

CEA ANNUAL REPORT

2020 - 2021



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CEA Team



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



Lisa Krewda
Chief Operating Officer



Inderjeet Singh
Information Specialist

We hope to see you in the upcoming year as we move towards in-person events and meetings.

Save the Date

CEA Showcase Awards Gala

February 4, 2022

CEA's Transportation Connects Alberta Conference

March 13 - 15, 2022

2020 - 2021 Board of Directors



Sara Anderson
PRESIDENT
Urban Systems



Sean Snowden
PAST PRESIDENT
WSP



Ryan Gidluck
VICE PRESIDENT
Morrison Hershfield



Todd Simenson
TREASURER
Stantec Consulting



Anthony Plamondon
DIRECTOR
*ISL Engineering and
Land Services*



Chris Workman
DIRECTOR
Thurber Engineering



Craig Clifton
ACEC LIAISON
Clifton Associates



Derek Ciezki
HONORARY PAST PRESIDENT LIAISON
SMP Engineering



Frank Prosperi-Porta
DIRECTOR
RJC Engineers



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



Lilianne Landry-Pare
YP DIRECTOR
Thurber Engineering



Linus Murphy
CAA LIAISON
S2 Architecture



Migo Kelada
DIRECTOR
CIMA Canada Inc.



Monica Wagner
DIRECTOR
*Wood Environment &
Infrastructure Solutions*



Neil Robson
DIRECTOR
DIALOG



Ryan Betker
DIRECTOR
McElhanney



Wendy MacKay
DIRECTOR
Morrison Hershfield

President's Message

As the Consulting Engineers of Alberta operational year ends, my year as President of the CEA concludes as well. What an exceptional year it has been! Much has changed, seemingly so fast, and I have learned so much professionally and personally while navigating the changes to our industry under COVID pressures.

As I reflect upon the past year, the COVID-19 challenges that are still lingering one year later; the uncertain economic road behind and ahead of us; the new work environment and different ways to interact with each other, our clients and our stakeholders, I feel that a united consulting engineering industry will be key in leading the way forward. The theme of "Leading and Partnering Together" rings with more truth than one year ago. Never has there been a greater need to act together. We will need to work with all levels of the provincial government and our stakeholders to influence and provide leadership, to help stabilize the economy and drive economic recovery. Our industry has a key role to play in the design, construction, maintenance and renewal of infrastructure in innovative ways, to enrich society, and create a sustainable environment where Albertans can live and once again thrive.

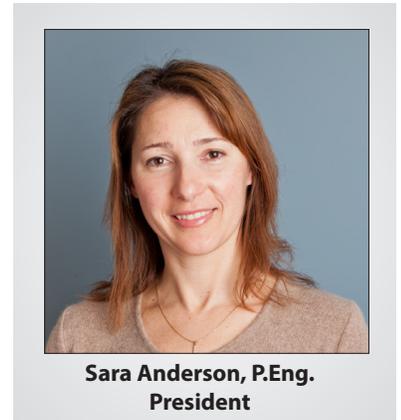
Following the AGM last May, our first order of new business for the Board for the 2020/2021 operational year was our virtual Annual Board Retreat to discuss and set the Board strategic priorities that aligned with current and anticipated challenges in this province. Our overarching strategic priority was to engage the provincial government to establish a new framework for providing infrastructure funding that is more predictable and sustainable for our membership. Our focus for the 2020/2021 operational year was to promote changes to government legislation, policies and regulations that will include:

- ✓ Development and implementation of a 10-year capital plan;
- ✓ Use of Asset Management Plans by all public sector entities as the basis of capital spending and grant funding;
- ✓ Innovative approaches to obtain funding for strategic infrastructure investments through either new entities, funding mechanisms or existing entities such as the Canada Infrastructure Bank.

Based on these strategic priorities, our Government Relations committee worked together with a consultant lobbyist and developed some key messages to support the Board advocacy initiative. We sought to raise our profile and to connect with MLAs, Ministers and their staff, and to engage them in meaningful conversations regarding our industry's issues and concerns. Since November the Board has been fully engaged in its advocacy program and continues to meet with MLAs and Ministers. Based on the feedback that we received, invitations to reconnect for additional follow up and requests to provide further information, it seems that our industry's issues and recommendations for change have resonated with many MLAs and our opinions are well regarded. Through this initiative, we have learned the importance of advocacy. It is, however, a never-ending task of continuous engagement with and education of MLAs, Ministers and their staff, and working with our stakeholders to push forward CEA priorities and initiatives on predictable and sustainable infrastructure funding. We also had many take-aways from these engaging conversations and what we learned is:

- ✓ We should continue to advocate for our industry, to publicly raise our profile and to educate elected representatives and their staff, as well as some of our stakeholders such as APEGA, AUMA and RMA on CEA priorities, initiatives and our industry's contribution to the Alberta economy.
- ✓ We should consider how to "future-proof our industry". We need to partner with the provincial government and other stakeholders to ensure that infrastructure investments are protected over long-term.

- ✓ There is an overall support to Asset Management and its implementation at all provincial and municipal levels to support funding allocation discussions or financial viability conversations.
- ✓ There is a general knowledge and interest in exploring different procurement methods, including P3's, QBS or 'best value'. There is also an equal interest in modifying the current contractual terms used by the Province and streamlining them in standardized contracts.
- ✓ Bill 37/Bill 62 – Prompt Payment Legislation has wide support. CEA efforts have ensured consulting engineers will be included in the new regulations.



We also attended stakeholder engagement meetings with Alberta Municipal Affairs on stimulus funding distribution and changes to the MSI funding model; with Alberta Infrastructure on the new Infrastructure Act legislation and input on alternative delivery models and procurement concerns; with Service Alberta on prompt payment and review of the Builders Lien Act; with Alberta Transportation on the Fairness Advisory Panel; and with the AUMA Executive Board and their staff to discuss common goals and areas of alignment between our organizations.

We have experienced and accomplished much this year, and there is much more to be accomplished in the year ahead. Over the past year, there has been a significant shift from responding to the COVID-19 crisis issues to discussions about the future of our industry with allied industry groups and the provincial government. The current state of our industry certainly changed from one year ago. The 2020 financial results of our industry were mixed with some companies reporting strong results and others experiencing up to a 30% reduction in workloads and labour force. Common trends seem to be that our industry has learned how to efficiently work remotely; office spaces are being re-evaluated and consolidated; we all have challenges in remotely onboarding and training staff, and there are some fears of having a 'brain drain' in our industry with exceptional talents either leaving our province or leaving our industry.

Our beloved Gala was postponed to 2022 and this past year we were not able to hold any in-person events. This did prove to have somewhat of a silver lining since we did host a series of virtual events which were able to reach larger audiences. These events included: the Action in Advocacy webinar, the roundtable with Alberta Transportation Honourable Minister McIver, our Partnering with Industry Symposium, Young Professional Conference and Young Professional virtual networking events, Trans-Pod Ultra Speed Transportation, Planning our Financial Future by TD, and Todd Hirsch's interesting 2021 Economic Outlook. These events were well attended, and the feedback received has been very positive. Expect to see more of these types of events in the upcoming year.

In closing, I would like to give thanks: to my fellow Board Executive, for the strategic leadership you have shown; to the Board Members, for the endless efforts and energy put in our advocacy campaign; to our CEO, Ken Kozakewich, for his tireless work with government and industry and his engagement with our member firms; and to our COO, Lisa Krewda, for her work on the day to day operations and activity of the Association including fiscal prudence.

The year has been truly enriching and rewarding and I look forward to continuing to serve CEA and the board this next year as Past President.

CEO and Registrar's Message

Against the challenging backdrop of COVID-19 we have continued to focus proactively on shaping public policy as well as addressing procurement and contracting issues which directly impact consulting engineers. Driven by common concerns related to the pandemic and the province's economic position we have forged even stronger relationships with industry partners and jointly aligned ourselves for current and future challenges. It is therefore, with a sense of pride, that I provide this update and summary of some of the organization's key activities over the past twelve months.

We continue to maintain strong and regular contact with key staff at the Deputy and Assistant Deputy Minister levels within the provincial government. Monthly meetings are held with representatives from key provincial government departments (Alberta Transportation, Alberta Infrastructure and Alberta Municipal Affairs). Over the past year numerous discussions were held regarding the advancement of stimulus funding as well the continued investment in the current year's provincial Capital Plan. There has been success on short-term government support for Infrastructure capital investment, spending on maintenance and rehabilitation projects and municipal grant programs. CEA, however, remains squarely focused on continually communicating our industry's concern about the lack of commitment to long term, predictable and sustainable funding in all of these areas.

The COVID pandemic created the need for significant discussions between CEA and several government departments. We participated in Industry Roundtable sessions convened by the Government of Alberta's Emergency Management Cabinet Committee and Chief Medical Officer. We were able to convey our position and reach agreement that Engineering and Construction were "essential services". Through Alberta Transportation we established a joint COVID Advisory Panel made up of representatives from our industry, the Alberta Roadbuilders & Heavy Construction Association (ARHCA) and the Government of Alberta to address potential additional costs on projects that may have resulted from extra safety requirements or supply chain disruptions.

Throughout the year, we collaborated closely with a coalition of allied industry associations including the Alberta Construction Association (ACA), Alberta Trade Contractors Coalition (ATCC), Consulting Architects of Alberta (CAA) and ARHCA. Ongoing meetings and dialogue allowed us to work in lockstep in response to the provincial government (either jointly or in closely aligned positions) on issues that included:

- The proposed Infrastructure Act and 20-year Strategic Plan and the need for more transparency and commitment in 5 to 10-year Capital Planning.
- Red Tape Reduction items and the need for examination of better methods of procuring and managing Infrastructure which are being used in other Canadian jurisdictions.
- A draft "Services Agreement" for all provincial government departments which included aspects of risk allocation which were deemed untenable by our coalition.
- Industry concerns regarding the current Ernst & Young study being completed in relation to all provincial government Procurement and Project Delivery and the need for further stakeholder engagement.

