

2018-2019 ANNUAL REPORT



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES | SK

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ACEC-SK at a Glance

The Association of Consulting Engineering Companies - Saskatchewan (ACEC-SK) is the voice of consulting engineering firms in the province. Think of ACEC-SK as the “chamber of commerce” for consulting engineering firms. A non-profit association, supported by its members, ACEC-SK is the link between private industry, government, purchasers, decision makers, and owners. Consulting engineers and geoscientists are capital asset investment advisors.

As of March 31, 2019, ACEC-SK represented 61 Corporate and 19 Associate member firms that collectively employ approximately 1650 people. Consulting engineers and geoscientists serve as trusted advisors to society on the planning, development and management of our natural and built environment. The consulting engineering industry in Saskatchewan contributes some \$1.5 billion annually to the provincial economy, and in Canada overall is a \$27.7 billion a year industry that employs over 75,000 Canadians.

OUR VISION:

A strong, vibrant and respected Saskatchewan consulting engineering and geoscience industry

OUR MISSION:

- ✓ Enhance the image of our industry
- ✓ Positively influence decision makers
- ✓ Provide valuable member services

STRATEGIC GOALS (2019-2022):

Advocating Effectively

Advocate to Government, key Clients and Industry associations to influence decisions that benefit Saskatchewan’s business climate in particular, and our provincial economy more broadly

Enhancing Public Profile

Measure impact on ACEC-SK Members brand recognition by key decision-makers and stakeholders, including the public.

Engaging Members

Understand and deliver to member needs and value-expectations.



ACEC-SK Code of Consulting Practice

Members of the **Association of Consulting Engineering Companies - Saskatchewan (ACEC-SK)** and the **Association of Consulting Engineering Companies – Canada (ACEC)** shall fulfill their duties with honesty, justice and courtesy towards Society, Clients, other Consulting Engineers/Geoscientists and Employees.

SOCIETY

- (a) Members shall practice their profession with concern for the health, safety and social and economic well-being of Society
- (b) Members shall conform to all applicable laws, by-laws and regulations
- (c) Members shall satisfy themselves that their designs and recommendations are safe and sound and, if their engineering/geoscience judgment is overruled, shall report the possible consequences to the clients, owners, and, if necessary, the appropriate public authorities
- (d) Members expressing engineering/geoscience opinions to the public shall do so in a complete, objective, truthful and accurate manner, and
- (e) Members should participate in civic affairs and work for the benefit of their community and should encourage their employees to do likewise.

CLIENTS

- (a) Members shall discharge their professional responsibilities with integrity and complete loyalty to the terms of their assignments
- (b) Members shall accept only those assignments for which they are competent or for which they associate with other competent experts
- (c) Members shall disclose any conflicts of interest to their clients

- (d) Members shall respect the confidentiality of all information obtained from their clients, and
- (e) Members shall obtain remuneration for their professional services solely through fees commensurate with the services rendered.

OTHER CONSULTING ENGINEERS/GEOSCIENTISTS

- (a) Members shall relate to other consulting engineers/geoscientists with integrity, and in a manner that will enhance the professional stature of consulting engineering and geoscience.
- (b) Members shall respect the clientele of other consulting engineers/geoscientists and shall not attempt to supplant them when definite steps have been taken towards their employment
- (c) Members shall compete fairly with their fellow consulting engineers/geoscientists, offering professional services on the basis of qualifications and experience, and
- (d) Members engaged by a client to review the work of another consulting engineer/geoscientist, shall inform that engineer of their commission, and shall avoid statements which may maliciously impugn the reputation or business of the engineer/geoscientist.

EMPLOYEES

- (a) Members shall treat their employees with integrity, provide for their proper compensation and require that they conform to high ethical standards in their work
- (b) Members shall encourage their employees to enhance their professional qualifications and development, and
- (c) Members shall not request their employees to take responsibility for work for which they are not qualified.

2018-2019 ACEC-SK BOARD OF DIRECTORS



Bryce Hunter, P.Eng.
Board Chair & Careers in Consulting Committee Liaison



Paul Walsh, P.Eng.
Past Board Chair & Nominations Committee Chair



Nancy Inglis, P.Eng.
Board Vice Chair, Liaison to Risk Committee & Women in Consulting Committee



Patrick Lalach, P.Eng.
Secretary-Treasurer & Transportation Committee Liaison



Ryan King
Director & Awards Committee Liaison



Sean Bayer, P.Eng.
Director & Environment/Water Resources Committee Liaison



Nick Wright, A.Sc.T.
Director & Industry/Resources Committee Liaison



Brett LaRoche, P.Eng.
Director & Client-Consultant Relationship Task Group Liaison



Anastassia Manuilova, P.Eng.
APEGS Liaison



Lawrence Lukey, P.Eng.
ACEC-Canada Liaison



Lee Jaboeuf, A.Sc.T.
Associate Member Liaison



Matt Feige, P.Eng.
Young Professionals Liaison



Director Vacancy, Building Committees Liaison



Beverly MacLeod
Executive Director



CHAIR'S REPORT



It is hard to believe that a year has already come and gone! This past year has been challenging and rewarding in the same breath. The state of our industry and our economy are the largest drivers of our future, and we have been working hard to represent our members and continue to evolve into the future.

I wrote the following introductory paragraph for Engineering and Geoscience Week and I believe that it speaks to the challenges we see today. “Many folks appreciate the infrastructure and amenities in our province, but I often wonder how many understand the role engineers and geoscientists have played in developing Saskatchewan over time? Our work is often assumed - roads and bridges are safe, schools and hospitals provide essential services. All around our province, our work impacts our communities. However, the innovation of engineering is often hidden or unseen.” The value we provide as consulting engineers is inherent in our work and we need to find ways to better capture and showcase this value because we are indeed critical to society’s development, evolution and long-term viability.

In the past year, I have watched all of us get caught up in the day-to-day details of doing business, and wonder whether perhaps we may have lost sight, as individuals, of the importance of promoting our value. We have been so focused on today’s business challenges that perhaps we have been having difficulty seeing future opportunities. I would encourage each of you to lend your voice to reminding decision-makers that professional engineering contributions are about much more than today’s capital budgets. Our contributions are best captured by taking the long view –protecting public safety, improving quality of life, environmental stewardship and economic sustainability.

To that end, your association has been working hard to raise awareness about how to view the benefits of professional engineering services.

For instance, through the fall of 2018, Board members held individual meetings with multiple provincial Cabinet ministers to share our perspective about how consulting engineers can make things better in this province.

In the summer of 2018, the association commissioned a Terms of Reference leading to a discussion paper about how engineers contribute to economic growth.

The paper identified that there’s a long history of taking on the challenges of the day and making a difference, and consulting engineers must continue to be the thought leaders in challenging times. Saskatchewan’s engineering successes 20, 50, and 100 years ago were achieved within economic and political climates not dissimilar to our own. Our forefathers had to find ways to bring the right people together to make decisions to ensure engineering solutions were leveraged, not marginalized.

We need to effect policy changes that recognize our expertise and experience contribute to economic growth. To do that we need to foster champions who recognize the benefits of our services, and be the catalyst for change.

We began that journey in earnest during MLA Day in March, 2019. The content of the discussion paper formed the basis of the messaging at this very important event scheduled to align with Engineering and Geoscience month. At that time association leaders from over 25 firms engaged in 19 meetings with Cabinet Ministers, MLAs, Opposition representatives, as well as senior officials to raise awareness of the benefits of our services.

CHAIR'S REPORT

It is our intent going forward to also harness this message with industry partners to ensure all parties engaging with our industry appreciate the value we bring.

Not only do we have to tell our story, we have to tell it as many times as possible to as many people as possible who control our destiny.. This type of exposure helps us get better at showcasing what we do, and as we get better, we will improve the odds of effecting the change we seek.

This past year has been incredibly busy for the association and I believe that we accomplished many positive things for our industry, which help contribute to a better future.

ACEC-SK continues to grow and succeed thanks in part to the commitment of the volunteer Board of Directors:

Paul Walsh, P.Eng., Past Chair

Nancy Inglis, P.Eng., Vice Chair

Patrick Lalach, P.Eng., Secretary-Treasurer

Ryan King, Director

Brett LaRoche, P.Eng., Director

Sean Bayer, P.Eng., Director

Nick Wright, A.Sc.T., Director

Matt Feige, P.Eng., Young Professionals Liaison

Anastassia Manuilova, P.Eng., APEGS Liaison

Lee Jaboeuf, Associate Member Liaison

Lawrence Lukey, P.Eng., ACEC-Canada Liaison

ACEC-SK efforts on behalf of the industry are coordinated by Beverly MacLeod, Executive Director, and Darlene Leamon, Operations Manager. We had to make the hard choice to discontinue the Communications Coordinator position this year. We thank Linda Nelson for her many years of support. The dedication of our office staff and many member firm volunteers contributes greatly to our success, and is much appreciated

As time continues to pass, and the world continues to change, we will see new challenges and opportunities for the profession. As we progress, we need creative minds with big ideas to help solve some of our largest challenges, which are indeed our biggest opportunities. These include water and food scarcity, global warming and the effects of greenhouse gases, impacts of technological advancement, evolving procurement methods, navigating and being competitive in a global economy, etc.

We have set the course to mitigate these risks and develop positive outcomes that will serve us well into the future. It's the great minds in our industry and those joining that will help solve tomorrow's challenges. Considering the significant innovations and achievements of the past, I am anxious to see how our industry continues to contribute to the ever-evolving future through Engineering our World!

Respectfully submitted,

Bryce Hunter, P.Eng.
Chair of the Board of Directors



EXECUTIVE DIRECTOR'S REPORT



For me, three clear themes emerged this past year which are very much intertwined. The first theme relates to the many factors currently inhibiting growth opportunities for this industry. The second is the recurring need to make decision-

makers aware that stalled growth in our industry impedes *overall* provincial growth. The third theme is that, now more than ever, we need to *work together* to maintain a public profile campaign to effect change.

