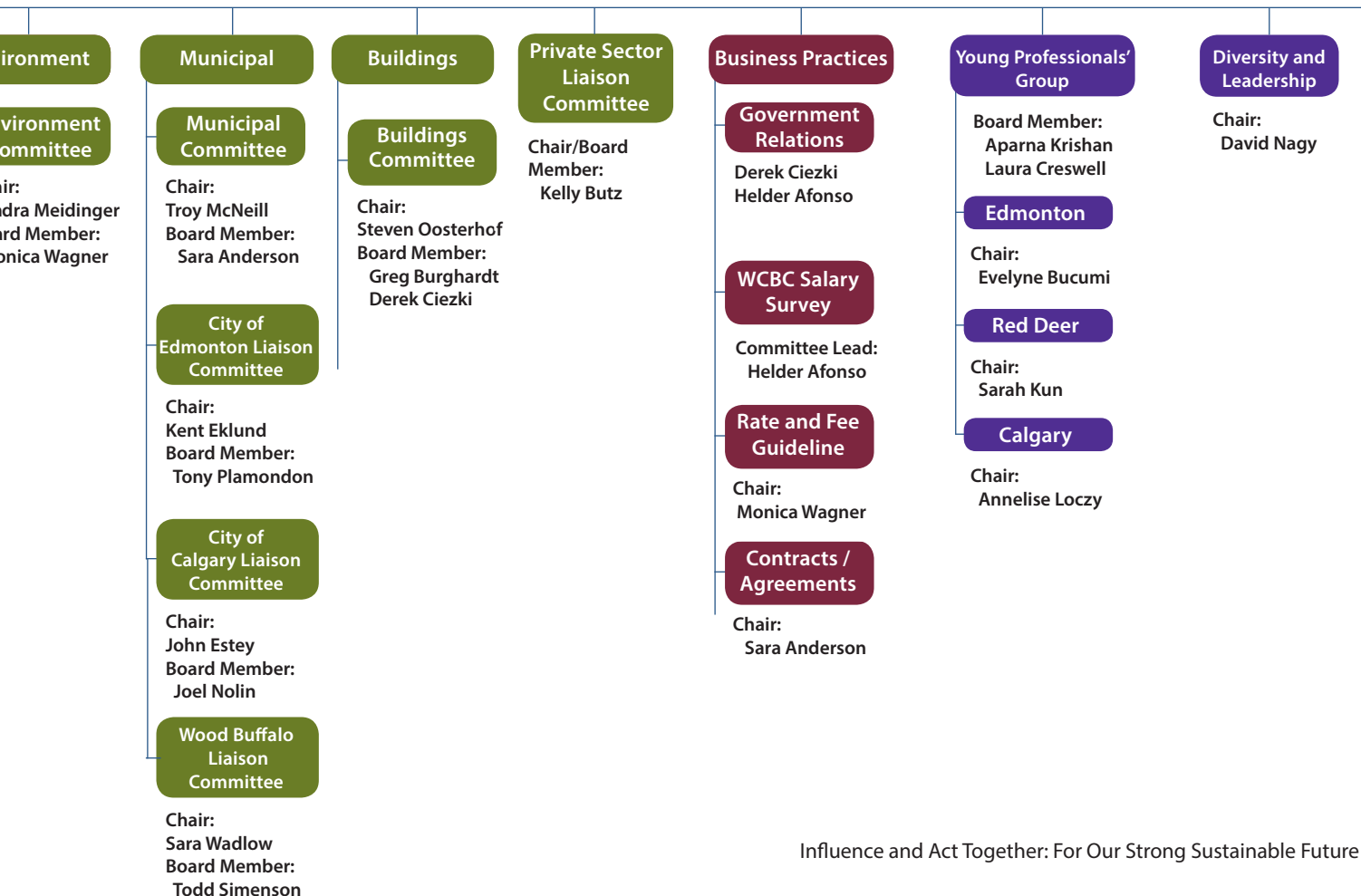
2019 - 2020 Organizational Chart

CEA Staff

Chief Executive Officer Ken Kozakewich
 Chief Operating Officer Lisa Krewda
 Event Coordinator Daniel Schieman
 Information Specialist Inderjeet Singh

INITIATIVES

POLICY **DELIVER VALUABLE SERVICES** **ATTRACT EXCEPTIONAL TALENT TO OUR INDUSTRY**



City of Edmonton Liaison Committee

The City of Edmonton Liaison Committee maintains its strong relationship with the City of Edmonton, which enables sharing our objectives and providing the City with a link to the consulting industry for input on their programs, initiatives and providing valued advice.

The Committee was delighted with the City's release of trial projects through the Qualifications Based Selection (QBS) process with initial feedback being positive for both the City and the consulting firms involved. The committee will continue to monitor the progress of the projects for lessons learned to utilize in future QBS projects.

The committee continues to provide feedback on the newly implemented SAP Ariba procurement system, which allows the City to implement changes through updates. Members of the Committee participated in a working session for the City's Supplier Performance Management Program, which is scheduled to be rolled out this year. The City spent a considerable amount of time and energy into its development, however, the Committee was provided the opportunity to review and provide comments and suggestions.

The committee continued its tradition to host annual events to provide member firms the opportunity to participate and connect with City staff, which included: City of Edmonton & Building Mixer and Edmonton Partnering with Industry Symposium. The presentations at the symposium were focused on projects and future work.

Unfortunately, the Council Luncheon was postponed due to Covid-19 crisis. A presentation from EPCOR was provided at a committee meeting to provide updates on EPCOR structure and procurement process. Special thanks for Lisa Krewda and the CEA staff for organizing all the events.

Back in 2016 a small working committee was establishing with key City staff to focus on procurement and delivery between member firms and the City departments. Over the years, this working committee has expanded its topics and provides a key link to deliver messages between the City and the committee. With the Covid-19 crisis, this committee will be meeting bi-weekly to keep everyone updated on procurement, projects and initiatives.