A specific area in which substantial joint industry progress was made is in relation to Prompt Payment legislation. After a lengthy engagement process with Service Alberta over the past year and a half, the Builders' Lien (Prompt Payment) Amendment Act was tabled in the Provincial Legislature in the fall of 2020. Ongoing consultations with Service Alberta have taken place and with the recently tabled Red Tape Reduction Implementation Act, the proposed new Legislative Acts will ensure that the rules and remedies of Prompt Payment will apply to professional consultants. CEA is currently working with ACA, ATCC and the Association of Urban Municipalities to potentially create a Nominating Authority for Adjudicators under this new legislation. The new legislation will ensure timely payments in the contract chain and improve cash flow for consulting engineers on all projects currently not covered under the Public Works Act.

In addition to many of the above noted items specific to this year, CEA remains committed to long-term initiatives established in previous years. We have continued dialogue with the University of Alberta through a Steering Committee on their Qualifications Based Selection (QBS) study. We expect this study will be released at the end of this summer. Additionally, CEA has continued interaction with APEGA through Stakeholder meetings and industry representation for review of upcoming Practices Standards and Guidelines.

Like other organizations working under current provincial health and safety restrictions, CEA has adapted to delivering our programs and services on a virtual basis. Several virtual sessions were held and all were very well attended.

Through the ongoing commitment of our Board, staff and members we remain a viable and strong business voice for the industry. From the Registrar's perspective we currently have 73 member firms within our association. Compared to last year this represents a small reduction in member firms, however, our "N" number (8775) increased over last year's number (8441) due to some industry consolidation and ongoing steady workload from firms working in the transportation and municipal sectors.

Our day-to-day success over the past year is rooted in the hard work of a small and dedicated team. I wish to express my gratitude to Lisa Krewda and Inderjeet Singh for all their efforts and agility in responding to the many challenges we have faced in working remotely while maintaining a well functioning organization. We hope to be literally working "more closely" with all of you in the upcoming year as we move towards more in-person events and meetings.

The impacts of the economic downturn and pandemic will continue to challenge all of us in the upcoming year and the need for a united voice to defend our position on many fronts has never been stronger. I look forward to working with all of you to achieve long term success for CEA, the consulting engineering businesses we serve and the communities we live within.



Ken Kozakewich, MBA, P.Eng.

Treasurer's Message

CEA exceeded its financial goals in 2020/2021 due to the focused commitment of our member firms and the Association's staff during COVID-19. The participation by member company volunteers on committees, association events and activities, strategic engagement with Government, and on the Board continue to be fundamental for the organization's overall resilience and effectiveness, especially now that we are over 1 year into the coronavirus pandemic. The Association remains in a very strong position to continue as a strong industry voice for the consulting engineering business in Alberta and as a facilitator for the development of staff through virtual training programs, conferences, and events, even with the ongoing delays in some of the CEA Activities and Events such as the CEA Showcase Awards Gala and Transportation Connects Alberta Conference which are now scheduled for February and March of 2022.

Over the past year we exceeded our financial plan expectations primarily through eligible COVID Subsidy Payments and Alberta Relaunch Grants, significant reductions in variable admin expenses, and maintaining our reduced administration operating costs due to no in-person events in 2020/2021. This exceeded the slight decrease in membership fees and continued lower events and programs revenue.



Financial Activity Highlights

Revenue:

Memberships:

Membership revenue is the key component to maintaining ongoing operations. CEA closely monitors current market conditions, including the ongoing impacts of COVID-19, and has focused awareness of the continuing strain this imposes on our member firms and their staff. In 2020/21 the Board approved a 0 percent increase to our CEA memberships fees for the 2021-2022 fiscal year. Although the economic conditions and continued 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, and has been stable over the last 5 years. 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 and continue to be stable as well.

Events and Programs:

Over the past year our CEA events and programs revenue significantly decreased. This was due to the continued delay of our 2nd Annual Transportation Connects Alberta Conference. It was originally to be held in March 2020 and has been postponed further to March 2022 due to COVID-19. The 2021 Showcase Awards Gala has also been delayed from the fall of 2021 until early February 2022.

CEA held many successful Virtual Events and Programs in 2020/21. These included the very recent 7th CEA Young Professionals' Conference which saw 116 registered attendees and well received by all that attended. Several other Virtual YP events were held including A Day in the Life of a Consulting Engineer, IPD/Project Team Collaboration, Public Speaking Tips and Integrating Stormwater Ponds with Retained Wetlands. The PSMJ Virtual Management Bootcamp held in January had 18 students, was also very successful and exceeded the projected budget. With the delay in the 2nd Annual Transportation Conference, a number of value-added Webinars were hosted by CEA at no charge to membership. These included the TransPod Ultra High Speed Transportation: A Canadian Breakthrough, Todd Hirsch on Alberta's Economy in 2021: Tools to Help Understand What Comes Next, the Alberta Transportation Department Updates and our annual Round Table Meeting with Minister McIver with over 100 participants.

Expenses:

Administration and Operations:

In 2020/21 there was a continued focus on maintaining core services to the CEA membership through efficiencies and costing adjustments, due to the current economic climate. Cost reduction measures due to COVID-19 were continued to ensure we remained as close to budget as possible and with a focused view on sustainability of the CEA as an advocacy group. Fixed Administration Expenses were slightly higher than budgeted, and staff was maintained at 3 due to no in-person events. There were also significant reductions on our Variable Admin Expenses and Membership Expenses due to no in-person meetings and expenses, as well as significant eligible COVID-19 Subsidy Payments and Alberta Relaunch Grants.

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 ongoing use of our government relations consultant to assist the Board of Directors with advocacy with the Government of Alberta and in general.

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 \$295,886 in unallocated reserves from CEA's prior operating years. The combination of the stabilization fund and unallocated reserves gives CEA approximately 7 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.

2020/2021 Financial Summary:

Revenues	AMOUNT	Financial Notes
Memberships	\$506,911	
Events and Programs	\$58,998	Schedule 1
Strategic Initiatives and Committees	\$1,540	Schedule 3
Interest Income	\$8,179	
Total Revenue	\$575,628	
Expenses		
Administration	\$458,157	Schedule 2
Events and Programs	\$24,129	Schedule 1
Strategic Initiatives and Committees	\$30,382	Schedule 3
	\$512,668	
Excess (deficiency) of revenues over expenses from operations	\$62,960	
Other income (expenses)		
COVID-19 subsidies	92,321	
Alberta relaunch grant	18,523	
Loss on disposal of equipment	-	
	110,844	
Excess (deficiency) of revenues over expenses for the year 2020/2021	\$173,804	

2021/2022 Proposed CEA Operating Budget:

Revenues	AMOUNT
Memberships, Investment Interest and Sponsorships	\$531,472
Misc. Net Revenue	\$750
Events and Programs (Net)	\$77,000
Total Projected Revenue	\$609,222
Expenses	
Administration	\$449,781
Variable Administration	\$100,050
Membership Expenses	\$4,500
Committees and Strategic Initiatives	\$65,000
Total Projected Expenses	\$619,331
Projected 2021/2022 Net Income:	(\$10,109)

Independent Practitioner's Review Engagement Report for Year Ended March 31, 2021

Mowbray Gil, Chartered Professional Accountants LLP

We have reviewed the accompanying financial statements of Consulting Engineers of Alberta which comprise the statement of financial position as at March 31, 2021 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

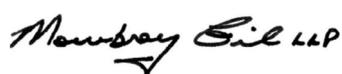
Based on our review, nothing has come to our attention that causes us to believe that these financial statements do not present fairly, in all material respects, the financial position of Consulting Engineers of Alberta as at March 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Sara Anderson, P.Eng.
President, CEA



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



Mowbray Gil
Chartered Professional Accountants

Statement of Financial Position:

	2021	2020
ASSETS		
Current		
Cash	\$546,913	\$245,687
Short-term investments	2,422	91,057
Accounts receivable	14,793	30,301
Prepaid expenses and deposits	47,634	47,634
	\$611,762	\$414,679
Long-term investments	304,441	257,774
Equipment	2,626	3,752
Deposit	12,441	12,441
	\$931,270	\$688,646
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$34,082	\$74,834
Deferred revenue	231,833	189,242
Funds held in trust	167,027	167,027
	\$432,942	\$431,103
Deferred leasehold inducement	32,442	5,461
Canada Emergency Business Account	40,000	
	\$505,384	\$436,564
Net Assets		
Unrestricted fund	295,886	122,082
Internally restricted fund	130,000	130,000
	425,886	252,082
	\$931,270	\$688,646

Statement of Revenues and Expenditures:

	2021	2020
Revenues		
Membership dues	\$506,911	\$510,445
Events and Programs	58,998	417,484
Strategic Initiative and Committee	1,540	44,699
Interest income	8,179	11,897
	\$575,628	\$984,525
Expenses		
Administration	\$458,157	\$612,786
Events and Programs	24,129	306,441
Strategic Initiative and Committee	30,382	82,912
	512,668	1,002,139
Excess (deficiency) of revenues over expenses from operations	\$62,960	(\$17,614)
Other income (expenses)		
COVID-19 subsidies	92,321	4,053
Alberta relaunch grant	18,523	-
Loss of disposal of equipment	-	(1,578)
	110,844	2,475
Excess (deficiency) of revenues over expenses for the year	\$173,804	(\$15,139)

Statement of Changes in Net Assets:

	Unrestricted Fund	Internally Restricted Fund	2021	2020
Net assets – beginning of the year	\$122,082	\$130,000	\$252,082	\$267,221
Excess (deficiency) of revenues over expenses for the year	173,804	–	173,804	(15,139)
Net assets – end of year	\$295,886	\$130,000	\$425,886	\$252,082

Notes to Financial Statements

1. Purpose of the Society

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

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

2. Significant accounting policies

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

Cash

Cash consists of demand deposits held with a financial institution.