THEMES:

Theme One – The Context: Members continue to tell us they face multiple challenges that inhibit industry growth to the point that there are ongoing staff reductions. Strong national and international economic headwinds have created a general lack of investor confidence world-wide, which has greatly impacted our province. Gone are the days of significant private sector investment that fueled this industry a decade ago. Infrastructure investment is the life-blood of this industry. However, we have a provincial government focused on a balanced budget has limited available public infrastructure dollars, and while some federal infrastructure dollars are now flowing, the full promise of these long-term programs is back-end loaded which is adding to already existing capacity challenges. It is extremely competitive in the marketplace right now.

At the same time, ill-informed procurement policies/processes being hailed by owners as “best value” are proliferating rapidly, but there remains a fundamental lack of understanding about how to obtain “best value” from professional engineering services. These onerous procurement methods, consisting of such things as increased cost-based competitions and heightened risk transfer to consultants, create additional barriers to our industry’s growth.

That is not to say that everything was at a standstill. There were pockets of optimism in the last year

depending on the sector, and while there may not be the mega-projects that were seen previously, numerous smaller projects continued to be offered. However, limited project offerings in certain sectors impacted confidence levels. If opportunities continue to be limited, the hard-earned experience and expertise in this province developed at the height of the recent boom may be at risk.

Theme Two – The Message: A broad culture of fiscal constraint has greatly increased the focus on price-based competitions for engineering services. This emphasis on front-end cost negates the full value owners can realize from engineering. Further, the fact that accounting systems divide the entire value across different “spending buckets” makes it that much harder to convince owners about how to harness the full benefits of this industry’s services.

But that didn’t stop us. The association responded to these challenges on several fronts, with the board, committees, member firm principals and other volunteers undertaking a number of initiatives to raise awareness of how to achieve value using professional engineering services.

Theme Three – Working Together: Advocacy was a priority, the details of which were outlined in our Chair’s message. We also worked hard to raise the public profile of consulting engineers, and we had a lot of help to do this through an increased volunteer base who are motivated to effect change.

We have strategically deployed volunteers and staff to areas that we believe most directly impact our members’ business. We are at the table engaging decision-makers with our industry’s perspective. We have to stay at the table, even when our issues sometimes fall on deaf ears. And the more people we have at the table, the better our chances of being heard. But we also have to speak with one voice. Getting involved with the association

EXECUTIVE DIRECTOR'S REPORT

on an individual level helps us ensure our message is clear and consistent. We need you!

MEMBERSHIP: As of March 31, 2019, the association ended the year with 61 Corporate member firms. Unfortunately, the story about staff reductions continued, with "N" being down another 150, resulting in a total association N of approximately 1650.

The number of Associate members continues to increase, ending the year with a total of 20 members.

COMMITTEES: I continue to work with a core group of very dedicated, knowledgeable and informed volunteers. These individuals support the association's strategic goals of: advocating effectively, enhanced public profile, and engaging members. Committee volunteer participation continues to grow, particularly on the sector committees, to assist with our response to recent industry challenges. Trends continue to jump out which form the basis of some of our advocacy work every year. Details about this year's committee activities are available as separate reports in this publication.

Sector Committees: Although each sector committee has an individual mandate, they all work to strengthen the consulting engineering and geoscience industry through advocating positions about industry issues with clients and important industry stakeholders. Current ACEC-SK sector committees include the Regina and Saskatoon Buildings, Environment/Water Resources, Industry/Resources, and Transportation Committees.

Member Services Committees: ACEC-SK also operates a number of committees that work to benefit all consulting engineering and geoscience firms, regardless of the sectors in which they work, as well as supporting the interests of the association as a whole. These include the Awards, Careers in Consulting, Risk Mitigation, Women in Consulting Committees, and Young Professionals Group.

PROFILE: The promotion of the professionalism and integrity of the consulting engineering and geoscience industry, and its impact on all segments of society, is an important service ACEC-SK offers its member firms. Fulfilling the role of "Trusted Advisors" requires consultants to be visible and available to decision makers. ACEC-SK supports this role through interaction with affiliated organizations and associations and by meeting with various levels of government.

This year ACEC-SK has worked to raise the industry profile in many ways:

- Partnering with ACEC-Canada to deliver a high profile "Bring an MP to Work" event, highlighting the work done by local engineering firms on the Regina ByPass.
- Meeting with senior government officials responsible for provincial capital budgets
- Becoming an inaugural member of the Saskatchewan Business Council, an collection of like-minded business organizations whose mandate it is to:
 - Promote the positive contributions of Saskatchewan's business community;
 - Proactively inform and advance ideas on common priorities that enhance the competitiveness of Saskatchewan's business climate;
 - Collaborate on providing feedback or consultation to government on business-related issues; and
 - Be a vehicle to share relevant information with colleagues to further both the Council's priority items and individual advocacy efforts.
- Participating on the Saskatchewan Construction Panel to provide industry input into the sustainability of the construction industry in Saskatchewan



EXECUTIVE DIRECTOR'S REPORT

- Participating in Priority Saskatchewan initiatives to promote Best Value procurement
- Really ramping up our presence on a number of social media platforms (Twitter, Facebook, LinkedIn)
- Hosting an information booth at SUMA's two-day event in Saskatoon
- Working with the Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) through participation at their Annual Meeting and MLA reception.
- Participating in Association of Consulting Engineering Companies – Canada (ACEC) Federal Roundtable of Executive Directors meetings,
- Participation in Career Fair Days at the University of Regina, University of Saskatchewan, and applicable Saskatchewan Polytechnic campuses around the province, plus Student Information sessions at both the University of Saskatchewan and the University of Regina, and
- ACEC-SK Road Show Display: This display is set up at many venues and public spaces throughout the province during the year to promote the excellent work done by Saskatchewan consulting engineers and geoscience firms.
- Women's Leadership Conference "Inspiring Bold Leaders" organized by the Women in Consulting Committee
- ACEC-SK Awards of Distinction, where talents and achievements of corporate member firms are recognized, and the integral role engineers' play in everyday life is promoted. (Detailed information about the 2016 Award recipients can be found elsewhere in this publication).
- AGM with the Donna Harpauer, Minister of Finance, as keynote speaker
- Golf Tournament in Elbow
- A significant number of Young Professional initiatives, including networking events and lunch and learns in both Saskatoon and Regina

STAFFING: For a number of years, ACEC-SK has operated with 2.75 staff: a full-time Executive Director, a full-time Operations Manager, and a part-time Communications Coordinator.

A strategic planning session in January, 2019, indicated a need to realign resources to better respond to new strategic objectives and goals; therefore, ACEC-SK discontinued the Communications Coordinator position. We thank Linda Nelson for her dedication over the last eight years.

Respectfully submitted,

Beverly MacLeod

Executive Director

Association of Consulting Engineering Companies – Saskatchewan (ACEC-SK)

MINUTES OF 2017-2018 ANNUAL GENERAL MEETING

1. WELCOME

The Chair, Paul Walsh, called the meeting to order at 12:52, and welcomed those in attendance

Members were reminded they must be authorized as a “Voting” Member Firm Representative of a firm in good standing to vote at the ACEC-SK Annual General Meeting. All authorized representatives received a “Voting” card upon registration.

2. APPROVAL OF AGENDA OF JUNE 7, 2018 AGM

MOTION: Moved by Terry Werbovetski, P. Machibroda Engineering Ltd, seconded by Bruce Peberdy, KGS Group, that the ACEC-SK 2017-2018 Annual General Meeting Agenda, be approved as presented. Carried.

Beverly MacLeod, Executive Director and Patrick Lalach, incoming Secretary-Treasurer, were appointed scribes for the 2017-2018 AGM.

3. APPROVAL OF THE MINUTES OF MAY 11, 2017 ANNUAL GENERAL MEETING

The Minutes of the May 11, 2017, Annual General Meeting were published in the previous year’s ACEC-SK Annual Report. No errors or omissions were noted.

MOTION: Moved by Daryl Andrew, Walker Projects, seconded by Jason Gasmo, Clifton, that the Minutes of the May 11, 2017, Annual General Meeting be approved as circulated. Carried.

4. BUSINESS ARISING FROM MAY 11, 2017

As there was no business arising from the previous AGM, the Chair moved on to present the 2017-2018 Association Chair’s report.

5. CHAIR’S REPORT – P. WALSH, P.ENG.

Highlights from the 2017-2018 Board Chair’s Report:

- “Thank you” to ACEC-SK Board of Directors, Committee/Sub-committee members, Task Groups, Office Staff and the Member Firms for their participation and support throughout the year
- “N” number remained relatively flat at beginning of year; but many firms in a “wait and see” position as they await the release of additional infrastructure funding and whether there is enough confidence in the economy for private sector investment
- Challenges faced by industry/association in previous year:
 - Stopped PST-chargeable from expanding
 - Educated Ministry of Finance about the difference between services offered by an engineer on a construction site versus services offered by a contractor, resulting in PST-chargeable on Engineering Services remaining status quo
 - Updated members as Ministry of Finance updated ACEC-SK
 - Developed and delivered education sessions to assist members defend how they charge PST based on difference between Quality Assurance and Quality Control
 - Supported TEC in strongly advocated against contractor input into consultant selection
 - Raised concerns at political level
 - Flew in John Gamble, ACEC-Canada’s President & CEO to argue against implementation
 - Met with Minister of Highways and Infrastructure
 - Generated a significant amount of interest from other Canadian jurisdictions



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- Organized and delivered a successful Design-Build Conference as a member service
- Promoted the value consulting engineers and geoscientists bring to the economy and society – informing clients that how they spend their infrastructure dollars greatly impacts the return they get on their investment, including utilizing a newly formed Speakers Bureau
- Engaging directly more often with clients about specific procurements “on the street” with guidance on how to improve them
- Working on Indemnification Clauses with the support of senior insurance industry representatives, particularly in areas that leave consultants uninsured
- Significantly increased non-dues revenue streams through growing new relationships with multiple stakeholders; particularly important right now to mitigate staff reductions in firms (that impact total of association dues)
- Recognition of Past Chair’s contributions

MOTION: Moved by Paul Walsh, Ground Engineering, seconded by Tara Reichert, J.C. Kenyon Engineering, to accept the 2017-2018 Chair’s Report as presented. Carried.