Continued discussions include:

- Social Procurement within projects
- Accessibility Policy
- Notarius

Throughout the years, the committee has built a solid relationship with the City of Edmonton which continues to be beneficial to the consulting industry and the City.



CHAIR: Kent Eklund, P.Eng.
Associated Engineering

ARHCA Liaison Report

The Alberta Roadbuilders and Heavy Construction Association represents over 800 member contractors and suppliers delivering civil infrastructure projects for both the public and private sector infrastructure owners.

Building off the work completed by the board in Spring 2019 to create and deliver a professional advocacy strategy and campaign, the newly elected board has continued to push for more advocacy with Alberta Transportation, through the creation of a

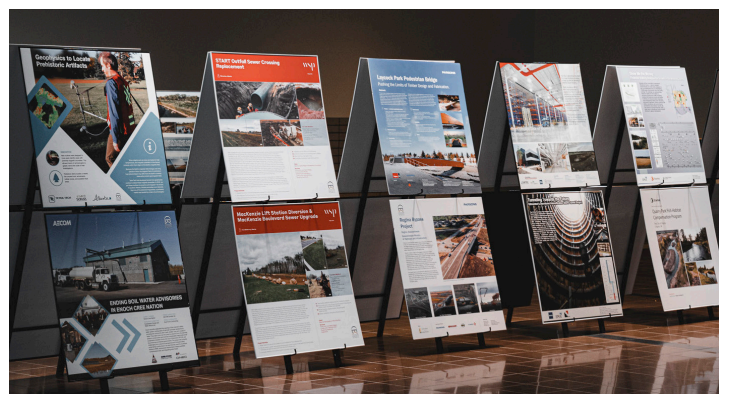
new Government Relations Committee. ARHCA itself has not been immune to the challenging economic times within the industry. However, during this unprecedented period globally, ARHCA embraced the challenge and quickly responded to represent their membership, the key companies keeping Alberta roads and highways functioning, with constant contact with government officials on COVID-19. ARHCA, with collaboration between

the member organizations represented on the board, has increased the frequency of member communications, providing critical resources such as the newly created COVID-19 Best Practices document, as well as statements concerning Force Majeure and indemnifications for COVID-19 related to business disruptions for Alberta Transportation contracts.

Through partnerships with CEA and Alberta Transportation, ARHCA will lead its membership through this challenge, helping to drive quick and effective execution of projects as part of the recently announced \$2B Capital Plan investment to keep get Albertans working and benefiting communities across the Province of Alberta.



Wendy MacKay, P.Eng.
Morrison Hershfield



Buildings Committee

The Buildings Committee's mandate is to advocate with clients, regulatory bodies and licensing authorities to further the interests of Consulting Engineers and Consulting Architecture firms in the areas of:

- a. Fostering the relationship between Architects and Engineers
- b. Engagement of Consulting Engineers and Consulting Architects
- c. Sustainability and the environment
- d. Client needs and satisfaction
- e. Regulatory and code change impacts

The objective of the committee is to achieve a marketplace where qualifications-based selection procedures are the norm.

The Edmonton and Calgary Buildings Committees merged in September 2019, and the committee worked to align the efforts of the two committees towards initiatives that are relevant to all regions of practice within Alberta. The committee had limited participation and engagement from participants outside of Edmonton; increasing participation from other regions will be a priority over the next year.

This has been used as a framework to prioritize strategic initiatives to fulfill our mandate, resulting in the following ongoing initiatives:

University Engagement - To help attract talent to the consulting industry, specifically in the buildings engineering sector, the committee has proposed presenting potential career paths for the many different disciplines that come together in building design. The committee believes there is currently a deficiency in the extent of exposure that engineering students have to this area. The committee has established a partnership with the University of Alberta's recently-appointed professor of practice in Civil Engineering, Scott

Alexander, where CEA member firms can send consulting engineers to deliver lectures on civil engineering design from a consultant's perspective.

Best Practices for Procurement - The special working group is currently reviewing the resources available from the CEA to communicate best practices for procurement with clients. While the CEA currently has published a guideline for municipalities, the group is working to determine whether there is a need to translate the guidelines in the document to be appropriate for a larger audience, including architects and private developers.

City of Edmonton and Edmonton Buildings Event - The committees hosted a networking mixer, that was expanded to include both private and public sector owners and architects.

Other business of the committee includes a review of IPD contracts, collaboration with the Alberta Construction Association, and providing feedback to Alberta Infrastructure on Red Tape Reduction.



CHAIR: Steven Oosterhof, Ph.D., P.Eng.
DIALOG

Environmental Committee

The Environmental Committee was formally established in September 2019. A number of the committee members have been working together to form this committee for a few years, so this was a great milestone. We are pleased to see an increased interest from our member firms over this year and have expanded our depth of expertise and knowledge within the committee. We hosted a few well-attended lunch and learns in 2019 / 2020:

- David Polster, R. P. Bio., from Polster Environmental presented on bioengineering; and
- Sheila Ducheck, M.Sc., Senior Hydrogeologist with SNC Lavalin presented on Integrated Monitoring.



Sandra Meidinger, P.Biol, R.P. Bio.
Associated Engineering

The committee has been working together to define a direction over the past year. A focus in the upcoming year (2020 and 2021) will be to establish relationships with the government agencies and to bring networking and learning opportunities to the environmental sector.



Young Professionals' Group Edmonton

The 2019-2020 Young Professional Group (YPG) continued to promote the participation and development of young professionals. We also continued to realize the YPG mandate's vision to gain input from our young professionals, grow and showcase our experiences and gain fresh perspectives.

I would first like to express my utmost gratitude to those in the CEA YP committee who have volunteered their resources and time to execute the events throughout the year. This season we held 8 executive meetings making a point to visit different offices and had individuals present their projects and company profiles to grow the YPG perspective. We would not have been as successful without the enthusiasm and comradery of the YPG team. I would also like to thank the CEA administration team for their help and support in executing all our events.