Equipment

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

Computer equipment	30%	declining balance method
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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 (10 years) and recorded on the statement of revenues and expenditures.

Impairment of long-lived assets

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

Revenue recognition

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

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

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

Interest income is recognized as revenue when earned.

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

Government assistance

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

Financial instruments

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

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

Contributed services

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

3. Cash

	2021	2020
Cash	\$555,061	\$238,605
Cash held in investment accounts	4,747	10,093
Outstanding cheques	(12,895)	(3,011)
	\$546,913	\$245,687

Notes to Financial Statements

4. Investments

	2021	2020
Short-term investments	\$2,422	\$91,057
Long-term investments	304,441	257,774
	\$306,863	\$348,831

Investments in the amount of \$167,027 (2020 - \$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 9.

Short-term investments consist of accrued interest earned in the year on investments.

Long-term investments consist of bond and equity investments held with National Bank Financial. The bonds bear interest at 1.75% to 6.93% per annum and have maturity dates of greater than one year.

5. Accounts receivable

	2021	2020
COVID-19 subsidies receivable	\$10,699	\$ -
Trade accounts receivable	4,094	30,301
	\$14,793	\$30,301

6. Equipment

	Cost	Accumulated Amortization	2021 Net Book Value	2020 Net Book Value
Computer equipment	\$10,670	\$8,044	\$2,626	\$3,752

7. Accounts payable and accrued liabilities

	2021	2020
Accounts payable and accrued liabilities	\$27,991	\$71,714
Government remittances payable	6,091	3,120
	\$34,082	\$74,834

8. 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:

	2021	2020
CEA Transportation Conference	162,120	170,276
Young Professionals Conference	17,016	9,867
CEA Membership Dues	32,607	7,012
Miscellaneous	10,651	1,156
ACEC Membership Dues	9,439	931
	\$231,833	\$189,242

9. Funds held in trust

	2021	2020
Infrastructure Partnerships Conference	87,901	87,901
Strategic Priorities Group	62,354	62,354
Operations Expo	16,772	16,772
	\$167,027	\$167,027

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

The (SPG) was established as a result of the partnership between Alberta Transportation, the Alberta Roadbuilders & Heavy Construction Association and Consulting Engineers of Alberta to develop and support an annual two day Transportation Conference in March of each year. Historically, Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other two partners, however this year the conference was postponed due to the COVID-19 pandemic and therefore no management fee was received in the current year. Any surplus funds realized from the Tri-Party Transportation Conference from prior years are held in trust by the Society and will be spent at the discretion of the SPG committee.

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

10. Deferred leasehold inducement

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

	2021
Opening Balance	\$5,461
Ten months of rent-free period	27,307
	32,768
Amortization	(326)
	\$32,442

11. Canada Emergency Business Account

The amounts are advanced from Scotiabank as part of the Canada Emergency Business Account (CEBA) program created by the federal government as part of the COVID-19 response. The initial loan is unsecured, non-interest bearing and the term expires December 31, 2022. There are no required repayments during this time. If the balance of the loan is paid before December 31, 2022, this will result in loan forgiveness of 25%.

Any remaining balance as of January 1, 2023 will be renewed into a three year term loan with interest of 5% per annum and a maturity date of December 31, 2025.

Notes to Financial Statements

12. Internally Restricted

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

13. COVID-19 subsidies

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

Federal government assistance was provided under the Canada Emergency Wage Subsidy (CEWS) program and the Canada Emergency Rent Subsidy (CERS) program. These programs provide non-repayable subsidies to entities experiencing a decrease in revenues over the eligibility period to subsidize labour and rent costs in the face of COVID-19, and are expected to cease in the summer of 2021. Included in accounts receivable at year end is \$6,774 related to CEWS and \$3,925 related to CERS.

Further federal government assistance was provided under the Temporary Wage Subsidy (TWS). This program provided a credit for payroll remittances for employee remuneration between March 18 and June 19, 2020. The program was a one-time, temporary measure intended to provide immediate COVID-19 relief.

	2021	2020
Canada Emergency Wage Subsidy	\$74,117	\$4053
Canada Emergency Rent Subsidy	15,454	-
Temporary Wage Subsidy	2,750	-
	<u>\$92,321</u>	<u>\$4,053</u>

14. Lease commitments

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

2022	\$40,159
2023	40,159
2024	38,799
2025	35,082
2026	35,082
Thereafter	147,560
	<u>\$336,841</u>

15. Financial instruments

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

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as of March 31, 2021.

Credit risk

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

Liquidity risk

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

Market risk

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

Interest rate risk

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

16. Comparative figures

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

Transportation Committee

The focus of the Transportation Committee (TC) is to continually maintain and improve upon its relationship with Alberta Transportation (AT). This is done through strategic interactions, collaboration on common issues, and facilitating open dialogue to maintain trust. As part of the commitment of the executive volunteers, current and past members continue to participate on the Strategic Priorities Group (SPG), Operations (OPS) Committee, and the Bridge Operations Subcommittee (BOS). Along with the CEA these tri-party committees include members from AT and the Alberta Roadbuilders & Heavy Construction Association (ARHCA). These committees provide a forum for all parties to raise concerns; allow open communication of policy issues, and the TC provides input and participation in the implementation of day to day changes.

All parties continue to work to ensure a strong transportation industry. As the last half decade has come with significant challenges from a downturn in the Alberta economy resulting from restrictions in oil production and fall of oil prices, not to mention the ongoing pandemic, the TC continues to focus efforts on the Provincial Government and advocate for the industry. These efforts seem to have positive responses with the Government providing stimulus funding for needed projects.

Although we are not in the same position before the downturn our industry continues to advocate and remain competitive for Provincial tax dollars.

Working closely with the Ministers we are encouraged by discussions which demonstrate their understanding of the importance of maintaining Alberta's infrastructure. To reduce funding and let Alberta's highways deteriorate will just cost taxpayers more in the future while driving on highways with reduced quality.

In 2020 the Provincial Government doubled its funding to \$404 million for rehabilitation and maintenance of its highways, as part of its job creation and economic recovery strategy. Another \$200 mil was allocated to its Strategic Transportation Infrastructure Program (STIP) for Municipalities.

Over the year ranking lists were issued with new projects in the regular categories of Major Functional Planning, Major Bridges, Culverts and Standard Bridges, Overlays, and Grading. In total seven ranking lists were released with 59 projects. Along with the ranking lists larger scale, strategic investment projects were put out for Consultant proposal requests, such as the twinning of Hwy. 3 and Hwy. 11, the Bow River Bridge in Calgary, and Terwillegar Drive in Edmonton.

In 2021 the Provincial Government continues to invest in Alberta Highways with the Provincial Construction Program to include 331 projects with some projects seeing construction over the next few years. Priority for the majority of these projects continues to be on rehabilitation and maintenance of the existing infrastructure assets while making other

funds available to expanding the existing network. This funding also includes Water Management Infrastructure and Slide Repair projects.

Like many industries the transportation industry is a resilient group that mimics the economy and rides similar up and down waves and has always been able to rebound after the harder times. Although we continue to work closely with our partners in

the Government, our meetings are still through virtual media. We also have had to postpone our tri-party retreats and are looking forward to the day we can come together and continue building our relationship and have important industry discussions face to face.

Alberta Transportation also announced the recipients of the 2019 and 2020 Construction Partnering Awards through the One Window notification system. Congratulations to all winners and thanks to all those who put in nominations.

TC continues to promote Qualifications Based Selection (QBS) for consultant award of projects. The 13 projects that were awarded by Alberta Transportation a few years back as part of the QBS pilot program are still ongoing and under review and we look forward to continuing discussions and updates from the Department to hear the outcome of these reviews. Initial feedback is positive that QBS looks to be another "Tool" for the Department to add to the "Toolbelt" but might not be ideal on small, standard projects such as pavement overlays. Alberta Transportation did use the QBS process for selecting a consultant for the Deerfoot Trail project.

The TC continues to provide support through reviews of forthcoming changes in standards, specifications, and guidelines. Of significance in 2020/21 the Highway Geometric Design Guide's Foreword, Chapter A and B, and Acknowledgements have been updated and Chapters D, E, F, G, and J have been distributed through the member ship for review and provided feedback. Other review efforts included the ECO Plan Review and Exception Process document and W-Beam Strong Post Torque requirements.

As we continue to work with AT (and in some cases ARHCA) Task Groups with specific initiatives continue to reach their mandate. These include:

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

While other Task Groups continue to work on common issues and improve our working relationship:

- Consultant Procurement Steering Committee
- Partnering Steering Committee

Due to the ongoing Pandemic it was unfortunate that we were not able to participate in key events in 2020/2021, such as our annual AT/CEA Mixer in Edmonton or the CEA Gala Awards.

Unfortunately, the second annual Transportation Connects Alberta Conference (which was to be held again in Red Deer) continues to be postponed until March 2022.

I'd like to finish by thanking all of the representative members that attend our Transportation Committee meetings and provide valuable input into our meetings along with the Executive Members of the Transportation Committee (Warren McKay; Vice-Chair and Damian O'Kane; Past Chair) for their ongoing participation and efforts on the Committee.