6. EXECUTIVE DIRECTOR’S REPORT - B. MACLEOD

Beverly MacLeod provided highlights of the Executive Director’s Report, highlighting the following:

- Staffing has stabilized, with Darlene Leamon as full-time Operations Manager, and Linda Nelson, as part-time Communications Coordinator. Both work tirelessly on behalf of the membership
- We have over 150 dedicated volunteers who continue to contribute, demonstrating that they see value in participating in Association initiatives
- Staff is feeling a shift in government’s perception of our organization; there is much more

recognition by multiple ministers, much more so than a few years ago.

MOTION: Moved by Darran Stamm, Alfa Engineering, seconded by Mel Leu, Ritenburg & Associates, to accept the 2017-2018 Executive Director’s Report as presented. Carried.

7. ACEC-SK COMMITTEE REPORTS

All reports were introduced individually as published in the 2017-2018 Annual Report. Committee chairs or liaisons were introduced if they were in attendance, and invited to speak to their report. The Chair reminded everyone that there would be a call for a motion to receive all sector reports after all were reported.

- a. **Environment/Water Resources Committee – S. Bayer, P.Eng. (Chair)**
Sean Bayer indicated there are 4 initiatives undertaken by the committee he wished to draw to the attention of the audience:
 - i. SUMA presentation about Regionalization: thanks to Ryan King and Sean Bayer for making the arguments at the SUMA Convention
 - ii. Biennial technical exchange with SaskWater, with the most recent theme focusing on intelligent targeted infrastructure funding
 - iii. Worked with Wayne Dybvig, recently retired CEO of Water Security Agency, also on Intelligent Infrastructure spending/funding
 - iv. Working with Ministry of Environment to emphasize the regulatory crisis around landfills, and to make them aware of how effective the WaterWorks Assessments were with respect to finding. It is another example to assist with intelligent spending.

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He acknowledged the founding members of the committee, including Roger McDonald, Ray Pentland, and Dave Kent, recognized the current core membership, including Jeff Halliday, Cory Wihlidal, David Tratch, Lee Heebner, and Doug Thomson, and welcomed new committee members.

He noted the positive working relationship the committee has with multiple stakeholders in this sector, including meeting twice a year with SaskWater and Water Security Agency, once a year with the Ministry of Environment, SUMA, and the committee tries to meet with SARM.

b. Industry/Resources –

N. Wright, A.ScT. (Chair)

Nick Wright was not available to speak to this year's report, but the Chair noted this committee had another very productive year.

c. Transportation Committee –

T. Schmidt, P. Eng. (Chair)

Terry Schmidt, P. Eng, reported the Transportation Committee represents over 20+ member firms offering engineering transportation services in Saskatchewan, primarily to the Ministry of Highways and Infrastructure. It is led by the ACEC-SK the Transportation Executive Committee (TEC), which this year comprised of: Terry Schmidt, outgoing Chair, Paul Pinder, outgoing Past Chair, Kevin Paul, Kent Perry, whose term is also ending, Michael Walker, and the Board Liaison Patrick Lalach.

The TEC met quarterly with Ministry representatives, including the Deputy Minister and Assistant Deputy Ministers for policy-type discussions. There were also bilateral meetings at the operational level, and ACEC-SK

participated in various sub-committees, including the Paving and Bridge Groups.

Activities included:

- Addressing the contractor input into consultant selection. Thank you to the Board for their support and assistance in this cause;
- Learning and disseminating information about new MHI procurement policies as they were introduced, and there were many over a short period of time that the industry had to react to
- Working with MHI's new organizational structure
- In November, the Deputy Minister repurposed the Tri-Party as a way to engage with industry. It is led by a Steering Committee on which typically the committee chair and the board liaison sit. Then there are number of sub-committees: Roadway Technical Group, Bridges Technical Group, Contracts Committee, Best Value Committee, a Design-Build Steering Committee along with the Design-Build Working Group, and a Safety Committee. ACEC-SK has a number of subject-matter experts on each of these sub-committees, and wishes to thank the many volunteers who are taking time to represent our industry.
- Terry Schmidt is stepping down as Chair, and elections are being finalized for the new Transportation Executive Committee.

d. Buildings Committee

Tara Reichert, P.Eng., volunteered to speak as incoming Saskatoon Buildings Committee Chair. In 2016-2017, the Saskatoon committee hosted a Geotechnical Conference, and had

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over 90 people attend. The topic was “Limits State Design”. This year the committee is working on organizing an Energy Code conference. The Saskatoon committee works with the City of Saskatoon, and is plugged in to the provincial work being done on the Energy Code, which is expected to be adopted around October/November of this year.

The Buildings Committee is also working with the Ministry of Central Services on procurement, and this is a work in progress.

MOTION: moved by Ian Walker, Stantec, seconded by Bruce Peberdy, KGS Group, to receive the ACEC-SK Sector Committee reports. Carried.

The Chair then drew everyone's attention to the Member Service Committee reports.

e. Awards Committee

No report.

f. Communications Committee – Daryl Andrews, P.Eng. (Chair)

The 2017-2018 year was a transformative year. When the committee first began, the committee supported staff in producing an association newsletter, which is now an integral part of staff's deliverables. Once it was up and running, the committee then explored how else it can get association information out into the public realm. At the direction of the Board, the committee instituted a Speakers Bureau, whereby individuals with particular knowledge or skill sets present to specific audiences about specific topics. This past year, the committee delivered three engagements:

- A webinar to SUMA about procurement delivered by Tom Williams, Walker Projects

- A presentation to SaskPower about how scoping impacts project delivery, led by Terry Frank of Golder and supported by Industry/Resources committee members, and
- A presentation at the 2018 SUMA Convention, delivered by Sean Bayer of KGS and Ryan King of AECOM, together with a couple of governmental partners.

Now that the committee has fulfilled this goal, it was decided to dissolve the committee at this time. It may be resurrected as a Task Group if required, but the standing committee is being dissolved.

g.

Careers in Consulting Committee – Bryce Hunter, P.Eng. (Board Liaison)

Bryce indicated that one of the things the committee did was rebrand itself from the Human Resources Committee to the Careers in Consulting Committee. It was motivated to do this in part to better explain the mandate of the committee. The committee required additional members, and the old name proved difficult to use when describing what the committee does. As soon as the committee rebranded, it immediately had three new members: Alyson Stout, Trevor Lenehan, and Kirk Morrison.

With new people comes new energy. Task Groups have been formed to divide the work. The committee delivered Phase I of the Industry Capacity Survey last year, with many of our governmental and industry partners in attendance as well as media. The second phase is underway this year.

As well, this committee focuses on Student Outreach, attending different events such as

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career fairs and student information sessions to raise awareness of consulting as an engineering career option.

h. **Risk Mitigation Committee – D. George, P.Eng. (Chair)**
The Risk Mitigation Committee began about 5 years ago, and consists of senior advisors to the Board. The Board asked the committee to consider risk-related issues to the association, and then to the industry as a whole. It was also asked to develop some mitigation strategies. It took some time, but completed its risk assessment through the identification of about 10 areas, many with sub-sets, for a total of about 30 topics. This spreadsheet was presented to the Board, and they came with a request to prioritize these risks, which the committee did, focusing on High Opportunity, High Impact mitigation strategies.

This Committee believed the biggest risk to the association and the industry as a whole is Relevance to Government. It has made a recommendation to provide a report that will create a Terms of Reference, or a guidance document, that will assist the association with building relationships using an economic argument. One way for this initiative to be sustained is to work with partners. We need the association to be a leader to move this forward.

This recommendation was first introduced at a strategic planning session on August 10 – it's a way to express the importance of engineering and geoscience to the economy. The committee believes the right person to create the guidance document is Graham Parsons, a former Saskatchewan provincial economist.

h. **Women in Consulting Committee - Bia de Frietas, P.Eng.(Chair)**
No report.

MOTION: Moved by Brett LaRoche, Catterall & Wright, seconded by David Tratch, WaterMark Consulting, to accept the 2017-2018 Member Service Committee Reports as presented. Carried.

8. ACEC-SK LIAISON REPORTS

a. **ACEC Liaison – Lawrence Lukey P.Eng.**
Lawrence Lukey was not in attendance to present his report.

b. **APEGS Liaison – T. Zrymiak, P.Eng.**
Tara Zrymiak summarized her report. Registration continues to grow at APEGS but at a much reduced pace. There has been an increase in waivers, which still allows membership retention, and a decrease in applications for Permission to Consult or Certificate of Authorization.

There has been a dramatic increase in applications received from International graduates because of the opening of quotas by the Saskatchewan Immigrant Nominee Program. This has severely tasked the Academic Review Committee, and has now led to an increased need for staff to process a large number of candidates. APEGS' additional office space will be used to house the resources necessary to support this initiative.

APEGS has been touring Saskatchewan, through a traveling road show, focus groups and many Town Halls, to present proposed Bylaw changes. These changes will ensure members are maintaining their competence and commitment to ethical practice. There was positive response from the membership, leading

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to approved motions for changes to the requirements for core regulatory requirements, Continuing Professional Development, including ethics training, and competency-based assessments for Members-in-Training.

The 30 x 30 effort aimed at increasing the number of women practising engineering continues. A new Communications manager has been hired that has led to a major evaluation and upgrade of APEGS' overall Communications program. A Professional Development day occurred in conjunction with the AGM earlier in May in Saskatoon.

Anastassia Manuilova will be the new APEGS Liaison to ACEC-SK.

c. Young Professionals Group – M. Feige, P.Eng.

First, Matt Feige noted that a Young Professional in Saskatchewan is considered someone with less than 10 years of experience.