In addition to the 35 members at large, this year's key members of the YPG includes:

- Courtney Newsham (Stantec) – ACEC Liaison
- Laura Creswell (Urban Systems) – YP Board Rep
- David McBean (Tetra Tech) – Vice Chair and Social Media Chair
- Joseph Der (WSP) – Past Chair
- Akosua Akude (Urban Systems) – Social Media Vice Chair
- Ibrahim Moraich (M2 Engineering) – MacEwan University Liaison
- Aaron Schooler (M2 Engineering) – NAIT Liaison
- Al Al-Sammarraie (Dialog) – NAIT Liaison
- Raziq Dhanani (AECOM) – Conference Planning Committee
- Victoria Buffam (Dialog) - Conference Planning Committee and YP Merge Liaison
- Thomas Zeigler (Al-Terra) - YP Merge Liaison
- Elaine Mukarakate (Associated Engineering) – YP Merge Liaison

To showcase our young professionals and all they do to grow their influence, a Provincial Social Media committee has put together a campaign model with the CEA administration team to run across all relevant social media platforms. The goal is to broaden our reach outside of the executive groups and formal events. Keep an eye out for the campaign going into the fall/winter 2020. This season we held 3 post-secondary student engagement events to promote the consulting engineering industry. All events involved presentations made and presented by our CEA YP volunteers to illustrate our career paths, experiences and career advice. The University of Alberta Fall Student mixer was a panel-style that students found to be an effective and dynamic presentation format. The MacEwan University Engineering Student Presentation was done in the winter during their ENGG 100 lecture. And finally, the second annual NAIT Student mixer was held in March with an exceptional student turnout.

To support professional development, we hosted two tech tours. The first was the LRT Valley Line in partnership with volunteer guides from the city of Edmonton. The event included a walking tour of the surface level construction through downtown and a VR demonstration of a future stops. Our second tech tour was at the new offices in Stantec Tower located in the new Edmonton Ice District. We were shown the office's sustainability, diversity and inclusion, and health and well-being features. CEA YPG was invited by WISER (Women in Science, Engineering, and Research) to host a booth at their 2019 Industry Mixer. We were eager to attend for the first time to help to showcase STEM areas of expertise. The event was impressively put together and well attended by undergraduates,



CHAIR: Evelyn Bucumi, P.Eng.
IBI Group

graduates and early career professionals. This was a great opportunity to showcase our industry and attract talent and we are keen to attend again. We continue to support YP Merge as some of our members at large participated in the planning of the 2019 SHIFT conference. The theme of the event involved innovating and aspiring to stay relevant in the changing economic environment. Those in attendance interacted with those at different career levels in the building construction community. The SHIFT conference continues to grow year to year and is a great opportunity for young professionals to provide input, showcase their experiences and gain new perspectives.

Finally, we held a formal mixer in the winter where we had past Metro Edmonton Top 40 under 40 recipients Giang Nguyen (Dream Development) and Cameron Granchuk (Dialog), present their backgrounds and perspective on how they exerted their influence as young professionals.

The following are the list of the Events that YPG executed this past season:

- U of A Fall Student Mixer
- YP Merge - SHIFT Conference 2019: Inspiring Innovation
- CEA YP Valley Line Tech Tour
- WISER 2019 Industry Mixer
- MacEwan University Engineering Student Presentation – ENGG 100 Lecture
- CEA YP Edmonton - Winter Mixer
- CEA YP Edmonton Stantec Tower Tech Tour
- NAIT Student Mixer with CEA YPs

Unfortunately, our season was cut short due to the COVID-19 outbreak throughout North America in mid-March. Most YPs have transitioned to working from home and are adapting quickly to new work arrangements and using programs such as Zoom and Microsoft Teams to stay connected. The YPs are looking at this as an opportunity to use similar programs for future events. This can help our events become more inclusive and more collaborative with groups and individuals outside of our typical reach.

Our professional development event, IPD/Project Team Collaboration, has been postponed to the fall. This event would illustrate alternative project delivery methods instead of the standard contractual model. There is also an opportunity to host this event via a webinar format that we are presently getting accustomed to. For the YP provincially, the 7th Annual Conference has been postponed. The conference program was nearly finalized and we intend to hold the event in November 2020 and maintain the theme "Working Within Industry Evolution". We are excited to host all presenters and speakers we have reached out to, to date. Despite the shortened season, the group felt that the season was a great success. With healthy optimism, we recognize the future of our industry and the world as we know it is changing. We are prepared to adjust, adapt, and offer our resources wherever necessary to carry momentum into the next season.

Young Professionals' Group Calgary

The Calgary CEA Young Professional Group had another exciting and successful year in 2019-2020. This year we had several new young professionals join the group and become involved as other experience members have transitioned on to other opportunities.

During the 2019-2020 year, the committee recognized the importance of having an effective way of passing on knowledge, information and documents between the years to ensure a smooth transition between each committee. Our first initiative was to set up a Dropbox folder and populate it with useful information that can be used each year by the committee.

We began our year with a bowling event at our annual kickoff mixer, where we introduced the 2019-2020 committee. The event was a great success, with a focus on networking between young professionals and gauging interest for future committee participation.

We are lucky to have several very exciting and glamorous projects in development and construction in Calgary during this time, which allowed for us to organize engaging, technical and interesting events. In November we toured the new Calgary Cancer Centre with PCL and Stantec. This tour focused on the geotechnical, mechanical, structural and construction aspects of the project. Our next technical event was the Speaker Series, which focused on the River District Development, including the new Convention Centre, the new Events Centre and the changes being made to the LRT. We had three amazing speakers from the Calgary Stampede, Calgary Municipal Land Corporation and ISL Engineering. Both of these events provided young professionals with great opportunity to learn about local projects, their impact on our community and the technical work involved.