Greg Bulych, P.Eng.
Tetra Tech Canada

Honourable Ric McIver CEA Session December 17, 2020



Honourable Ric McIver
Minister of Transportation and Deputy House Leader

Alberta's Economy in 2021: Tools to Help n Understand What Comes Next - January 28, 2021



Todd Hirsch
Vice President + Chief Economist, ATB Financial

Alberta Transportation Department Updates March 10, 2021



Rae-Ann Lajeunesse
Deputy Minister



Ranjit Tharmalingam
Assistant Deputy Minister



Tom Loo
Assistant Deputy Minister

TransPod Ultra-High-Speed Transportation A Canadian Breakthrough - March 19, 2021



Ryan Janzen
Co-Founder & Chief Technology Officer, TransPod



City of Calgary Liaison Committee

The CEA and the City of Calgary continued our years' long work of building bridges to foster our working relationship. A valuable process, our members are informed of emerging issues within the City with opportunities for input and consultation provided early in the process. Equally beneficial is the opportunity for our membership to raise items of concern in a manner that we genuinely believe is listened to by the City.

We have met four times since September 2020. The first portion of our meetings is for CEA members only and comprises internal member discussions relating to meeting topics and items that we would like to address. The CEA board uses this opportunity to update the membership of ongoing CEA activities. This is also a valuable opportunity for member firms to have a candid conversation relating to the local working environment and

its effect on member firms – in a year with COVID and a challenging economy, there was no shortage of discussion topics.

Staff from the City join us for the second half of our meetings, the focal point of our discussions.

Participation from the City has been constant and regular attendees



CHAIR: Joel Nolin, P.Eng.
AECOM

include Shawna Cochrane (Capital Project Strategist), Christine Beaton (Procurement Lead, Sourcing Group), Jaibe Bridge (Procurement Leader) and Erin Bird (Leader, Corporate Capital Project Strategies). Phil Lawrence (Buyer) joined The City's team in 2021.

Our discussions with the City generally include the following topics:

- **Benefit Driven Procurement:** The City initiated its Benefit Driven Procurement in late 2020. The City solicited feedback on members' opinions and observations relating to the strategy.
- **Consulting Documents/Administration:** The City keeps our membership informed of pending changes to contract documents, pre-qualifications and other administrative elements.
- **Economy/City Spending:** The City keeps CEA apprised each meeting of anticipated spending and stimulus impacts. The City is seeing a busy 2021 with an apparent profile of more small projects and fewer large projects.
- **Proposal Debriefs:** The City is trying to get better at consistency and timeliness of debriefs. The City understands that this is a topic of significant interest to the CEA members and keeps our membership informed of their progress.

CEA appreciates the opportunity to have honest, meaningful dialogue with the City and we look forward to even greater engagement in 2021/2022. Special thanks to Chris Delanoy, ISL Engineering, for being Vice Chair of the committee.

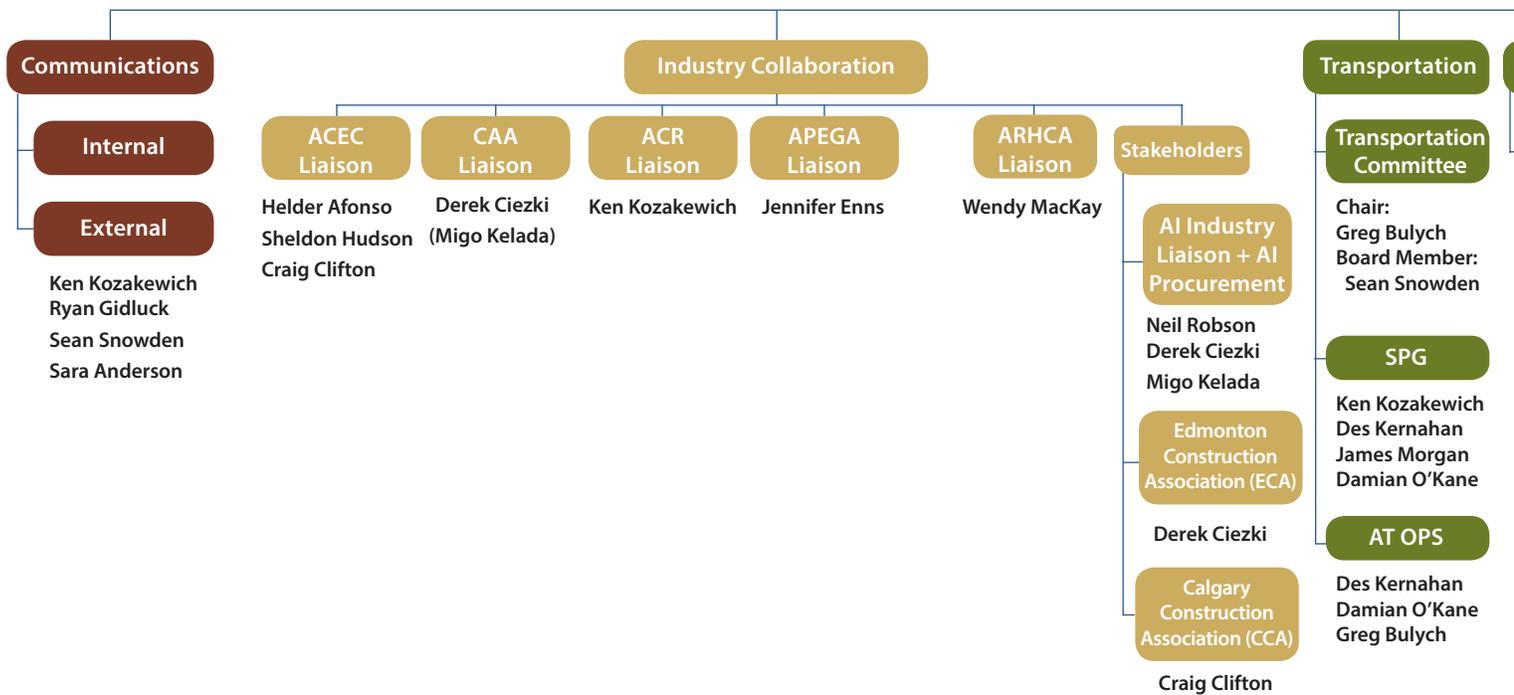


STRATEGIC

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

OUR **ADVICE** IS SOUGHT AND RESPECTED

SHAPE PUBLIC





2020 - 2021 Organizational Chart

Member Firms

CEA Staff

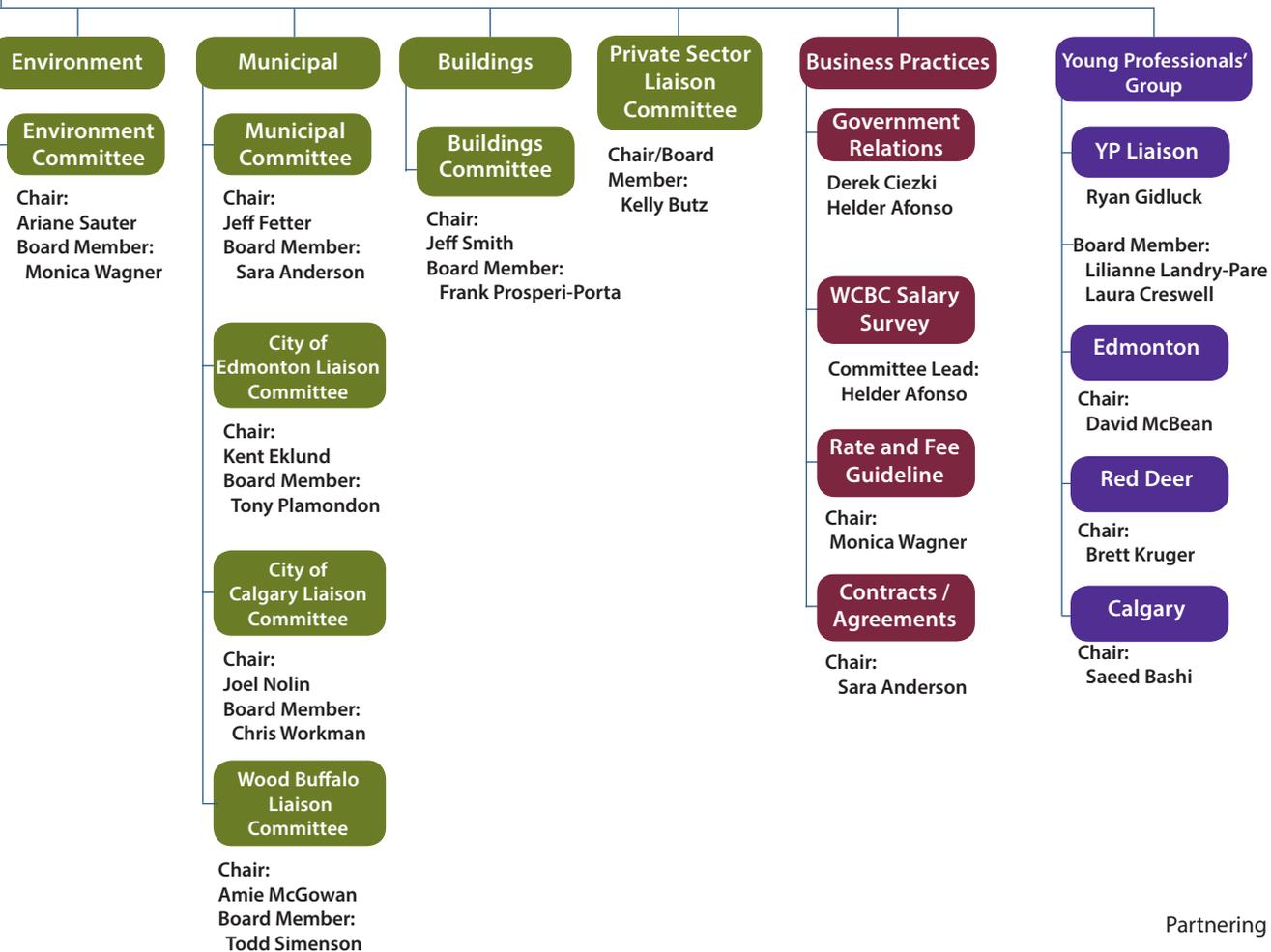
CEO and Registrar Ken Kozakewich
 Chief Operating Officer Lisa Krewda
 Information Specialist Inderjeet Singh

INITIATIVES

PUBLIC POLICY

DELIVER VALUABLE SERVICES

ATTRACT EXCEPTIONAL TALENT
TO OUR INDUSTRY



City of Edmonton Liaison Committee

In 2020-2021, the City of Edmonton Liaison Committee continued to maintain its strong relationship with the City of Edmonton throughout the Covid-19 pandemic. This relationship enables sharing our objectives and provides the City with a link to the consulting industry to gain input on their programs, initiatives and provides valued advice.