The committee organized and hosted several Lunch and Learns in both Regina and Saskatoon, and created opportunities for Industry Tours, including Nutrien Allan Potash mine and networking events. YP volunteers participated in Classroom attracting new volunteers. ACEC-SK's YPs held a conference last year in conjunction with ACEC-SK's inaugural annual Conference, including offering a Panel which sparked excellent discussion between the YPs and the Ops ("Old" Professionals). The YP Group wished offer thanks to the YP Group members participating on the Panel. YP volunteers also participated in University classroom sessions to expose university students to the consulting industry.

Matt Feige thanked the YPG Executive for their contributions, and noted that after a few turnovers he is very pleased that the Young Professional Group leadership has now stabilized with all Executive team positions being filled. Matt acknowledged the support of the Past Chair, Tyson Smith. As well, he acknowledged the contributions of Michael Walker, ACEC-SK's representative on the ACEC-Canada's Young Professional Network, and congratulated Michael for winning both the 2017 ACEC-SK Young Professionals Award and ACEC-Canada's Allen D. Williams scholarship.

d. Associate Membership – Shane Baillargeon, B.Comm, MBA
No report.

MOTION: Moved by Jason Gasmo, Clifton Associates, seconded by Paul Pinder, Associated Engineering, to accept the 2017-2018 Liaison Reports as presented. Carried

9. TREASURER'S REPORT

Nancy Inglis, P.Eng., presented the Treasurer's Report, highlighting the following:

- ACEC-SK continues to have a sound financial position with a solid reserve fund
- ACEC-SK finished the fiscal year after year-end adjustments with a \$5,000 positive variance relative to an approved deficit budget of
- Extended a "thank you" to HDA Engineering Ltd., Grant Dawson, P. Eng. and Jacqueline Johnson for their assistance in reviewing the financial records.
- 2018-2019 Budget – ACEC-SK has hired a part-time contracted bookkeeper to allow senior staff to concentrate more time on advocacy. It will be one of the most ambitious years for events, but it will be based on newly established relationships. The association is projecting a loss of just under \$5,000.

MINUTES OF 2017-2018 ANNUAL GENERAL MEETING

MOTION: Moved by Nancy Inglis, Associated Engineering, seconded by Bruce Peberdy, KGS Group, to accept the 2017-2018 Treasurer's Report as presented. Carried.

MOTION: Moved by Nancy Inglis, Associated Engineering, seconded by Mel Leu, Ritenburg & Associates, that HDA Engineering Ltd. officially review ACEC-SK's 2017-18 Financial Statements. Carried.

The 2018-2019 budget was then presented, with a small deficit projected of just under \$5,000.

10. RECOGNITION OF VOLUNTEERS

The Chair noted that it has also often been said, but bears repeating again, that the association could not achieve what it does without the significant contribution of its many volunteers. The organization is supported by just under 200 volunteers, and ACEC-SK wishes to thank everyone for their contributions.

11. NOMINATIONS REPORT – Jeffrey Halliday, P.Eng. – Nominations Chair

ACEC-SK's Board experienced a larger than average turnover this year. As a result, the association first sought to fill three vacant positions on the board for 2018-2019. Three candidates came forward and allowed their names to stand as part of the slate of candidates for the ACEC-SK Board. In addition, one Director resigned after the nominations closed, requiring the committee to seek an additional candidate for a one-year term.

The nominations chair wished to acknowledge the contributions of outgoing Director, Trevor Knoll, and outgoing APEGS Liaison, Tara Zrymiak.

Incoming Directors:

- Brett LaRoche, Catterall & Wright (three-year term)
- Sean Bayer, KGS Group (three-year term)
- Daryl Andrew, Walker Projects (three-year term)

Incoming Associate Member Liaison – Lee Jaboeuf, Nilex (one year term)

Incoming APEGS Liaison – Anastassia Manuilova (appointed for a one year term)

Directors and Liaisons whose terms have ended are:

Outgoing Director – Jeffrey Halliday, Stantec
Outgoing Director – Trevor Knoll, Robb-Kullman
Outgoing APEGS Liaison – Tara Zrymiak

Directors and Liaisons who tendered their resignations this year:

Director – Greg Daum, Greg Daum Consulting
Associate Member Liaison – Shane Baillargeon, IMAGINiT Technologies

In addition to the slate of nominees, the Chair also introduced returning directors who together will represent the 2018-2019 ACEC-SK Board of Directors:

Paul Walsh, Ground Engineering Consultants Ltd.
Bryce Hunter, Stantec
Nancy Inglis, Associated Engineering
Patrick Lalach, CIMA+
Ryan King, AECOM

MOTION: The slate of candidates was accepted through a show of voting representatives' hands. Carried.

The Nominations Chair then invited both the outgoing chair, Paul Walsh, and the incoming Chair, Bryce Hunter, to the podium. At this time Paul Walsh handed over the gavel to Bryce Hunter of Stantec Consulting.

12. INSTALLATION OF 2018-2019 CHAIR

Chair Bryce Hunter thanked the Board for the opportunity to lead, as well as reinforced his faith in committed board team to lead the industry through significant anticipated industry challenges.



13. NEW BUSINESS

Industry Issues – Bryce Hunter, P.Eng. - Chair

He then introduced his first order of business as Chair – a new initiative being recommended by the Risk Committee described earlier in the meeting by Committee Chair Don George and supported by the Board. The Risk Committee identified one of the biggest risks today of the consulting engineering industry is reduced relevance to government. The consulting engineer is often no longer viewed as the Trusted Advisor, while other construction industry-related stakeholders are gaining more influence.

The Risk Committee, therefore, is recommending that a scoping document be commissioned by a consultant that will outline a roadmap for the industry to improve its engagement with provincial government. Its expressed goal will be to elevate our industry's status in the eyes of politicians and related stakeholders.

The anticipated commission for this consultant is \$12,000. The Board wishes to access the association's unrestricted reserve fund to finance this initiative.

MOTION: Moved by Ian Walker, Stantec Consulting, seconded by Jason Gasmoe, Clifton Associates

1. That an RFP be issued to Graham Parsons to provide a scope of work required to deliver a report that would be used as a guiding document to further the initiative to improve the consulting engineering industry's relevance to government, and
2. Upon review and approval of the proposed work plan, that the board be authorized to enter into a contract with Mr. Parsons for an amount up to \$12,000.” Carried.

As well, Bryce Hunter then asked if there were any issues that members wished to bring forward from the floor. Hearing none, he did encourage members to approach the Board or the ACEC-SK office with any issues they see within the industry as they arise so the association can act on them on behalf of the entire membership.

As there were no additions to the Agenda under Other Business, Bryce Hunter thanked the membership for their continued support and offered some closing comments:

- The Board will be watching and addressing, where possible, how economic challenges (provincial/federal/international) impact the Saskatchewan consulting engineering industry,
- The current capacity of our industry is now the “new normal”, and members will be adapting to this new reality.

Finally, the Chair asked incoming Board Members to remain for a few minutes after adjournment of the AGM for a short board meeting to assign this year's officers.

15.0 ADJOURNMENT

Motion to adjourn was called.

MOTION: Moved by Michael Walker, McElhanney Consulting Services, to adjourn ACEC-SK's 2017-2018 Annual General Meeting. Carried.

AWARDS COMMITTEE REPORT



performed by Saskatchewan firms elsewhere. The Brian Eckel Awards feature the following categories:

- Buildings
- Environmental
- Municipal Infrastructure & Water Resources
- Natural Resources and Energy Production
- Studies and Soft Engineering
- Transportation
- Project Management
- Brian Eckel Pinnacle Award – Awarded to the highest achieving project submitted under the above categories

The Committee also reviews and encourages submissions for individual awards for employees, past or present, of member firms for their outstanding achievements in the Engineering and Geoscience Consulting industry. The individual awards are comprised of:

- Lieutenant Governor of Saskatchewan Meritorious Achievement Award
- Mentor Award
- Young Professionals Award
- Community Initiative Award

The Committee annually reviews the criteria established by the ACEC-SK Board of Directors for each award and makes recommendations for any modifications to ensure the spirit of each award is being captured in the submissions. As part of this process, the Committee recently proposed wording clarifications to two of the awards categories:

1) Brian Eckel Awards clarification - “An entry must be of engineering/geoscience work done predominantly in Saskatchewan by Saskatchewan-based

engineers/geoscientists with the engineer of record located in Saskatchewan.” The Committee is currently reviewing feedback received on this proposed clarification.

2) A clarification offered for the Community Initiative Award states, “Volunteer time or services cannot be part of a commissioned project”. The spirit of the award is to recognize significant contributions to the Community by a member firm outside of their daily business activities. In late 2018, the committee identified a need for raising awareness of the awards and encouraging submissions from member firms and employees as a priority moving into 2018/19. This priority will continue to be discussed throughout 2019.

2018/19 also saw the addition of new members to the Brian Eckel Panel of Judges; new members include Bert Munro and Deanna McMartin, who join the existing judges Blaine Ganong and Deb Rolfes whose continued contributions to the panel of judges are sincerely appreciated.

Thank you to Bev MacLeod and the returning committee members, Bruce Peberdy, Zoltan Bodas, Milt Walker, Deb Rolfes (Public Appointee), and Ryan King (Board Liaison) for their ongoing support of these initiatives and their contributions to this Committee. We look forward to the 2019 awards ceremony and reviewing submissions of the exceptional work completed by our Saskatchewan Engineers and Geoscientists.

Respectfully submitted,

Lee Heebner, P. Eng.
Awards Committee, Chair



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BUILDINGS COMMITTEE REPORT

SASKATOON

The Saskatoon Buildings subcommittee convenes to address issues of concern and interest in the building construction industry. The subcommittee has twelve active members with structural, mechanical, electrical, geotechnical and building code backgrounds and is always seeking new members.

Subcommittee meetings over the past year had various industry discussions including industry procurement methods (In house and with the Ministry of Central Services), and new codes and their impact such as the National Energy Code Implementation for Saskatchewan on January 1, 2019.