In addition to our technical events, a key focus of our committee is to host events that help with the professional development of YPs. We organized our first mid-year event in January, which involved a presentation by APEGA on the new Professional Engineer application, followed by a social event.

As we neared our spring events, we were faced with the challenges brought on by COVID-19, and unfortunately had to postpone the remainder of our events for the 2019-2020 year.

The 2019-2020 year presented our committee with new and interesting challenges, which we were able to successfully tackle. I am looking forward to picking up next year where we left off and having another strong year. I am personally very proud of the work that our committee has put forth this year, and want to thank the following individuals for the great success:

- Vice Chair: Greg Pink, SMP Engineering
- Past Chair: Lilianne Landry-Pare, Thurber Engineering
- YP Director: Aparna Krishan, McElhanney Consulting Services
- Communications Director: Kate Houston, WSP
- Events Director: Barbara Riekie, WSP
Devin Walline, RJC Engineers
Sharna Batey, Patching Associates
Saeed Bashi, Scheffer Andrew Ltd.
Jonathan VanHeyst, Urban Systems



**CHAIR: Annelise Loczy, BEng, EIT
RJC Engineers**



Young Professionals' Group Red Deer

The Red Deer YPG proudly stands as the CEA's only formal group in Central Alberta continuing to provide ongoing opportunities for young engineers and technologists to network among their peers in the consulting industry and with clients. Evolving event requirements and market conditions have the Red Deer YPG adjusting focus to host fewer, but higher quality events to maximize the number of attendees at each event. A key success for this small market group is the continued promotion of the CEA through inviting participants from our public and private sector partners to network with member firm participants at our events.



CHAIR: Sarah Kun, P.Eng.
AL-Terra Engineering
(Red Deer) Ltd.

The past year, while a little quieter, has been another successful year for the Red Deer YPG. The YPG held a well-attended technical tour of the Blackfalds Lift Station. The Blackfalds Lift Station is part of a regional wastewater system; it is a massive wastewater facility, which collects and receives all of the wastewater from the Town of Blackfalds and the City of Lacombe, respectively, and pumps it to the Red Deer Wastewater Treatment Plant.

This facility is a prime example of a large engineering project where several disciplines had to work cohesively to propose, design, tender, construction, program, and commission the facility. The Red Deer YPG also continued its commitment to promote consulting engineering to the first-year students at Red Deer College in 2019. As in the past years, the presentation was well attended and Red Deer College is expected to continue to provide Red Deer YPG the platform for years to come. The YP Group was scheduled to present again in 2020, but the presentation was cancelled due to circumstances out of both the YP Group and the College's control. We hope to return to the College in 2021.

Executive Committee Members:

- Sarah Kun (AL-Terra Engineering), Chair
- Bryce Pasiuk (Stantec), Vice Chair
- Amanda Bron (Stantec), Member at Large
- Ellie Bron (Stantec), Member at Large
- Sophie Sadowski (Stantec), Member at Large
- Brandon Wetmore (AL-Terra), Member at Large
- Brett Kruger (Stantec), Member at Large



Wood Buffalo Liaison Committee

The Wood Buffalo Liaison Committee continued to grow our presence in the Regional Municipality of Wood Buffalo throughout the past year. From the Committee's beginnings in late 2018, the WBLC's focus and mandate has been to enhance the sustainability of the consulting industry serving the Wood Buffalo Region, provide exceptional professional service to our clients, and maximize the benefit of our services for and with our clients.

Our committee had an active year, meeting formally bi-monthly, in addition to numerous working group meetings with the Regional Municipality of Wood Buffalo. The key objectives identified for the year included:

1. Advocate for improvements to the current procurement of engineering services by the Regional Municipality of Wood Buffalo.
2. Work with the Regional Municipality to improve the quality of engineering services and deliverables.
3. Grow our relationship with the Regional Municipality of Wood Buffalo Administration.

In alignment with our committee objectives, working groups started actively meeting regularly with Regional Municipality of Wood Buffalo staff to discuss topics pertaining to engineering, procurement, and legal considerations. These meetings have been instrumental in understanding the Municipalities priorities, areas of concern, and opportunities for improvement in the delivery of engineering projects.



Sara Wadlow, P.Eng.
Associated Engineering

We have seen considerable growth in our active committee membership and appreciate the additional perspectives and opportunities to collaborate on improving business in the region. We would encourage all member firms in the Fort McMurray region with similar interests to participate in our meetings and contribute to the success of consulting engineering in the region.

I would like to thank our committee members for their time, energy, and enthusiasm to improving our collective work in the Wood Buffalo region, continuing to grow our presence in the region and introduce CEA to the Fort McMurray area.



ACEC Liaison Report

The Association of Consulting Engineering Companies – Canada (ACEC) is the national association that advocates for the unique interests of consulting engineering companies. Through advocacy to the federal government and stakeholders, ACEC works to create a stronger business climate for its members, while supporting the public interest in conjunction with its provincial and territorial affiliations such as Consulting Engineers of Alberta (CEA). ACEC's core activities are guided by the organization's three strategic priorities - Advocacy, Profile, and Member Engagement. For a detailed review of ACEC's activities, please see the full edition of the **Source**, ACEC's monthly newsletters at [ACEC Newsletters](#).

ADVOCACY

- ACEC and stakeholder organizations (CCA, CPRA, CPWA, CSCE, CUTA, CNAM, FCM) released the [Infrastructure Report Card](#) on October 7, 2019 to help inform decisions to address infrastructure priorities.
- ACEC engaged with several federal ministers and senior bureaucrats to delve into policies and programs to gain a first-hand understanding of the government's long-term vision on the issues and challenges that touch the consulting engineering sector.
- ACEC formally joined the [Coalition to Keep Trade Free](#), an important initiative during a time of unprecedented trade uncertainty. The decision to join was sparked by the challenges around future NAFTA negotiations, and an understanding of the impacts U.S. tariffs would have across all engineering sectors and the Canadian economy.
- ACEC engaged with the federal and provincial governments to explain the benefits of a [National Energy Corridor](#) and what it would mean for both Alberta and Canada. The concept of a national corridor is a network of rights-of-way across northern Canada for multiple types of infrastructure assets, such as telecommunication and forestry projects, roads, rail - and of course pipelines.