With the continuation of the Covid-19 pandemic, members of the Liaison Committee maintained regular bi-weekly meetings with Craig Walbaum, the City's Branch Manager for Building Great Neighbourhoods and Open Spaces. The sessions are to continue to discuss around Covid-19 related issues for the City and the Consulting Industry.

As a response to Covid-19, the City introduced the Reimagine Plan. This plan did not change the Cities strategic plan but instead changes the starting point and the path towards the strategic plan's goals. Five groups were set up as part of this plan:

1. Reimagined City Building
2. Reimagine Services
3. Modernizing the Workforce
4. Relationship-Based City
5. Financial Viability

In 2020, the City received \$115.6 million from the Alberta Governments' \$500 million pledge to fund shovel-ready projects, which must be completed by year-end 2021. The funding was allocated in two parts:

- For new capital projects that were not previously in the Cities capital budget:
 - Industrial/rural roads \$43.3 million
 - Affordable housing \$15.8 million
 - Open spaces \$6.0 million
- For capital projects that were removed from the current capital budget due to financial conditions:
 - Industrial neighbourhood rehabilitation overlay \$17.0 million
 - Transportation, goods movement – Arterial renewal \$33.5 million

The Liaison Committee accomplish several items with the City of Edmonton:

- Provided updates to the Supplier Performance Program, which was implemented in early 2021. The Committee will continue to provide ongoing feedback on its use.
- Input was provided during the development of terms of reference for Standing Offer Agreements that would be utilized for smaller projects.
- Provided comments back to the City of Edmonton on its new Design-Bid-Build Documents for the industry.

The Committee will continue to meet quarterly with the City of Edmonton, with meetings held at the end of April and September. The other two meetings are held in conjunction with CAA in June and December. The main topic for 2021 discussed this year is reviewing the City of Edmonton contract for consulting services.

In 2020, a sub-committee was formed to interface with EPCOR to discuss and work together on drainage-related topics and issues. The Liaison Committee continued to advance CEA's strategic priorities as part of our advocacy with the City. Brad Lehman (Director of

Lifecycle Management), who oversees Asset Management for the City of Edmonton, attended our March 15th meeting and discussed how the City is governing its assets for long-term infrastructure funding and how the Committee can assist in the City's efforts. In January of 2021, Mayor Don Iverson introduced Edmonton's new city manager, Andre Corbould. The Committee looks forward to working with Mr. Corbould.

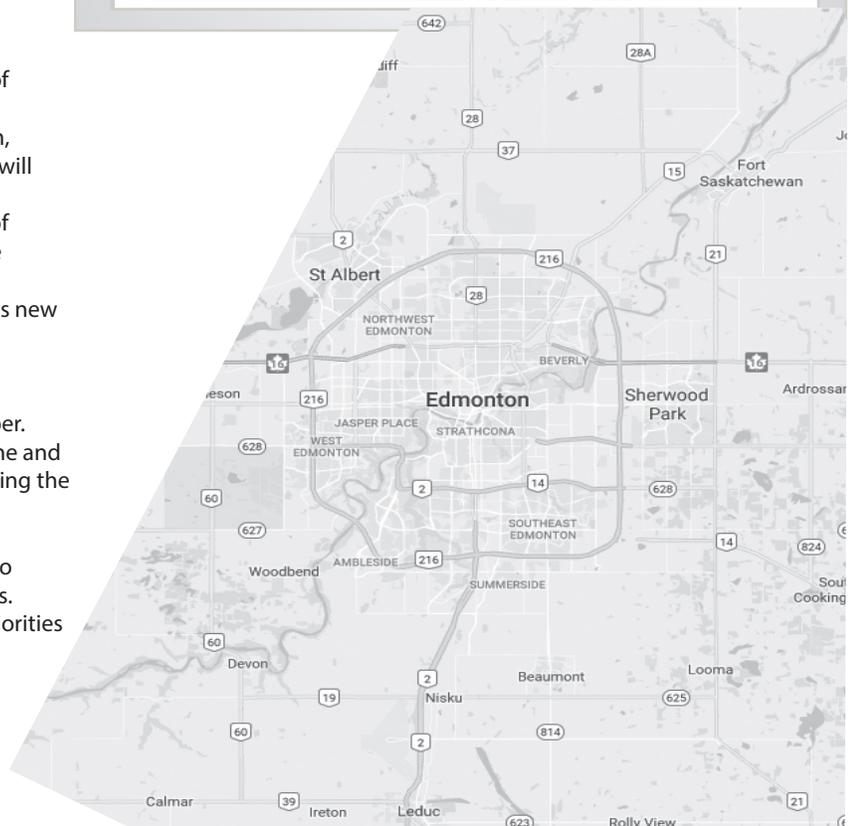


CHAIR: Kent Eklund, MBA, P.Eng.
Associated Engineering

The Committee continued its tradition to host the Edmonton Partnering with Industry Symposium, which had a presentation from the City of Edmonton, Strathcona County, City of St. Albert, City of Leduc, Leduc County and EPCOR. The presentations at the symposium were focused on current projects and future work. Unfortunately, the Council Luncheon was postponed again due to Covid-19. Special thanks to Lisa Krewda and the CEA staff for organizing the virtual webinars and sessions.



CEA Partnering with Industry Symposium



Buildings Committee

The Buildings Committee continues to advocate for issues and items related to vertical infrastructure engineering and influences present in the marketplace. This year sees a transition in leadership from Steven Oosterhof to Jeff Smith. The committee would like to recognize Steven's contribution and efforts in previous years and welcomes his continued involvement with our group.

With the impacts of COVID-19 on building projects in both the private and public sectors, 2020 was a challenging year which disrupted many of the initiatives and eliminated any in person meetings or events to further promote the mandates of the Committee. Regular meetings were conducted via electronic means with participation from member firms in Edmonton and Calgary. In addition, the committee benefitted greatly from regular updates presented by members of CAA, ACA, and CEA Executive Liaison.

2021 will see a review of strategic initiatives for the Buildings Committee and establishing key objectives that can be focused on, and advanced, by this dynamic group. The group remains committed to promoting Qualifications Based Selection keeping fees in proper proportion to the overall decision making process. Unfortunately, fee levels for engineering services continue to be a major challenge and topic of frustration for the Committee and member firms.

While COVID did impact in-person gatherings, initiatives with both the University of Alberta and University of Calgary continued to advance with a couple of video sessions held and presentations to students occurring. The intent was to promote careers in consulting engineering for 4th year students and highlighting the breadth and opportunities in vertical infrastructure. This initiative will continue in 2021 with an expectation of developing even stronger bonds with these institutions and their students.

The Committee is also actively involved in an unanticipated change of practice with regards to Building Envelope projects. This originated from a regulatory interpretation impacting many member firms who reached out to the Buildings Committee and CEA for assistance. With strong collaboration between CEA, APEGA, CAA, and others, this item will now be properly vetted through an industry represented committee with the mandate of coming to a fair and equitable solution.



CHAIR: Jeff Smith
MCW Hemisphere

Environmental Committee

The sixteen committee members' backgrounds are varied, ranging from water resources engineering to landfill site remediation. The main objectives of our committee are:

- To connect the consulting industry with regulatory bodies and promote our expertise.
- To become a reference to regulatory bodies to review policies and provide recommendations/feedback.
- To be the channel from the regulatory bodies to the consulting industry for news and updates.

Our group hosted two lunch and learn sessions since September, and both were well attended. The topics were the following:

- Engineering Strategies to Improve Environmental Economic Outcomes from In-stream Construction Suspended Sediment, presented by Greg Courtice
- Conceptual Site Model- Built for Purpose, presented by Sheila Duchek

We also have an upcoming presentation on Code of Practice for

Wetland Replacement Works that will be hosted this Spring. Our group has started to define the mandate and have reached out to allied associations to have their senior members to present at our meetings,

The objective for the upcoming year will be to strengthen our connections with regulatory bodies while attracting more members with diverse backgrounds.



Ariane Sauter, M.Sc., P.L.(Eng).
Wood Environment & Infrastructure



Conceptual Site Models Built for Purpose



Engineering Strategies to Improve Environmental Economic Outcomes from In-stream Construction Suspended Sediment



Young Professionals' Group Edmonton

The 2020-2021 Edmonton Young Professional Group (YPG) had an exciting year. Our main goals this year were to promote consulting engineering province-wide to current students and new graduates, as well as build up soft skills for the Young Professional members-at-large. The team pivoted their approach to be fully virtual for the season, which allowed for new opportunities to increase participation by lowering the barrier of entry for the events.