The committee organized and hosted an industry wide workshop on the National Energy Code for Buildings (NECB) on November 20, 2018. In collaboration with the National Research Council of Canada (NRC), a general overview of the NECB and its methods and means was presented. Other presentations included “Energy Simulations and the roles of A/E/M Designers” and a presentation from the City of Saskatoon discussing implementation and expectations going forward. The event was very well attended.

Moving into the future, the sub-committee will continue to work with the City of Saskatoon, the Saskatchewan Association of Architects, the Ministry of Government Relations (Building Standards) and other agencies as well as contribute to the ACEC-SK by attempting to plan an event, similar to the NECB workshop, biannually with the next one being cited for some time in 2020.

Respectfully submitted,

Jeremy Hall, P.Eng.
Saskatoon Buildings Committee Chair

REGINA

The Regina Buildings Committee met five times this year to discuss topics affecting consulting engineers including City of Regina permitting, changes to the national energy code, and major stakeholders such as Central Services and the Saskatchewan Association of Architects (SAA). The following is a summary of these topics:

- Kelsey Longmoore, City of Regina, met with the group and provided some insight into what the City expects to be included on permit applications. The discussion was beneficial in determining boundaries between design and the authority having jurisdiction, and while it did not result in a clear resolution we felt that it was productive and have agreed to continue the dialogue with future meetings.
- The newest national energy code has been adopted and it has been determined that it will affect all aspects of design to some degree. A discussion within the group has led to questions, and since implementation, some confusion over how it will affect each discipline. In our most recent meeting, we decided to bring in an expert to lead a seminar in Regina on design and to drill into the requirements further. Plans to hold a seminar in late September, or early October will allow consultants time to see how the code affects their discipline specifically.
- Sub-committees have been formed to meet with Central Services and the SAA to discuss on going issues such as pre-qualification, and performance with Central Services, and harmonizing contracts and fees with SAA.

We have also decided that resurrecting discussions with the City of Regina regarding open excavations with respect to the Aquifer Protection Overlay Zone should be undertaken. A sub-committee will be formed to meet with the city in order to work towards a resolution to this on-going challenge.

The City of Regina procurement has also been a point of discussion, and we understand that a newly formed ACEC-SK Procurement/Contracts Task Group, that includes a Buildings sector representative, will meet with City officials.

I would like to take this opportunity to thank all committee members, particularly Bev McLeod, for input and insight into issues we have tackled over the years. I have learned a lot as chair and appreciate the opportunities that I have been given to lead this group. I will be stepping down from my role and passing the torch on to Mel Leu who will be taking over as Committee Chair.. I know that I leave this group in good hands and look forward to assisting in any way that I can.

Respectfully submitted,

Sean Kilback, P.Eng.
Regina Buildings Committee Chair

CAREERS IN CONSULTING COMMITTEE REPORT



The ACEC-SK Careers in Consulting Committee was established in 2008, to identify opportunities for growth within our industry through attracting new talent.

The terms of reference for the committee are summarized below:

- To promote market opportunities related to consulting engineering/geoscience issues on behalf of ACEC-SK Member Firms and ACEC-SK Committees;
- To perform a stakeholder function on behalf of ACEC-SK regarding career development issues through identification, participation or response;
- To promote consulting engineering to those entering the industry through career fairs and student information nights in the province's post-secondary institutes.

The Careers in Consulting Committee consists of a Board Liaison, two permanent members of ACEC-SK staff and a number of volunteers from ACEC-SK member firms that all have something in common - a passion for encouraging careers in the consulting engineering industry. The Committee meets on a monthly basis throughout the year with each participating Committee member making their respective office available for a lunch-time meeting. The committee also breaks into task groups as needed to tackle larger work items in a collective manner.

Trevor Lenehan and Kirk Morrison had to leave our committee due to various reasons but we are thankful for their efforts in contributing to the Careers in Consulting Committee. They provided valuable insight and experience to the committee and we wish them the best.

The committee was able to find two new members in Chelsey Knibbs and Devon Holmes. We look forward to their participation and input.

We continue to operate with Jasmine Ostapowich as Chair. Jasmine is currently on maternity leave and I have

volunteered to be the acting Chair until Jasmine's return to the Committee.

This past year saw the Committee continue work on the second phase of the Industry Capacity Survey for the Saskatchewan Engineering and Geoscience Consulting Industry. The Task Group is focusing the survey to specific scopes of practice (Buildings, Environment/Water Resources, Industry/Resources, and Transportation) and their unique areas of specialization. This data will be valuable to ACEC-SK to create a baseline that can be measured over time.

As well, the Committee, as it has done for many years, continued organizing, and presenting at Student Outreach sessions and set up booths at post-secondary Career Fairs. The Student Outreach sessions are tailored for university students in the engineering/geoscience disciplines, with the purpose being to brief and educate these future members of our industry on the nature of the consulting industry. The Committee's attendance at Career Fairs has a similar function, but to a wider audience. These Student Outreach Sessions and Career Fairs remain priority initiatives for this Committee.

I wish to extend my sincere thanks to all committee members for their diligence, hard work and participation over the last year.

- Jasmine Ostapowich, Walker Projects Inc. (Chair)
- Bryce Hunter, Stantec (Board Liaison)
- Darlene Leamon, ACEC-SK
- Beverly MacLeod, ACEC-SK
- Chad Bialobzyski, WSP
- Darran Stamm, Alfa Engineering Ltd.
- Alyson Stout, McElhanney Consulting
- Chelsey Knibbs, Wood Engineering
- Devon Holmes, KGS Group

Respectfully submitted,

Mel Leu, P.Eng.

Careers in Consulting Committee Acting Chair



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ENVIRONMENT/WATER RESOURCES (EWR) COMMITTEE REPORT



The Committee pursues market opportunities, and reviews relevant consulting engineering issues with environmental and water resource sector stakeholders, including: provincial ministries, crown corporations, municipal governments and municipal organizations. Municipal committees continue as subcommittees of the Environment /Water Resources Committee and their activities are also included as part of this report.

The EWR Committee attempts to meet every 2 months outside of a summer recess. During this 12-month reporting period, annual committee meetings were held with the Ministry of Environment and SUMA, with semi-annual meetings being held with SaskWater and the Water Security Agency. Water, wastewater, landfill, drainage, and infrastructure spending-related issues continue to be the primary interest during stakeholder meetings. In addition to the semi-annual meetings with the Water Security Agency a forum was again recently held this year targeted at providing ACEC member firms with a review of Water Security Agency responsibilities, regulatory changes (municipal water/wastewater) and anticipated activities for the upcoming years.

Continued efforts were made through participation at MLA day and through various stakeholder discussions to promote the ideal that ACEC-SK needs to be at the table for discussions surrounding economic growth opportunities, and sustainable infrastructure investment.

The 2018-2019 group based on ability to participate in committee activities and meetings included:

Bev MacLeod (Ex-officio)	ACEC-SK
Bill Heywood , P. Eng.	Clifton Associates Ltd.
Ryan King	AECOM
Cory Wihlidal, P. Eng.	Associated Engineering

Roger McDonald, P. Eng.	KGS Group
Sean Bayer, P.Eng. (Chair)	KGS Group
Lee Heebner, P. Eng.	MPE Engineering
Tristan Wyatt, P.Eng.	Walker Projects
David Tratch, P. Eng.	WaterMark Consulting Ltd
Shaun McLeod, P.Eng.	Catterall & Wright
Jeff Halliday, P.Eng.	Stantec
Doug Thomson, P.Eng.	Associated Engineering
Shayne MacDonald	J.D. Molland and Associates (2010) Limited

Applicable information or comment requests to ACEC-SK are handled through the Environment/Water Resources Committee. The committee appreciates the continued excellent participation of Bev MacLeod and encourages members to provide items of concern or information to the committee for any necessary action.

Respectfully submitted,

Sean Bayer, P.Eng
Environment/Water Resources Chair

INDUSTRY/RESOURCES COMMITTEE REPORT



Our committee's year can best be described as a transitional one with renewed focus in recent months. After serving as the committee chair for 3 years, Nick Wright has moved into a board of director's role with ACEC-SK and the committee has recently been re-established with a new chair and four new committee members in place.

With the renewed focus of this committee, our plan is to continue to act on our previous initiatives while also looking to establish new opportunities that will benefit our member firms in the future.

At the core of our work is a focus on achieving the mission of the ACEC-SK in our areas of expertise: 1) promote the growth and prosperity of member firms, 2) enhance the image of our industry, 3) positively influence decision makers, and 4) provide valuable member services. Our committee continues to contribute to these objectives and we have begun to pursue new initiatives that tie into our current work.

On April 9, 2019, we hosted the 5th SaskPower / ACEC-SK Information Forum which provided our attending members with a glimpse into upcoming project work at SaskPower as well as important considerations regarding how SaskPower purchases engineering services. Attendees also had the opportunity to network with decision makers at SaskPower both during and after the forum.

After hosting the 3rd annual SaskEnergy / ACEC-SK Information Forum on March 27, 2018, SaskEnergy has decided to take a temporary pause from this annual event. ACEC-SK will look to re-establish this event in future years.

New initiatives that we are currently investigating include the possibility for a joint networking event for key Oil &

Gas midstream and downstream companies with operations in Saskatchewan (e.g. Co-op Refinery, Enbridge, etc).

Another initiative that we are currently investigating is the possibility of working with the Ministry of Environment to support the Emissions Initiatives currently being rolled out through their Climate Change branch.

We are also looking to strategically partner with SIMSA (Saskatchewan Industry & Mining Suppliers Association) to provide greater exposure and accessibility with key Industrial clients for local engineering companies at future SIMSA events.

Over the next year, we will look to continue our existing events which ACEC-SK's member firms have come to expect with new initiatives so that we can provide value to the widest breadth of member firms.

As usual, many thanks go to those who serve on this committee. Their energy and time is valuable and extremely appreciated.