PROFILE

- Leading up to the October 2019 Federal election, ACEC developed an election website to educate candidates, political parties, and the public on the importance of accelerating and sustaining infrastructure investments and the creation of a national infrastructure corridor while raising issues of importance to the consulting engineering sector.
- ACEC promotes the [Bring an MP to Work Campaign](#) to increase visibility of member companies and the consulting engineering industry in the valuable work contributed to the community and the nation. This program helps tell an important story to elected officials and the public of the important work done by consulting engineers.
- Supporting [National Engineering Month](#) through Engineers Canada. The goal is to promote engineering as an exciting and rewarding choice for students contemplating their future careers.
- ACEC's #20DaysOfExcellence campaign won an international award from FIDIC for the "Best advancement of a cause, advocacy campaign or event" as well as a national award from the Canadian Society of Association Executives winning in the "Delivering Value to Member and Stakeholder Segments" category. This annual campaign takes place following the Canadian Consulting Engineering (CCE) Awards where award-winning projects are selected for their innovation, complexity, and social and economic benefits.

- John Gamble, ACEC's President & CEO, was elected 2019-2020 Chair of FIDIC's Directors and Secretaries Advisory Council (DNSAC) that represents the association managers of the 102-member associations.

MEMBER ENGAGEMENT

- CCDC 31 'Service Contract Between Owner and Consultant' was developed at the request of ACEC and is based upon ACEC Document 31. It has been approved by all CCDC constituent organizations. CCDC is planning a series of seminars on the new documents with publication to follow this summer.
- A new 2-day pre-conference Young Professionals (YP) Forum, coinciding with ACEC's National Leadership Conference, AGM and CCE Awards, was held on Saturday, October 26 and Sunday October 27, 2019. This conference is tailored to rising leaders 40 years of age and under.
- A small firm workshop/focus group to guide how ACEC (and MOs) can provide better value and services to small firms was also held in conjunction with ACEC's National Leadership Conference, AGM and CCE Awards.
- This National Leadership Conference concluded with the CCE Awards on October 29, 2019 celebrating 51 years of excellence in consulting engineering. The Canadian Consulting Engineering Awards Gala showcases the consulting engineering industry and recognizes outstanding contributions and achievements. The 2019 Beaubien Award, recognizing outstanding contributions to ACEC and advancement of consulting engineering, was awarded to François Plourde, P.Eng., President & CEO of CIMA+. The prestigious Allen D. Williams Scholarship recognizing a young professional within a member firm who demonstrates a commitment to the consulting engineering industry was awarded to Nicholas C. Kaminski, P.Eng., M.Eng., PMP of KGS Group.
- After 21 years of service and dedication to ACEC, Jean-Marc Carriere, Vice President, Finance & Administration retired on September 30, 2019. Jean-Marc was honoured with the 2019 Chair's Award at the CCE Awards Gala.

THE YEAR AHEAD – LOOKING FORWARD TO 2020-2021

ACEC has continued to tirelessly advocate on behalf of the consulting engineering industry through its three strategic priorities. As a consequence of the COVID-19 disruption to the economy and impact on the consulting engineering industry, a [COVID-19 Update Portal](#) was set-up to assist member firms during this unprecedented event. Notwithstanding this disruption, ACEC's dedicated team will continue to deliver support and services to its members while collaborating with its member organizations, all levels of government and stakeholders to inform decision makers in the COVID-19 Pandemic recovery.



Helder Afonso, P.Eng.
Associated Engineering



Sheldon Hudson, MBA, P.Eng.
Al-Terra Engineering

CAA Liaison Report

The Consulting Architects of Alberta (the CAA) works on behalf of industry for the business interests of architecture in the Province of Alberta. Our association's operating philosophy is modeled after the CEA and in this way we are very much allied associations. Through this alliance we continue to build a strong relationship to which our Liaison Role on the CEA board is a strong testament.

As the business voice for architects in Alberta, the CAA focuses on strengthening the influence and relevance of our members. Our relationship with the CEA, ACA, IDA, RAIC, and other key industry leaders continues to strengthen and grow. Our very positive working relationship with the CEA has resulted in greater involvement and influence with many stakeholders, particularly Alberta Infrastructure, Alberta Health Services, the City of Edmonton, and the City of Calgary.

2019 was a busy and productive year. Our focus has been on front-line efforts: The business advocacy work of our Procurement and Contract team, our Pitching Green initiative, and our Fee and Scope / QBS work. The association is proud that both the City of Calgary and the City of Edmonton use the CAA/CEA Fee and Scope Guidelines as the reference point for fees and we are excited to be again forming our joint taskforce to update and further refine the guidelines.

We have concluded much of our work with Alberta Infrastructure and Alberta Health Services on contract wording refinement, having won significant improvements in standard duty of care and payment speed. We continue to work with these key industry clients to improve copyright, QBS, and other key contract practices. On QBS, the CEA has been at the forefront of promoting this initiative with test projects being rolled out.



Linus Murphy, Architect
S2 Architecture

The CAA has been and remains in support of QBS for many project types and scales. With the reintroduction of P3 projects into the province, the CAA and CEA are again acting as sage and experienced advisors to the Province to improve both contract conditions and P3 role provisions. We also continue to work with the major municipalities on contract requirements including payment speed, disbursement clarity, phase allocation of fees, QBS, and recognizing the increased workload in early phases of BIM projects by allocating phased billings earlier.