In addition to the 35 members-at-large, this year's key committee members this year were:

- David McBean (Tetra Tech), Chair
- Evelyne Bucumi (IBI Group), Past Chair
- Laura Creswell (Urban Systems), YPG Board Rep
- Courtney Newsham (Stantec), ACEC Liaison
- Akosua Akude (Urban Systems), Social Media Chair
- Aaron Schooler (M2 Engineering), Post-Secondary (NAIT) Liaison
- Thomas Ziegler (Al Terra Engineering), YP Merge Liaison
- Raziq Dhanani (AECOM), Conference Planning Committee, Event Planner
- Tony Te (Tetra Tech), Conference Planning Committee, Event Planner
- Victoria Buffam (Dialog), Conference Planning Committee, Event Panelist
- Elaine Mukarakate (Associated Engineering), Video and Event Panelist, Event Planner
- Zion Yua (Thurber Engineering), Video Panelist, Event Planner
- Chantal Pawlychka (Tetra Tech), Event Planner
- Karan Bhavsar (Arrow Engineering), Event Planner
- Alex Zhou, U of A Student Liaison

The year kicked off with the launching of a social media campaign showcasing young professionals within various member firms across Alberta. The campaign launched on Facebook, LinkedIn, Twitter, and Instagram. These posts helped build the CEA's online presence, as well as share interesting work and stories of our members-at-large.

In the fall of 2020, to help promote consulting engineering to current students within Alberta, we created a video with the University of Alberta highlighting what we love about consulting, and how it differs from working at other types of engineering work. This video was included as part of the U of A's ENG 100 class curriculum, the U of A's Employment Centre website, and Grant MacEwan's ENG 100 class curriculum. Additionally, four YPG members were panelists for the Women In Science, Engineering, and Research (WISER) Industry Mixer. This continued our goal of spreading awareness and answering questions about the consulting industry to students and new graduates across the province.

The Edmonton YPG group also organized a virtual presentation introducing Integrated Project Delivery (IPDs) and a discussion on project team collaboration in the fall of 2020. This was presented by Stephani Carter, Owner of EcoAmmo Sustainable Consulting, with an introduction by Thomas Ziegler (Al Terra Engineering). As this presentation was done online, Stephani and Thomas engaged an audience of Young Professionals across Alberta with their knowledge and passion for IPDs and teamwork.

In the winter of 2021, the Edmonton YPG group organized a presentation for young professionals on public speaking tips. The webinar was presented by RJ Skyers, Senior Talent Acquisition Specialist at Tetra Tech Canada. By having this event virtually, young professionals across the province were able to attend and learn

about public speaking – whether in person or virtually as the nature of how we meet clients has changed significantly over the past year.

An event for students across Alberta titled "A Day in the Life of A Consultant" was hosted in the spring of 2021. Four Edmonton YPG panelists gave background information and answered questions of what their standard workday was like as a consulting engineer. This helped promote the consulting industry to students and broadened perspectives of how much variety in the consulting industry there is. A similar event was organized for NAIT and SAIT students in the spring. This NAIT panel helped showcase what consulting work was like for NAIT and SAIT graduates.

As many young professionals are currently in the application process for their professional designation, the Edmonton YPG organized an event with APEGA in the spring of 2021 showcasing the new changes to the professional designation application process. This virtual event had one of the highest turnouts of all the events hosted so far and will ease the transition for the attendees transitioning from an E.I.T to a P. Eng.

Finally, some members of the Edmonton YPG have been working with YPs across the province in organizing the 2021 YP Conference. This conference is a great opportunity for the young professionals that attend to build soft skills, which is an integral part of being a consulting engineer.

Overall, despite the circumstances this year, the Edmonton YPG group was able to organize several events that both helped build soft skills of the members-at-large and promote consulting engineering to students and new graduates across the province.

Thank you to everyone for participating in the virtual events.



**CHAIR: David McBean, B.Sc, P.Geo
Tetra Tech Canada**



Young Professionals' Group Calgary

Despite the enormous challenge that the ongoing Covid-19 pandemic had on every aspect of life, the Calgary CEA Young Professional Group had another successful year in 2020-2021. We were able to continue delivering informative and relevant content to our members.

We began our year with an online mixer event, where we introduced the 2020-2021 committee. The event was a great success, with a focus on networking between young professionals utilizing creative engagement techniques to ensure the desired value was achieved. With many great projects under construction in Calgary, we coordinated a virtual technical tour on innovative stormwater management techniques.

The 7th Annual CEA YP Conference made a come back. Through the tireless effort of the amazing team supported by CEA senior management, the team delivered an engaging program that allows engagement from all members across the province. The program included multiple networking sessions, workshops and guest speakers.



CHAIR: Saeed Bashi, P.Eng.
Urban Systems

Our next technical event will be the Speaker Series in May 2021, which will focus on the development of renewable energy in Alberta. Presenters from Greengate Energy will provide an informative session on wind and solar energy projects. This is based on feedback we heard from our members on incorporating diverse types of sessions on emerging technologies and trends.

While Covid-19 posed an unprecedented challenge, our young professionals rose to the task and delivered another successful year. We have gained significant understanding and appreciation of the industry and remain flexible during change. I am looking forward to picking up next year where we left off and having another strong year.

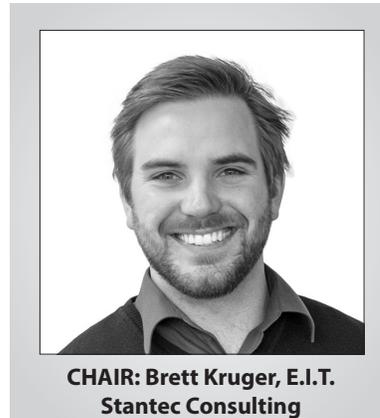
I am personally very proud of the work that our committee has put forth this year, and want to thank everyone who has contributed to a successful year especially the following individuals:

- Vice Chair: Sarbjot Singh, ISL Engineering
- Past Chair: Annelise Loczy, RJC Engineers
- YP Director: Lilianne Landry-Pare, Thurber Engineering
- Events Director: Barbara Riekie, WSP; Kate Houston, WSP; Devin Walline, RJC Engineers; Jonathan VanHeyst, Urban Systems; Alyson Stout, McElhanney Consulting

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. Due to the trying times of COVID-19, the Red Deer YPG is transitioning towards hosting virtual events in order to maintain our presence in the community and to reach out to developing engineers and technologists in the region.

The past year was quieter than those of the past due to the ongoing circumstances, but YP Group is currently planning various virtual events for the upcoming year. Events include a speaker series of experiences practitioners from the different firms to present various technical and personal skills for development, and a regularly scheduled mixer/games night to encourage the development of interpersonal and communicative skills.



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

The Red Deer YPG is continuing its commitment

to promote consulting engineering to the first-year students at Red Deer College as we have in the past. The YP Group intended to present again in 2021, but due to the circumstances out of both the YP Group and the College's control we were not able to arrange a presentation. We hope to return to the College in 2022.

Executive Committee Members:

- Brett Kruger (Stantec), Chair
- Sarah Kun (AL-Terra Engineering), Past 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
- Kamal Jamaluddin (WSP), Member at Large



Saeed Bashi
Scheffer Andrew Ltd.



Lilianne Landry-Pare
Thurber Engineering Ltd.



Devin Walline
RJC Engineers



Kate Houston
WSP

Government Relations Committee

With a new government taking shape 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'.

The CEA engaged to work with a Consulting firm, led by Brookes Merritt – to help us navigate and strategize to ensure that we provided the greatest impact to all Ministries and MLAs across the province in advocating for our industry and strategic priorities. Ensuring sustainable funding and long-term asset planning were two key areas we wanted to inform government officials.

Prompt payment, however, was front and centre over the past 6 months - a focus area the Government relations teams took part in being part of several stakeholder engagements with other Associations including the Consulting Architects of Alberta and Construction Associations across Alberta. Working with Minister Nate Glubish with Service Alberta and his team of advisors was a great experience where we wanted to shape the regulations where Professional services, Architecture and Engineering were included in the Regulations as forming an important part of the supply chain and prompt payment requirements. We look forward to seeing this implement later this fall and working through the initial launch stages with Service Alberta and industry representatives.

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.

Further, the Alberta Joint Response Team (AJIRT) which includes Contractors, Trade Associations and Architects and CEA, is still meeting twice a month to discuss ongoing opportunities and issues of concerns to address with AI – including 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.

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



Derek Ciezki, P.Eng.
SMP Engineering



Helder Afonso, P.Eng.
Associated Engineering

Wood Buffalo Liaison Committee

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

The 2020 year presented many challenges and opportunities for the region; in addition to the ongoing COVID-19 pandemic and interruption the local economy, Fort McMurray experienced a significant flooding event in April 2020 resulting in massive flood damage across much of the downtown. Our local consulting industry, and the WBLC, successfully leveraged many of our strategic relationships to support our community over the past year, further strengthening our presence and reputation for service excellence in the region. The WBLC was able to directly support the RMWB during the April 2020 flood, providing capacity through local firms to support both response and recovery efforts.

Beginning in the early summer of 2020, we formed a joint committee with key business organizations including the Fort McMurray

Chamber of Commerce, Fort McMurray Economic Development Corporation and Fort McMurray Construction Association to create stronger connections between notable players and business sectors in the local economy. This was instrumental in expanding our shared voice across the region and coordinating response to locally and provincially relevant topics. As part of this joint committee, we also have the privilege of participating



Amie McGowan, P.Eng.
Urban Systems

in weekly round table meetings with RMWB Senior Leadership and have made measurable progress in candid discussions regarding procurement, service delivery and engineering and construction. In addition to these well-formed relationships, committee members have continued to meet with staff at various levels across the organization to work collectively on initiatives important to the consulting engineering industry.

Due to the large number of ongoing initiatives and current events, our committee continued to meet monthly through 2020. We increased the alignment of committee objectives for 2021 with the CEA Board's Strategic Objectives and areas of focus laid out in the fall. We continued working with the RMWB to develop and update a Standard Consulting Agreement for procuring professional consulting services, to address fundamental challenges and risks present in the variety of existing agreements used. Further, we provided input into the update of the RMWB's Engineering Servicing Standards, among other collaborations.