Bev MacLeod, ACEC-SK

Darlene Leamon, ACEC-SK

Nick Wright, A.Sc.T., Engcomp (Board Liaison)

Phil Bruch, P.Eng., Golder Associates Ltd.

Bruce Peberdy, P.Eng., KGS Group

Trent Nelson, P.Eng., TRON Engineering

Toby Thorp, P.Eng., Clifton Associates (new member)

Adam Gmeinweser, P.Eng., Thurber Engineering Ltd. (new member)

Tanner Kirby, P.Eng., WSP Canada Inc. (new member)

Scott Miller, P.Eng., Associated Engineering Ltd. (new member)

Ken Rumsey, P.Eng., WSP Canada Inc. (Committee Chair)

Respectfully submitted,

Ken Rumsey, P.Eng.

Industry and Resources Committee Chair



RISK MITIGATION COMMITTEE REPORT



work. As a baseline, it is anticipated the risk management strategy will focus on:

- Organizational and strategic risks and control deficiencies in the organization;
- Geopolitical risks and government relations;
- Helping the Board define the organization's risk appetite, and;
- Ensuring that risk awareness culture is pervasive throughout the organization.

Our relevance and relationship with Government was deemed of primary importance, and the future desire for ACEC-SK is to be consulted as an authoritative representative of industry in the Province. The Risk Committee provided recommendations to the Board in this regard at last years' AGM held on June 7, 2018. At that time the Board was seeking approval from the ACEC-SK membership to proceed with engaging Dr. Graham Parsons, B.Sc. (Econ), Ph.D to outline a Terms of Reference for research and development of a Report that would clearly demonstrate the importance of engineering and geoscience to Saskatchewan's economic sustainability and growth.

The members subsequently approved this recommendation to engage Dr. Parsons in preparation of this Terms of Reference. Since this time Dr. Parsons developed a draft report for review and has recently submitted a final report to the Board and members of the Risk Committee. Portions of this report were used to deliver our message of "Engineering the Economy – Economic Growth Beyond 2020" at the MLA Day held on March 12, 2019.

The ACEC-SK Risk Mitigation Committee was established to support and advise the Board of Directors on the implementation and monitoring of a risk management strategy. The Committee coordinates and prioritizes risk management

The Risk Committee and the members of the Board of Directors are currently reviewing the final document and will be recommending proposed direction for implementation of this strategic initiative.

I would like to thank outgoing Committee member Mark Fachada for his contributions to the Committee over the last 2 years. Other committee members include:

- Wayne Clifton, P.Eng – Clifton Associates
- Milt Walker, P.Eng – Walker Projects Inc.
- Bert Munro, P.Eng.
- Don George, P. Eng, (Chair) – Associated Engineering
- Nancy Inglis, P.Eng (ACEC-SK Board Liaison) – Associated Engineering
- Bev MacLeod (Staff Support) – ACEC-SK

Respectfully Submitted,

Don George, P.Eng

Chair of the Risk Mitigation Committee

TRANSPORTATION COMMITTEE REPORT



The Transportation Committee is tasked with advocating for the ACEC-SK transportation sector member firms. The Transportation Executive Committee (TEC) is elected by the Transportation Committee

member firms, which averages approximately 20 year over year, and is the primary voice advocating in this sector. The current TEC members are Robin Christopher, P. Eng. (Chair), representing Associated Engineering, Patrick Lalach, P. Eng. (Board Liaison) representing CIMA+, and Members at Large Michael Walker, P. Eng. (McElhanney), Nathan Ruecker, P.Eng. (SNC Lavalin), Kevin Paul, P. Eng. (Stantec) and Brian Stang, P. Eng. (WSP).

I would like to thank former members, Terry Schmidt (Tetra Tech), Paul Pinder (Associated Engineering), Kent Perry (WSP), and Aaron Polley (WSP/Walker Projects) for their hard work as advocates for the transportation sector over the last number of years. As Terry mentioned in last year's report, issues raised by the Transportation Committee regarding policy and procurement with Saskatchewan Ministry of Highways and Infrastructure (MHI) continues to be the primary focus of the TEC. The TEC has worked with volunteers from the member companies to engage MHI through bilateral meetings and various tri-party committee and sub-committee meetings. A summary of this engagement is provided below:

- Bi-Lateral Meetings – July 18, 2018, and October 18, 2018
- Tri-Party Executive Committee – September 17, 2018, November 15, 2018, and February 25, 2019
- Tri-Party Roadways Sub-committee – September 6, 2018, December 5, 2018, February 12, 2019, and April 1, 2019
- Tri-Party Contracts Sub-committee – May 23, 2018, July 6, 2018, October 16, 2018, December 6, 2018, January 24, 2018, and March 28, 2019

- Tri-Party Best Value Sub-committee – November 4, 2018, January 23, 2019, and April 11, 2019
- Tri-party Bridges Sub-committee – September 13, 2018, December 11, 2018, and March 12, 2019
- Tri-Party Safety Sub-Committee – August 28, 2018, February 19, 2019, and March 27, 2019

The TEC also met 3 times – June 18, 2018, September 24, 2018 and May 1, 2019 and are planning a larger Transportation Committee meeting in the near future.

I would like to thank all the volunteers who are taking part in the various engagement committees for their time and effort as well as Bev McLeod for her support of the TEC and of myself in my first year as Chair. Please feel free to engage any of the TEC members with any issues and questions that you may have.

Respectfully submitted,

Robin Christopher, P.Eng.
Transportation Executive Committee, Chair



WOMEN IN CONSULTING COMMITTEE REPORT



The Women in Consulting (WIC) Committee was established in September 2015 by ACEC-SK and operates under the following:

PURPOSE:

To provide strategic advice on matters related to increasing awareness of women's issues faced in the consulting engineering industry. The committee's vision centers on utilizing analysis and consultation to formulate recommendations and best practices to foster overall growth in the representation of women in the profession, and to ensure moral, intellectual, cultural, social and economic well-being for its members. This research will also be applied to develop best practices for life-work balance concerns that are relevant to all industry professionals – male and female – as well as to provide a better understanding of the issues pertaining to inclusivity and sustainability in consulting engineering.

2018 MEMBERS:

The WIC Committee consists of the following ACEC-SK members:

- **Chair:** Bia de Freitas, P.Eng. (AECOM, Saskatoon)
- **Vice-Chair:** Alicia Szabo, P.Eng. (Walker Projects, Regina)
- **Secretary:** Jessica Cutter, M.Sc. (Pinter and Associates, Saskatoon)
- **Board Liaison Member:** Nancy Inglis, P.Eng. (Associated Engineering, Regina)

ACTIVITIES:

2018 was a busy and exciting year for the WIC committee. We focused on developing programs and "networking with a purpose" events that support women in consulting, which provide opportunities for learning and knowledge sharing between women in the industry.

On June 27, 2018, we hosted our inaugural event in Saskatoon titled "Fierce Conversations". Our group partnered with the APEGS Equity and Diversity Committee, as this event aligned with one of their goals – retaining women in STEM fields. The event featured Rachelle Brockman with Eureka Experience, an award-winning University Assistant Professor for the Edwards School of Business, former Director of the Betty-Ann Heggie Womentorship Program, and former Faculty Advisor to the Edwards Mentorship Program. The event was well attended by both men and women in the consulting engineering industry. The attendees participated in large and small group interactions where they discussed problem solving, learned how to clarify the issues inherent to difficult conversations, looked at the different perspectives one needs to consider, and how to take actions. The tools Rachelle shared were well received, and the attendees appreciated the interactive nature of our "network with a purpose" event.

On October 4, 2018, we hosted a 4-hour workshop in Regina titled "Leadership Communication". The event again featured Rachelle Brockman with Eureka Experience. The event was well attended by women in the consulting engineering industry and other industry professionals. The workshop focused on the attendees developing techniques and strategies to clarify and strengthen their Leader Communication Strategy via small and large group interactions. The tools Rachelle shared were well received, and the attendees appreciated the interactive nature of our event. A Certificate of Completion was issued to all attendees.

The Professional Women's Leadership Forum titled "Inspiring Bold Leaders" was held on December 11, 2018, in Regina. This full-day conference focused on the challenges and successes professional women leaders face at various ages and stages in their careers, and common challenges across industries. The conference featured 3 keynote speakers:

WOMEN IN CONSULTING COMMITTEE REPORT

- Honourable Tina Beaudry-Mellor, MLA for Regina University and Minister responsible for the Status of Women
- Dr. Marcia Friesen, P.Eng., Associate Dean University of Manitoba Faculty of Engineering
- Shannon Miller, Head Coach Calgary Inferno and former Canadian Olympic Head Coach

In addition, a breakout session was held where attendees broke out into 4 “generational” groups where we shared barriers that we face daily that are different from our male counterparts. During this session we also identified personal solutions that have worked to overcome these barriers. A Generational Panel, comprised of panelists from different generations, shared their personal experiences, and together with the results from the breakout session, was discussed in a facilitated forum.

The conference also featured a cross-industry panel titled “Challenges Faced in Different Professions”. The event was well received and its interactive nature was essential in developing a support network to inspire bold female leaders.

I would like to thank ACEC-SK for their continued support, and to all who have volunteered to make these events a success. Your dedication, energy and time are greatly appreciated.

Respectfully submitted,

Bia de Freitas, P.Eng.

Chair of ACEC-SK Women in Consulting Committee



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Over the course of the last year, ACEC worked diligently for a more favorable public policy and business climate for consulting engineering companies in all sectors and by extension for all Canadians. We did this by influencing the federal government and collaborating with national stakeholders on a host of issues to help make Canada competitive and prosperous. ACEC's team is proud of the important work it has accomplished over the past year. Here's a snapshot of what we achieved in 2018.