We remain committed to promoting QBS and fair fees. We have encouraged our members and others in the industry to use samples, commentary and recommendations from our website for QBS and fairness in fees with their clients. We continue to display a draft example of a private QBS proposal call for clients' use which has been successfully used on projects to choose architectural and engineering teams.

Our two associations continue to attend numerous meetings regarding contract practices with Alberta Infrastructure, the University of Alberta, the City of Edmonton, the City of Calgary, NAIT and Alberta Seniors and Housing, to name just a few. The CEA's presence at the CAA's monthly Procurement and Contracts Committee is beneficial for both associations and industry. Together our two associations use their strong synergy to represent a united front to key industry owners. The CAA and the CEA benefit from representation on each other's boards and committee meetings, which provide ongoing and frequent communication on key issues and decisions. Our work together provides creative and efficient ways to solve shared issues for the benefit of our members, our clients, our industries and, ultimately, our province.

Municipal Liaison Committee

The MLC's mandate is: "Liaise and support groups and organizations that represent the interests of municipalities, within CEA and externally. Providing productive 2-way communication between CEA and municipal sectors to clearly understand client expectations, be accepted as trusted advisors, educate, advance the use of Qualifications Based Selection (QBS), and increase business opportunities."

The MLC is now in the second year of its strategic goal cycle (2018-2021) cycle which has the following four strategic priorities:

1. Establish CEA as a recognized resource and trusted advisor for municipal organizations;
2. Provide external and internal education;
3. Demonstrate the value of Qualifications Based Selection (QBS), and
4. Strengthen the MLC to advance mutually beneficial objectives.

The current executive committee members are:

- Chair: Troy McNeill, McElhanney Ltd.
- Vice Chair: Jeff Fetter, Associated Engineering

The current sub-committee chairs are:

- AUMA Liaison: Paul Seal, McElhanney Ltd
- RMA Liaison: Josh Maxwell, WSP
- First Nation/Metis Liaison: Jason Kopan, ISL Engineering

Highlights of the year include:

AUMA: The Committee organized a booth at the tradeshow. The conference was held in Edmonton. The event was very successful with over 1,100 delegates attending the event from municipalities across Alberta. The next conference and trade show will be in Calgary from September 23-25, 2020. CEA will again host a booth and is continuing to pursue an opportunity to present at the conference. In addition, the committee has been pursuing engagement with the AUMA and having a representative attend a number of their regular meetings.

RMA Liaison: The committee has been working on engaging the RMA and obtaining a seat at their quarterly meetings. The RMA has been receptive to our future attendance.

First Nations/Metis Liaison: In the spring of 2019 the committee had the opportunity to meet with INAC and have spoken to them about QBS. From those prior discussions, the committee was provided the opportunity to provide review, comments and recommendations relative to INAC's Water and Wastewater Protocols and Policies in the fall of 2019. The committee provided an extensive review and are currently awaiting feedback.

In addition to the regular committee work, Magdalena Cammidge, CIP, CCIB, CRM from Lloyd Sadd presented at the November meeting which focused on Contract terms and Clauses. There are numerous contract clauses that either void consultant insurance or require consultants to take on excessive risk and this presentation provided a fantastic overview of what to look for in contracts.

I would like to thank all our committee members for volunteering their time to execute the MLC's strategic mandate and continue to enhance CEA's reputation with various organizations. Looking forward to another productive and engaging year with the committee members.



Troy McNeill, P.Eng.
McElhanney

APEGA Liaison Report

KEY POINTS

Practice standard training videos

The work of a panel of experts, combined with wide member and permit holder consultation, resulted in a revised and updated Authenticating Professional Work Products practice standard tailored more than ever for the digital space. We developed and shared online training videos to help licensed professionals understand this mandatory aspect of their practice.

ASET negotiations and legislative review

APEGA leadership conducted intensive negotiations with ASET about a multi-year legislative review. This led to a joint submission from the two organizations to the Government of Alberta in March 2019.

The submission contains recommended changes to the Engineering and Geoscience Professions Act and related regulations, which were arrived at after five rounds of stakeholder consultations and garnered more than 7,000 comments from members. Council provided input and approvals throughout the process.

Fair Registration Practices Act

In June 2019, the Government of Alberta introduced the Fair Registration Practices Act, which requires regulators to provide internationally trained applicants with an interim decision on their application status within six months of submission. While APEGA's existing registration practices already meet industry best practices, we went one step further in 2019 by adopting risk-based processing to accelerate academic and experience reviews and hiring additional staff members to support the application process.

Improving competency-based assessments (CBAs)

We are fine-tuning our competency-based assessments, an improved system for reporting and examining the work experience of applicants applying for professional engineer and engineering licensee designations. Improvements made include using a single reviewer for low-risk applications and allowing deferrals. We will continue to improve the efficiency of our CBA system and will expand it to include geoscience applicants.

Continuing Professional Development (CPD) program compliance

Our mandatory Continuing Professional Development (CPD) program is the keystone in demonstrating APEGA's commitment to maintaining the competency of our licensed professional. Licensed professionals must complete and report 240 professional development hours in three of six CPD categories over three years. In 2019, APEGA contacted 9,974 members—about 17 per cent of the professional membership—regarding compliance. Of those, we reviewed 112 submissions in detail, and we cancelled 75 licenses for failure to comply with the CPD program.

Practice review progress

APEGA initiated 63 practice reviews of permit-holding companies. We had an increase in the number of companies seeking our advice on their engineering or geoscience practices to ensure they were meeting

their regulatory obligations. We also heard from some companies that they're now requiring their contract agencies to have Professional Practice Management Plans in place. These actions indicate we are driving positive change as we strive to better protect the public and educate our membership.

Membership services

Our Membership Experience Program is transforming the way we ensure public safety and transparency by making it simpler and easier for members and permit holders to understand and comply with their professional obligations. We developed a plan to combine the functions of the member and company self-service centres within a single portal: myAPEGA. This modern and scalable solution will include customized dashboards and notifications, an online annual declaration, and automated workflow for chief operating officers and Responsible Members.