The year ahead is brimming with promise; with the possible wind-down of the COVID-19 pandemic on the horizon, the WBLC continues to see active engagement from its members and continued progress on our goals. With the upcoming municipal election in the fall of 2021, we will continue to strengthen our relationships across the community and enhance our presence 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 and I look forward to what we will accomplish in the year ahead.

ACEC Liaison Report

ACEC's core activities are guided by the organization's three strategic priorities - Advocacy, Profile, and Member Engagement. As the national voice for the consulting engineering industry, the Association of Consulting Engineering Companies – Canada (ACEC) advocates for a predictable, stable and thriving business environment for its member companies through consistent funding of infrastructure in support of the public interest. Undeterred by the effect of the COVID -19 pandemic, ACEC staff worked tirelessly in delivering the programs and services to its member organizations and firms over the last year as summarized below.

ADVOCACY

- The Parliamentary Partners Program was re-launched in 2020. The program directly engages members in ACEC's advocacy efforts to demonstrate the effects of government decisions on projects in communities from coast-to-coast-to-coast. Unlike our Parliament Hill Day where participants need to be in Ottawa, the program allows the association to leverage ACEC members' local connections in their ridings and communities year-round.
- At the request of ACEC, CCDC completed a newly created CCDC-31 'Service Contract Between Owner and Consultant' based on ACEC 31. It is one of three new CCDC documents to be highlighted in seminars originally scheduled for May '21. The documents are planned to be available for download and purchase in June '21 through the CCDC or ACEC websites.
- ACEC-Canada and its stakeholders worked to have committed infrastructure investments flowing and to have all levels of government working together for new projects in an effort to assure Canada's economic recovery. This included development of "Building for Recovery" information campaign in cooperation with construction stakeholder partners and engaging members through a relaunch of ACEC's Parliamentary Partners program. ACEC met with members of the House of Commons Finance Committee including a meeting with Infrastructure and Communities Minister Catherine McKenna in February 2021.
- John Gamble, ACEC's President and CEO, participated in a webinar hosted by Canadian Common Ground Alliance (CCGA) on January 29, 2021 to present on the importance of establishing a national infrastructure corridor.
- In response to the Federal Government's consultation on the creation of a National Infrastructure Assessment, ACEC will be developing a written submission with the collaboration of subject matter experts from the ACEC board. ACEC's submission, along with submissions from other levels of government, indigenous peoples and other stakeholders, will be used to inform strategic infrastructure policies and investments for the next thirty years.

PROFILE

- ACEC's award winning #20DaysOfExcellence campaign took place from November 2nd to November 30th, 2020 on ACEC-Canada's Twitter and Facebook pages as well as LinkedIn and Instagram. The award-winning firms, who were advised of the date their project would be featured, were encouraged to participate using their social media accounts, generating additional visibility for ACEC-Canada, the industry and the firms themselves.
- ACEC-Canada has a successful and longstanding partnership with the Canadian Federation of Engineering Students (CFES). CFES provided complimentary registration for two members of ACEC-Canada to the CFES Canadian Engineering

Leadership Conference (CELC) in January '21 and the Canadian Engineering Competition (CEC) in February '21 where ACEC would serve as judges for the Debate portion of the competition. John Gamble delivered the Opening Keynote for Canadian Engineering Leadership Conference hosted by the Canadian Federation of Engineering Students on Saturday January 16, 2021.

- ACEC was a gold sponsor at the First Nations Major Projects Coalition (FNMPC) industry event on March 18 and 19, 2021. It had strong participation from ACEC and many of its MOs. ACEC congratulated FNMPC on a very successful event that saw several important funding announcements made by Minister of Infrastructure and Communities Catherine McKenna and Minister of Natural Resources Seamus O'Regan.
- Catherine Karakatsanis, Chief Operations Officer of Morrison Hershfield, was elected to a four-year term on the Board of Directors of the International Federation of Consulting Engineers (FIDIC) at its General Assembly Meeting on September 15, 2020. Ms. Karakatsanis was nominated by ACEC-Canada and was one of two successful candidates out of a field of four.
- John Gamble signed a tri-lateral MOU promoting collaboration and free-trade between ACEC-Canada, ACEC-US and Mexico. The agreement could potentially allow member discounts for services and resources offered by the other organizations.

MEMBER ENGAGEMENT

- ACEC President & CEO John Gamble was interviewed by Daily Commercial News and Engineering News Record following the Speech to the Throne in September 2020 and the Canada Infrastructure Bank infrastructure investment announcement. ACEC was also quoted in a Canadian Consulting Engineer magazine article. John Gamble was also interviewed by On Site magazine for an article on the future of the design and construction industry.
- Due to COVID pandemic restrictions, the National Leadership Conference was cancelled. However, the AGM and the Canadian Consulting Engineering Awards Gala proceeded in a virtual online format. The 2020 Canadian Consulting Engineering Awards were announced in a virtual celebration that took place on Thursday October 29th. During the hour-long event, 20 projects were presented with an Award of Excellence. The 2020 Beaubien Award recipient, Andy Robinson of Robinson Consultants, and the 2021 Allen D. Williams Scholarship winner, Julie DiCicco of Dillon Consultants, were also recognized. The broadcast closed with the reveal of the Tree for Life, Engineering a Better Canada, and Schreyer awards for projects that stood out to the jury for their contribution to society, environmental stewardship, and technical excellence. The live event reached a viewership of 200 people, with many participants interacting in the chat function during the broadcast.



Craig Clifton, P.Eng.
Clifton Associates



Helder Afonso, P.Eng.
Associated Engineering

ACEC Liaison Report (Continued)

- ACEC-Canada members are leaders in climate change adaptation and mitigation. The work of our member organizations and member firms is of critical importance to the development of a more sustainable world. In support, ACEC created a Board Task Force to develop an ACEC position on climate change and a Climate Change position has been approved by the board and posted to ACEC's website.
- ACEC is collaborating with Engineers Canada on the "30 by 30" Diversity Initiative. This goal seeks to increase the number of newly licensed engineers who are women to 30 per cent by the year 2030.
- 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.
- In collaboration with DFS Seminars, ACEC developed an online professional development learning opportunity for young professionals and rising leaders in the industry, the ACEC Certificate in Management Essentials program. The program proved to be of great interest to the membership and sold out within weeks of registration being launched. Several firms took advantage of the group discount to register multiple employees. In all, 50 individuals took part in the program.

THE YEAR AHEAD – LOOKING FORWARD TO 2021-2022

With prudent fiscal management and tireless effort on behalf of the consulting engineering industry, ACEC looks to a successful year in advocating, profile building and supporting its membership. Notwithstanding the disruption caused by the pandemic, 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 and prioritized infrastructure investments for the benefit of all Canadians.

ARHCA Liaison Report



**Wendy MacKay, P.Eng.
Morrison Hershfield**

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.

All committees have been hard at work (virtually of course) with their mandates. This has been especially true for the Government Relations Committee.

The GRC was actively involved with feedback to the Legislature on Bill 37. Additionally, the GRC were relentless in their advocating for Alberta based contractor firms, challenging the Saskatchewan government's local preference provisions in regular tender calls.

ARHCA also continued their liaison with Alberta Transportation, City of Edmonton and City of Calgary with their annual partnering sessions and budget updates that directly impact Albertans. A public facing advocacy campaign for sustainable infrastructure spending is forthcoming this spring.

In order to address the continued challenging economic times, ARHCA took a bold step and raised their membership fees for the first time in over a decade. While it came as a shock to many members, the viability of the association was paramount and are now on the road to economic sustainability. With COVID restrictions slowly easing, the Association is looking forward to a summer of golf events and a small AGM and conference on the horizon in the fall.

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

CAA Liaison Report

The Consulting Architects of Alberta (CAA) works on behalf of industry for the business interests of architecture in the Province of Alberta. Our association's operating philosophy is modelled 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, AAA, 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. 2020 was a busy and productive year. Our focus has been on front-line efforts: The business advocacy work with CEA of our Procurement and Contract team, our Pitching Green initiative and on the QBS file are strong examples.

The CEA and the CAA have worked very hard to achieve success over the years with AI, AHS, City of Edmonton, and City of Calgary and are excited to have jointly achieved significant successes with past administrations in areas of fairness in contracts, standard duty of care and payment speed.

With each successive governmental leadership group, we need to re-rationalise and re-negotiate many of the conditions we had previously achieved. That makes for a somewhat repetitive process with many major clients, clients who set the bar and standard with many other clients in the province. The CAA, jointly with the CEA and others, continue to strive to keep



the successes we have negotiated while striving to improve areas which still need improvements. 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. 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.

Our two associations continue to attend numerous meetings regarding contract practices with Alberta Infrastructure and others. The CEA's presence at the CAA board and key committees 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 Municipal Liaison Committee consists of member representatives from over 10 member firms in Edmonton and Calgary. Our bi-monthly meetings were held in a host office with video conference between Edmonton and Calgary until the you know what hit. We have maintained the regular meeting schedule through on-line meetings since. The Committee has gone through changes in volunteer members this year remaining committed to the following objectives:

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.

An ongoing Committee priority has been to attend and engage in speaking opportunities at municipal conferences. This obviously changed over the past year as municipal conferences were online and significantly downsized. Our sub-committees are focused on engagement with the Alberta Urban Municipalities Association, Rural Municipalities Association, Local Government Administrators Association, Community Planning Association of Alberta, and Indigenous Services Canada to act as one voice for the CEA.



With assistance from the CEA Board and Staff we did coordinate two virtual meetings with senior staff from Alberta Municipal affairs.

- Cathy Maniego, Executive Director, Municipal Capacity and Sustainability Branch, Alberta Municipal Affairs – focus was viability reviews, municipal sustainability and more effective asset management.
- Ethan Bayne, Assistant Deputy Minister, Municipal Assessment and Grants Division, Municipal Affairs – focus was grants programs and assessment model review.