TIMELY INFRASTRUCTURE INVESTMENTS & FREE TRADE

Infrastructure investment delays and how to address them was the primary message ACEC President & CEO John Gamble carried to Parliament Hill when meeting with Parliamentarians. In the spring, Mr. Gamble testified to the House of Commons Standing Committee on Transport, Infrastructure and Communities on the importance of sustained financial commitments, the government's infrastructure plans, and outlined a series of recommendations that would improve its implementation. It was the message he also delivered to the Minister of Infrastructure and his senior policy advisors during face to face meetings in the late winter and early spring. This message became a core piece of ACEC's submission to the Finance committee in our pre-budget submission in August.

We also shared our knowledge and expertise of infrastructure development with the President and CEO of the Canada Infrastructure Bank Pierre Lavallée during an introductory meeting. ACEC further strengthened its relationship with the Bank when its Chair of the Board, Janet Fukakusa, shared her vision for the Bank during a fire side chat at our October national leadership conference. The year ahead will be an opportunity to

strengthen this new relationship to ensure the interests of the consulting engineering sector, and all Canadians, are top-of-mind as the Bank identifies investors and projects that it will finance.

ACEC continued to collaborate with the Canadian Chamber of Commerce (CCC) on ensuring the government is aware of the need for Canada to remain competitive on the world stage. ACEC also joined the Chamber led *Coalition to Keep Trade Free*, formed over the summer during the NAFTA renegotiations to address the ongoing trade uncertainties. The Honourable Perrin Beatty, President and CEO of the CCC, provided a thought-provoking opening keynote address at the ACEC national leadership conference on Canada's competitiveness on the world stage. With the federal election expected next fall, we will continue to collaborate with the Chamber on trade and issues that impact the delivery of major resource projects.

MOVING THE YARDSTICK ON QUALIFICATIONS BASED SELECTION (QBS)

After years of advocacy by ACEC and the Provincial/Territorial Associations for QBS when procuring consulting engineering services, our efforts resulted in a breakthrough. Public Services and Procurement Canada (PSPC) launched a Qualifications Based Selection (QBS) pilot project following consultation with industry. ACEC, along with the Royal Architecture Institute of Canada (RAIC), worked with PSPC for several months to familiarize key leaders within the federal government on the many benefits of QBS. In recognition of its leadership within the federal government and openness to QBS, the PSPC team was awarded the 2018 Chair's Award at the Canadian Consulting Engineering Awards.

ACEC also joined with Consulting Engineers of Alberta in helping finance a national study by the University of Alberta that will quantify the benefits of QBS using a database that once completed will be accessible to all levels of government. We believe the results of this work

will encourage more jurisdictions to follow PSPC's lead in adopting QBS. It will also help support converting current QBS pilot projects into long term procurement policy for clients.

RESPONSIBLE RESOURCE DEVELOPMENT

Our message to Canadians and Members of Parliament on resource development was twofold. First, accessing Canada's natural resources and transporting them to market would create enormous economic opportunity. Secondly, consulting engineers can help the resource sector be economically viable as well as socially and environmentally responsible. ACEC believes that the creation of a national infrastructure corridor — essentially a network of rights-of-way for nation building infrastructure — would make it easier and more economically viable to move resources to market, would connect northern and remote communities to vital economic and quality-of-life-enhancing infrastructure such as power, communications, road and rail. It would also reduce the environmental footprint and provide a positive framework for industry and First Nations to collaborate on the development of major projects like the Trans Mountain pipeline. Although a lofty goal, ACEC believes this nation building project merits continued promotion to elected officials and senior government officials in the year to come.

THE CULMINATION OF OUR EFFORTS

ACEC'S yearlong advocacy efforts culminated with our annual Parliament Hill Day, which took place on October 23rd during the ACEC national leadership conference. It provided the opportunity for nearly 70 representatives from ACEC member firms to meet face-to-face with Members of Parliament to discuss these issues. The association's most successful government relations event and the cornerstone of our national advocacy program, this year's Parliament Hill Day was a great success, leading

to requests for additional meetings by MPs with our members and the association.

THE YEAR AHEAD – LOOKING FORWARD TO 2019

Although early in the New Year, ACEC is gearing up for another busy 12 months ahead. The team is working on exciting projects for 2019 that will further support our strategic priorities. Stay tuned for our Source newsletter and for details on what to expect from your national association in the year ahead!

Respectfully submitted,

Lawrence Lukey, P.Eng.

ACEC-SK Liaison to ACEC-Canada





The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) regulates the practice of engineering and geoscience in the province for the protection of the public in accordance with *The Engineering and Geoscience*

Professions Act. Its overall vision is to achieve *a safe and prosperous future through engineering and geoscience*. APEGS is focused on registration and compliance, member competence, regulating the professions, sustaining the professions, and ongoing governance, with specific emphasis on the overall purpose to protect the public in everything that we do. Ongoing communication and cooperation with ACEC-SK plays an important part in achieving this.

Membership: APEGS membership increased by 1% in 2018, with most of the growth coming from an increase in the number of members-in-training. The number of professional members remained nearly constant. There continues to be more professional members, both engineers and geoscientists, licensed to practice professional engineering or professional geoscience in Saskatchewan, who reside outside of Saskatchewan.

The total number of members and licensees at year end was 13,643. The number of applications for Permission to Consult has dropped from 343 in 2017 to 339 in 2018; and Certificates of Authorization have increased slightly from 1,252 in 2017 to 1,261 in 2018. The number of international graduates' applications increased from 945 in 2017 to 2,715 in 2018. This has challenged our volunteers and staff who are handling the increased workload through procedure optimization and hiring of new contract and permanent staff. It is anticipated the

number of applications will decline to 600-700 annually with removal of engineering from the applicable occupation codes by the Saskatchewan Immigrant Nominee Program (SINP).

Continuing Professional Development (CPD): At the 2018 APEGS Annual Meeting, members unanimously passed an amendment to the Regulatory Bylaws to include required reporting of professional development activities, including ethics training, to maintain membership in good standing. The program became effective on January 1, 2019 and members are expected to report their 2019 CPD activities with the renewal of their membership at the end of 2019. A new committee, the Continuing Professional Development Compliance Committee, was created to provide oversight of the CPD program. Also, the membership passed Competency Based Assessment (CBA) for our Engineers-In-Training that provides objective, transparent, and consistent assessment of applicants.

30 by 30 Initiative: APEGS is continuing its work to support the Engineers Canada 30 by 30 initiative aimed at increasing number of women practising in our professions. Over the last year, the 30 by 30 Task Group worked with existing committees and boards to embed the 30 by 30 initiatives and activities into their work.

Following are other key APEGS activities over the last year:

- The updated **member database** was launched prior to the 2019 renewal season. However, the full functionality was not available at launch and work will continue throughout 2019.
- **The Sponsorship Task Group** continued its work on developing a more comprehensive, clear, and consistent policy for how APEGS distributes and receives sponsorships.

ASSOCIATION OF PROFESSIONAL ENGINEERS AND GEOSCIENTISTS OF SASKATCHEWAN LIAISON REPORT

- **The Professional Edge Committee** publishes *The Professional Edge* magazine once every two months. It remains a print magazine that is accompanied by an e-version of the magazine called the *eEdge*.
- **Communications and Public Relations Committee** decided to replace the “We See More” campaign initiated in 2013 with “Ever Wonder?” Rawlco Radio was engaged to create a series of radio commercials based on the tag line “Ever Wonder?”
- **The Professional Development Committee** developed reporting guidelines, variations, auditing and new ethics training options to support the bylaw change. An online ethics course will be available to all members in spring of 2019 at no cost.
- **The Student Development Committee** introduced the first Earth Ring Ceremony for geoscience graduates at the University of Regina in 2018. The University of Saskatchewan plans to implement the Earth Ring Ceremony in the near future.
- **The K-12 Committee** purchased *Dream Big* DVDs for all schools in Saskatchewan as part of the 30 by 30 campaign. Almost 300 engineering and geoscience professionals volunteered to introduce *Dream Big* at schools during Engineering and Geoscience Week in March, 2019.

Awards: At the APEGS Annual Meeting Awards Banquet in May, 2018, APEGS was pleased to present the following awards to esteemed members, projects, and supporters:

- Brian Eckel Distinguished Service: Louis-Pierre Gagnon, P.Eng.

- Outstanding Achievement: Xiongbiao (Daniel) Chen, P.Eng.
- McCannel Service: Catherine Borbely, P.Eng.
- Promising Member: Michael R. Walker, P.Eng.
- Outstanding Engineering/Geoscience Project: Federated Cooperatives Ltd., Complex Wastewater Improvement Project
- Environmental Excellence: Shelise Berteig, P.Eng.
- Friend of the Professions: Wendy Paddock

In recognition of noteworthy service to the professions eight individuals were bestowed with the title of Fellow of Engineers Canada (FEC) or Honorary Fellow of Engineers Canada, FEC (Hon.) and two were bestowed with the title of Fellow of Geoscientists Canada (FGC) or Honorary Fellow of Geoscientists Canada (FGC (Hon.)).

Respectfully submitted,
Anastassia Manuilova, P. Eng.
APEGS Liaison





The Young Professionals Group had another successful year in 2018-19. We had another year of turnover within our group's membership. However, with the turnover comes new membership and the new members have already proven eager and willing to step up to promote ACEC-SK and young professional activities. The group has established a great network of engineers and geoscientists contributing to our career growth and developing the future leaders of our industry.

Mission Statement

The Young Professionals Group (YPG) shall support Young Professionals (YP) within the consulting engineering and geoscience industry in Saskatchewan, and to promote consulting engineering and geosciences to those considering a career in the industry.

Definition of a Young Professional

ACEC-SK Young Professionals are defined as individuals who work for an ACEC-SK member or associate member firm as engineers, geoscientists, engineering technologists or technicians, or in any other function relating to the consulting engineering and geoscience fields, and who have less than 10 years of experience within their respective discipline.