Jennifer Enns, P.Eng., FEC, FGC (Hon.)

Centennial 2020

We introduced our centennial logo and tagline —A Century Well Built—in late 2019 and kicked off several activities in preparation for our 100th year. Through a photo contest for members, we received 200 images capturing the spirit of engineering and geoscience in Alberta. Thirteen winning photos were used to create a calendar that was distributed at events and holiday receptions.

We also made progress on a microsite celebrating our own rich history and that of the engineering and geoscience professions in the province. DiscoverAPEGA.ca launched with 200 historical photos and 65 stories, highlighting each of the 10 decades of APEGA's centennial. Stories are being added in 2020 to reach 100, and the content will be used throughout the coming year to leverage our advertising campaigns.

Advancement of diversity

Midway through a three-year, \$350,000 federal grant to build partnerships to address systemic barriers facing female engineering and geoscience professionals, APEGA consulted with members of all genders on their perceptions, knowledge, and experiences regarding such barriers. Our next steps include collaborating with permit holders to develop, test, and release a workplace-culture guideline as a resource for all companies interested in increasing the representation of women in the professions.

Awards program for schools

Each year, we award grants through the Innovation in Education Awards for hands-on, student-led projects that use engineering or geoscience to benefit the community. In 2019, the program awarded \$30,000 in all to six schools, reaching about 1,400 students. Among the successful projects were the creation of a device that supports the independence of the residents of a local nursing home, a robot that can semi-autonomously identify and dispose of hazardous waste, and a rain-collection system prototype.

The Consulting Engineers of Alberta held their 24th Annual Showcase Awards Gala February 21, 2020

Congratulations to the Winning Firms!

	Award of Excellence	Award of Merit
Building Engineering - Commercial	Project: Stantec Tower Firm: Stantec Consulting Ltd.	Project: The New AUPE Headquarters - A Collaborative Journey Firm: MCW Hemisphere Ltd.
Building Engineering - Institutional	Project: New Central Library Firm: SMP Engineering	Project: Stoney Transit Facility Firm: AECOM
Community Development	Project: Harvie Passage Rehabilitation Firm: Klohn Crippen Berger Ltd.	Project: Mackinnon Ravine Trail Icing Mitigation Design Firm: Golder Associates Ltd.
Community Outreach and In-House Initiatives	Project: Continuous Improvement Program at Arrow Firm: Arrow Engineering Inc.	
Environmental	Project: Aurum Energy Park- Aurum Road Wildlife/Creek Crossing Firm: Stantec Consulting Ltd.	Project: Faro Mine Closure: Environmental Assessment Firm: Golder Associates Ltd.
Natural Resource Production	Project: Destiny Organics - Worm Farm Firm: Arrow Engineering Inc.	Project: Hythe Train 7 - Sour Gas Processing and Recovery Firm: WSP
Project Management	Project: Tunnelling Towards the Future: Edmonton's Downtown Intensification Storm Tunnel Project Firm: SMA Consulting Ltd.	Project: Jack Tennant Memorial Bridge: Pre- Construction Collaboration Firm: Urban Systems Ltd.
Small Firm - Big Impact	Project: Big Lakes County: Jousard Water Treatment Plant Firm: M2 Engineering	Project: Structural Rehabilitation of the Wetaskiwin Garden Meadows Reservoir Firm: M2 Engineering
Studies, Software & Special Services	Project: Show Me the Money: Financial Viability Analysis for Growth in Strathcona County Firm: SMA Consulting Ltd.	Project: Geophysics to Locate Prehistoric Artifacts for Mass Transit Project Firm: Tetra Tech Canada Inc.
Sustainable Design		Project: Bow River Bioengineering Demonstration and Education Project Firm: Kerr Wood Leidal Associates Ltd. Project: Stoney Transit Facility Firm: AECOM Project: Stantec Tower Firm: Stantec Consulting Ltd.
Transportation Infrastructure - Roads, Interchanges, Airports, Mass Transit	Project: WestJet Wide Body Hangar at Calgary International Airport Firm: Stantec Consulting Ltd.	Project: MAX Purple Bus Rapid Transit Firm: Stantec Consulting Ltd.
Transportation Infrastructure - Transportation Structures	Project: Highway 15 Twinning: North Saskatchewan River Bridge Firm: AECOM	Project: Mill Creek Ravine Pedestrian Bridges Firm: ISL Engineering and Land Services Ltd.
Water Resources	Project: Bow River Bioengineering Demonstration and Education Project Firm: Kerr Wood Leidal Associates Ltd.	Project: Harvie Passage Rehabilitation Firm: Klohn Crippen Berger Ltd.



Lieutenant Governor's Award for Distinguished Service

Always an Engineer

When this year's Lieutenant Governor's Award for Distinguished Achievement winner, Bob Gomes, started his career, he certainly didn't expect to end up as the CEO of Canada's third largest engineering firm. But his love of the business, willingness to learn about a wide range of engineering disciplines, and innate understanding of people led Gomes to an extraordinary career that ended with nearly a decade as the CEO of Stantec, a company he was with for nearly 30 years before retiring in 2017.

Growing up, Gomes enjoyed building things, but he never really considered becoming an engineer. In fact, he started at the University of Alberta in a general science program, with the intent of one day going into medicine. But after taking a number of organic and inorganic chemistry classes, he realized that a science-based career might not be something he excelled at. Since many of his friends were in the engineering program, he decided to join them and see where it took him. After graduating in 1978, Gomes was offered a job with the Edmonton land development firm Walker, Newby and Associates Ltd., where he learned some valuable career lessons early on.