The Committee hopes to improve discussions with municipal stakeholders to align CEA's priorities to promote sustainable funding streams and effective asset management approaches to improve our contributions to municipal viability.

KEY POINTS

Centennial 2020

In 2020, we celebrated one century of regulating the practices of engineering and geoscience in Alberta. Our centennial anniversary celebrated the rich history and accomplishments of APEGA, our members, and our permit holders. Highlights of our centennial celebrations include launching a microsite highlighting 101 engineering and geoscience stories, lighting the Calgary Tower and the High Level Bridge in Edmonton in APEGA colours, and receiving federal and municipal proclamations and letters of recognition.

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. The practice standard became enforceable in 2020, and we developed and shared online training videos to help licensed professionals understand this mandatory aspect of their practice. In 2020, 10,871 registrants completed our online authentication training.

Modernization of the Engineering and Geoscience Professions Act

APEGA and the Association of Science and Engineering Technology Professionals of Alberta (ASET) share a governing legislation, the Engineering and Geoscience Professions (EGP) Act, which needs updating. Together, we submitted recommended changes to the EGP Act and related regulation to the Government of Alberta in March 2019. We continue to work with the government and hope to see the revised legislation tabled and voted on in 2021.

Fair Registration Practices Act

In line with the Government of Alberta's Fair Registration Practices Act, which requires regulators to provide applicants with an interim decision on their application status within six months of submission, APEGA continues to improve its processes. Enhancements included adopting risk-based processing, hiring additional staff members, and launching a data-tracking tool. In 2020, we decreased the median time needed to reach a first decision by 41 days for Canadian applicants and by 57 days for international graduates—without compromising safety or standards.

Continuing Professional Development program compliance

Our mandatory Continuing Professional Development (CPD) program is key to maintaining the competency of our licensed professionals. Licensed professionals must complete and report 240 professional development hours in three of six CPD categories over three years. However, with the pandemic disrupting regular PD activities in 2020, APEGA lowered the CPD requirements for one reporting period and temporarily suspended CPD audits and licence cancellations.

Practice review progress

In 2020, APEGA initiated 67 practice reviews of permit-holding companies, 10 more than in 2019, with several conducted remotely due to the pandemic. Beyond practice reviews, an increasing number of permit-holding companies contacted us for advice on how to improve their practices and meet their regulatory obligations. In 2020, we responded to more than 1,000 email inquiries. This indicates we are driving positive change as we strive to better protect the public and educate our membership.

Membership services

Our Membership Experience Program will transform the way we interact with our members and permit holders by making it simpler and easier 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



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

dashboards and notifications, an online annual declaration, and automated workflow for chief operating officers and Responsible Members. Its launch is planned for later in 2021.

Advancing diversity

We achieved several milestones as part of a \$350,000 federal grant to build partnerships to address systemic barriers facing female engineering and geoscience professionals. We conducted a pay-equity analysis of APEGA salary surveys, which showed the average female base salary for qualified senior-level professionals was 88.4 per cent of the average male base salary. We also conducted a labour-market survey to gain insight into the recruitment, advancement, and retention of women in engineering and geoscience, with 42 permit holders participating.

APEGA Council election

APEGA's Council election is the foundation of a strong and sustainable self-regulatory system, and we confirm annual election results at our annual general meeting (AGM) every April. For the first time in our history, due to the public health emergency, we were unable to gather for our AGM in 2020. Council declared the results of the 2020 annual election as valid based on certified confirmation from our third-party voting provider and approval by APEGA's Ballot Counting Committee. These documents have been made public in the interest of transparency and trust.

Supporting our membership

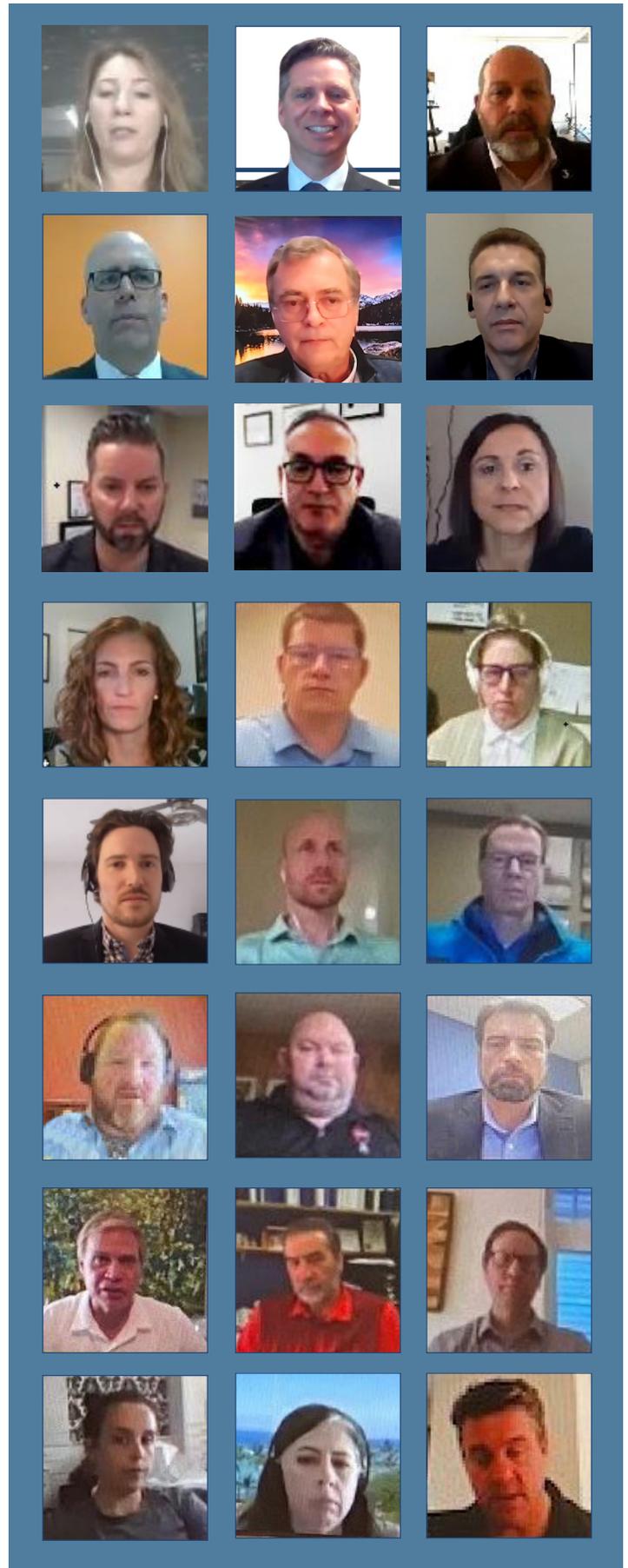
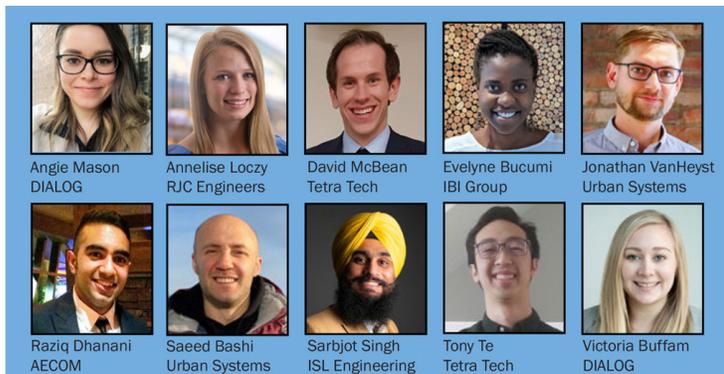
To reduce the risk of spreading COVID-19, we closed our offices to the public in mid-March and they remained closed all year. APEGA's Crisis Management Team, executive leadership, and Council worked together to support our membership while ensuring the continuity of APEGA services. Initiatives included offering dues reductions and deferrals, temporarily holding off on all cancellations of licences and permits, and offering extensions to members-in-training who were under- or unemployed and unable to gain the experience necessary to receive their professional licence.

CEA Events\Image Gallery

CEA Virtual Events 2020-2021

- CEA's 42nd Annual General Meeting
- Cyber Threat Landscape: How business leaders can reduce Cyber Risk
- Managing Accounts Receivables Risk in a Challenging Environment
- Seller-Doers: Your time is now. Take action to support business development in your firm.
- Consulting Engineers of Alberta: Action on Advocacy
- CEA Young Professional Virtual Networking - Hosted by: CEA YP Calgary
- Planning Your Financial Future
- IPD/Project Team Collaboration - Hosted by: CEA YP Edmonton
- Engineering Strategies to Improve Environmental and Economic Outcomes
- Honourable Ric Mclver CEA Session
- PSMJ Project Management Bootcamp
- CEA Partnering With Industry Symposium
- Alberta's Economy in 2021: Tools to Help Understand What Comes Next
- Public Speaking Tips - Hosted by: CEA YP Edmonton
- Integrating Stormwater Ponds with Retained Wetlands - Hosted by: CEA YP Calgary
- Conceptual Site Models - Built for Purpose
- A Day in the Life of a Consulting Engineer - Hosted by: CEA YP Edmonton
- Alberta Transportation Department Updates
- Nait/Sait Student Mixer with CEA - Hosted by: CEA YP Edmonton
- TransPod Ultra-High-Speed Transportation: A Canadian Breakthrough
- APEGA P.Eng Application Tips - Competency Based Assessment - Hosted by: CEA YP Edmonton
- 7th CEA Young Professionals' Conference 2021 – "Working Within Industry Evolution"

Thank you for assisting with CEA's 1st Virtual Conference.



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 2020-2021

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

CEA Member Charter

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

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

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

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

Our company will:

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



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CEA is a member of ACEC-Canada
Association of Consulting Engineering Companies Canada

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