"George Walker from Walker, Newby and Associates Ltd., who really was my first mentor in engineering, taught me the value in volunteering on nonprofit boards, which taught me the benefit of leading without leverage," says Gomes. "Leading a nonprofit board where the other board members don't get paid for what they do and don't report to you as their boss, requires a much different leadership style. You need to find consensus, compromise. You need to find agreement in the best solution where many different solutions exist, but do it in a way where all the board members can agree on the direction. This experience gave me the skills to use that style throughout my career." Though Gomes valued Walker's mentorship and enjoyed the work he was doing at Walker, Newby and Associates, when the local economy crashed in the late 1980s, he decided to seek the stability of a bigger firm and joined Stantec (then called D.R. Stanley Associates).

Starting out at Stantec as an urban land project manager, Gomes worked his way up the ranks, holding increasingly more senior roles in both operational and practice areas before becoming CEO of the entire company in 2009. He's particularly proud that he's managed to stay in Edmonton for his entire career — he was able to negotiate the 2018 move of Stantec's headquarters to downtown Edmonton's Ice District, creating the largest office tower west of Toronto and redefining Edmonton's downtown. Helming such a large company in his home city gave Gomes a tremendous sense of accomplishment, even if it wasn't what he was looking for when he first became an engineer.

"Becoming CEO certainly wasn't my target early on," says Gomes. "But an opportunity arose and I saw that I could impact the company even more by taking the role of CEO. When I took over that role we were around 8,000 people, and when I left there were 22,000 people in the company." That growth comes from Gomes' talent in acquiring smaller engineering firms that would help strengthen Stantec as a company. Having served as the

president of the Consulting Engineers of Alberta from 2003 to 2004, Gomes credits his work with the CEA in helping him to better understand the larger engineering landscape. Since his own hands-on expertise was largely in land development projects, working with other CEA members helped him to broaden his knowledge and better build Stantec's portfolio of acquisitions.



"CEA provided me with the benefit of really understanding how much added value a small firm can provide to a larger firm like Stantec," Gomes says. "Having that understanding of how small firms work and what makes them tick provided me a great base for that aspect of being a corporate CEO."

Even though Gomes' career was demanding, he was always fortunate to have the support of his wife Diane, as well as their son and two daughters. Gomes says he's humbled to receive this year's CEA Lieutenant Governor's Award and credits his colleagues at Stantec (where he still sits on the board) for the honour. "This is really an award to my friends at Stantec and my clients who provided me the opportunity of being an engineer," he says. Gomes also says that, although he spent so much time in upper management, at heart, he remains an engineer. The love of design and creation of projects has always informed Gomes' decisions at Stantec and is another reason why he feels so moved to be honoured by his peers. "Stantec became something that was more of a corporation than an engineering firm, but I have always loved engineering," Gomes says. "I didn't become CEO because I wanted to be CEO. I became CEO because I was a good engineer. I'll always think of it that way."

Harold L. Morrison Rising Young Professional Award 2020

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 Andrew Lischuk of Stantec Consulting Ltd.



CEA Code of Ethics

CEA Code of Consulting Engineering Ethics

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

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

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

SOCIETY

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

CLIENTS

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

OTHER MEMBERS OF CEA

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

EMPLOYEES

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

CEA Member Firms 2019-2020

AECOM	M2 Engineering
AES Engineering	Magna IV Engineering
Akron Engineering Consultant's Group Ltd.	McElhanney Ltd.
Allnorth Consultants Limited	McIntosh Lalani Engineering Ltd.
Almor Testing Services Ltd.	MCW Hemisphere Ltd.
Al-Terra Engineering (Red Deer) Ltd.	Morrison Hershfield Limited
Al-Terra Engineering Ltd.	MPA Engineering Ltd.
AN-GEO Environmental Consultants Ltd.	MPE Engineering Ltd.
Aplin Martin	Northwest Hydraulic Consultants Ltd.
ARA Engineering Ltd. a McIntosh Perry Company	OGL Engineering
Arrow Engineering Inc.	Parkland Geotechnical Consulting Ltd.
Associated Engineering	Parsons Inc.
Barr Engineering & Environmental Science Canada Ltd.	Pasquini & Associates Consulting Ltd.
Binnie Consulting Ltd.	Patching Associates Acoustical Engineering Ltd.
BPTEC Engineering Ltd.	Ready Engineering Corporation
CIMA Canada Inc. (CIMA+)	RJC Engineers
Clifton Associates Ltd.	Roseke Engineering Ltd.
COWI North America Ltd.	Rotaflow
CTM Design Services Ltd.	Sameng Inc.
CVL Engineers Inc.	Scheffer Andrew Ltd.
D.E.S. Engineering Limited	SE Design and Consulting Inc.
DIALOG	SMA Consulting Ltd.
Dillon Consulting Limited	Smith + Andersen
Eagle Engineering Corp.	SMP Engineering
exp Services Inc.	SNC-Lavalin Inc.
Fast + Epp	Stantec Consulting Ltd.
FVB Energy Inc.	Stephenson Engineering Ltd.
GeoMetrix Group Engineering Ltd.	Stratum Logics Inc.
GHD Limited	T2 Utility Engineers Inc.
Golder Associates Ltd.	Tetra Tech Canada Inc.
Great Northern Engineering Consultants Inc.	Thurber Engineering Ltd.
Hatch	TWD Technologies Limited
HDR Corporation	Urban Systems Ltd.
Hedgehog Technologies	Wave Engineering Consultants Inc
Howe Gastmeier Chapnik Limited (HGC Engineering)	Wood Environment & Infrastructure Solutions
IBI Group	WSP
ISL Engineering and Land Services Ltd.	
J.R. Paine & Associates Ltd.	
Jacobs	
Jensen Hughes Consulting Canada Ltd.	
Kerr Wood Leidal Associates Ltd.	
Klohn Crippen Berger Ltd.	

CEA Member Charter

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

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

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

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

Our company will:

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



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ENGINEERING COMPANIES | CANADA
ASSOCIATION DES FIRMES
D'INGÉNIEURS-CONSEILS | CANADA

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