Year in Perspective

A relatively quiet year for Young Professionals Group yielded some very informative lunch and learn sessions and great networking opportunities in 2018-19. The events facilitated or attended as volunteers by the YP Group this year included:

- lunch and learn presentations on:
 - insurance, RRSP's and RESP's by ACEC-SK affinity partner TD Insurance Meloche Monnex;

- "the Role of Engineers in Utility-Scale Wind Projects" by Miller Thomson LLP;
- networking, personality types and making a good first impression by Clarity Coaching & Development;
- a brewery tour and networking event at 9-Mile Legacy in Saskatoon; and
- U of S and U of R career expos.

We also had a YP representative at a University of Saskatchewan classroom session promoting the consulting engineering industry to future engineers. The event was well received and the feedback from the students indicated an interest in having ACEC members as a resource for their future career development.

The success of the YPG is largely based on the contributions of the members and volunteers who take on planning the different events, promoting attendance of the events to member firms and university groups, advocating for consulting engineering and also taking the time to participate in those events themselves. We would like to acknowledge this year's YPG, represented by:

- Chair & ACEC-SK YP Liaison: Matt Feige, BCL Engineering Ltd.
- Vice Chair: Jon Osback, Clifton Associates
- Past Chair & National YPN Rep: Tyson Smith, Smith Projects Inc.
- Treasurer: Alyson Stout, McElhanney Consulting
- Secretary: Nicholas Kaminski, KGS Group
- Saskatoon Coordinator: Ryan Wolfe, McElhanney Consulting
- Regina Coordinators: John Johnson & Alyson Stout, McElhanney Consulting
- Directors/Members at Large: All other volunteers who contribute their time and efforts to the YPG and our events.

YOUNG PROFESSIONALS GROUP LIAISON REPORT

In October 2018, we also had several YPG members attend the ACEC-Canada National Leadership Conference in Ottawa. The YPG strives to ensure that at least one member is sent on behalf of the Saskatchewan group. This year, Matt Feige was sent as the Saskatchewan delegate. The conference is a great way to connect with other ACEC member organizations and take in high level sessions on several different aspects of engineering companies. The conference also highlights a 'Hill Day' where delegates from each region meet with Members of Parliament to discuss the key ACEC issues. Saskatchewan was very well represented by a number of YP's and several other engineers and geoscientists from the province. The conference was a great success and highly recommended for any YP's considering it in the future. The 2019 conference will be held on October 27-29, 2019.

At the ACEC-SK Awards in November, one of our very own YPG members, Nicholas Kaminski, P.Eng, PMP, was the recipient of the ACEC-SK Young Professional Award based on his extensive involvement with ACEC-SK, CSCE and APEGS, as well as his leadership and professionalism in the industry. Mr. Kaminski has been very committed to the YPG in Saskatchewan and will be taking over as Vice Chair this year following the AGM. He is a very well-deserved recipient of the award. Congratulations, Nicholas!

The Year Ahead

Overall, the YP Group has had a terrific turnout at our social and technical events and we are pleased with the progress that the group has made. Our goal for the upcoming year ahead is to host a number of technical and non-technical sessions, social / networking events and industry tours. We will be forming an events task group to help guide and facilitate the events during the upcoming year. Keep an eye on the ACEC-SK website for more information on upcoming events.

On behalf of the YP Group members, I would also like to thank the member firms and principals for their continued support of the YP member involvement in ACEC-SK. Your significant investment in promoting the development of all Young Professionals is sincerely appreciated.

We would also like to thank Bev MacLeod and Darlene Leamon for attending and providing insight to our YPG meetings, conference calls and events and for the continued support of the ACEC-SK office. Thank you again to all of the members of the Young Professionals Group for your contributions throughout the year and we look forward to another great year ahead.

On a personal note, as my term as Chair is now up, I would like to thank the ACEC-SK Board members, YPG members and ACEC-SK office staff for the opportunity to Chair the YPG and for all of your insights that helped me work with the group through a very exciting two-year term. I look forward to staying involved with ACEC-SK and the YPG and I am very pleased to pass on the Chair position to Ms. Alyson Stout for her two-year term.

Respectfully submitted,

Matt Feige, P.Eng,
Chair of the ACEC-SK YP-Group

ASSOCIATE MEMBER LIAISON REPORT



Associate Membership is extended by ACEC-SK to enlist the cooperation of industry allies in pursuing matters of mutual interests such as:

- companies who directly benefit from an understanding of the Consulting Engineering and Geoscience Industry

- firms that provide technical support, products or expertise to engineers and geoscientists
- companies that do not directly compete with ACEC-SK corporate member firms.

Organizations that meet these criteria may join the association.

Associate Members have historically seen value through participation and contribution to industry related networking events, forums, and technical exchanges.

The following were Associate members during the 2018-2019 fiscal year:

- American Concrete Institute (ACI)
- Association of Professional Engineers & Geoscientists of Saskatchewan (APEGS)
- Brock White Construction Materials
- Canadian Concrete Pipe and Precast Association (CCPPA)
- Concrete Saskatchewan
- Engineered Pipe Group
- Ipex Inc.
- Just Energy Group - Hudson Energy
- Lafarge Canada
- Levene Graduate School of Business, University of Regina
- Lloyd Sadd Insurance Brokers
- Morsky Construction Ltd.
- Nilex Inc.
- Saskatchewan Construction Association (SCA)
- Saskatchewan Environmental Industry & Managers

Association (SEIMA)

- Saskatchewan Heavy Construction Association (SHCA)
- Saskatchewan Masonry Institute (SMI)
- Saskatchewan Trade & Export Partnership (STEP)
- Saskatchewan Urban Municipalities Association (SUMA)
- Xylem

By working together we are able to raise the value of membership to both the Corporate and Associate Members.

We continue to receive inquiries from more companies exploring Associate member opportunities with ACEC-SK.

From myself and all Associate Members, thank you for continuing to allow us to work with the Board of Directors and the Staff. If any Corporate members have suggested Associate member candidates that they would like to see ACEC-SK working with, please reach out to the staff and we will be happy to approach the firm to put in an application.

Respectfully submitted,

Lee Jaboeuf, A.Sc.T.
Associate Member Liaison

Lieutenant Governor of Saskatchewan Meritorious Achievement Award

The Lieutenant Governor of Saskatchewan Meritorious Achievement Award was established to honour a Consulting Engineering or Geoscience professional's industry leadership and societal contributions.

Photo (L to R): The Honourable W. Thomas Molloy, Lieutenant Governor of Saskatchewan, presenting Ken Linnen, P.Eng., FEC the prestigious Lieutenant Governor of Saskatchewan Meritorious Achievement Award



Mentor Award



The purpose of the Mentor Award is to recognize the sustained and inspirational mentorship efforts of those who are employed by an ACEC-SK Member firm.

Photo (L to R): Nancy Inglis, P. Eng., PMP, ACEC-SK Vice Chair presents 2018 Mentor Award to recipient Lawrence Pinter, P. Eng



Young Professional Award



The Young Professional Award acknowledges the achievements of a young professional who demonstrates excellence in: his/her field of expertise; the business of consulting engineering /geoscience; contributions to both ACEC-SK and his/her community.

Photo L to R): Bryce Hunter, P.Eng., ACEC-SK Chair presents the 2018 Young Professional Award to Nicholas Kaminski, P.Eng., PMP

Brian Eckel Memorial Scholarship

The Brian Eckel Memorial Scholarship recognizes academic performance and community volunteer work of students pursuing a Bachelor of Science in Engineering degree in the College of Engineering at the University of Saskatchewan.

Photo (L to R): Michael Luciuk accepting the 2018 Brian Eckel Memorial Scholarship Award from Bryce Hunter, P.Eng., ACEC-SK Board Chair.



Brian Eckel Project Awards

PINNACLE Award & Award of Excellence: Municipal Infrastructure & Water Resources Category



AECOM Canada Ltd.



Saskatoon Southeast Water Supply System (SSEWSS)

Zelma East Project

PINNACLE AWARD & AWARD OF EXCELLENCE

Project Description:

AECOM provided engineering services to SaskWater for a water supply system to deliver non-potable water from the Zelma Reservoir to the proposed BHP Billiton potash mine near Jansen, SK. The team used innovative techniques to deliver the project including hydraulic modelling, failure modes and effects analysis workshops, and alternate construction procurement methods. The completed water delivery system includes two water intakes and Zelma Pump Station at the Zelma Reservoir, 57.4 km of 750 mm diameter PVC transmission main, Booster Pump Station, 35.4 km of 600 mm diameter PVC transmission main, and the BHPB Meter Station located at the mine site.

Natural Resources and Energy Production



ASSOCIATED ENGINEERING

Livestock and Forage Centre of Excellence

AWARD OF EXCELLENCE

Project Description:

The University of Saskatchewan is internationally renowned for agricultural research. Its newest initiative is one of the world's most advanced livestock research facilities. The Livestock and Forage Centre of Excellence (LFCE) amalgamates three separate off-campus research facilities into one location with researchers from the Western College of Veterinary Medicine, College of Agriculture, College of Engineering, and the Western Beef Development Centre. Associated Engineering addressed the requirements of a diverse group of stakeholders to deliver this technically advanced facility. The LFCE will expand the global knowledge of sustainable supply of meat products, enhancing the province's reputation as world leaders in agricultural research.



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES | SK

Brian Eckel Awards (cont'd)

Transportation Category



Stantec

Highway 17 over Battle River Bridge Remediation

AWARD OF MERIT

Project Description

Stantec provided engineering services required to rehabilitate Highway 17 over Battle River Bridge. Project achievements were:

- Eliminating all four expansion joints using innovative link slab and semi-integral abutment details. To their knowledge the link slabs are the first that used hooked steel fibres in an exposed concrete deck in Saskatchewan/Alberta. The link slabs are performing well after 1-year in-service;
- Extending the service life of the 56-year old structure by 40+ years and reducing the carbon footprint of the bridge by salvaging the majority of the structure; and
- Completing girder strengthening and deck widening to upgrade functional deficiencies.

Buildings Category



WSP Canada

SaskTel Tier III Data Centre

AWARD OF MERIT

Project Description

WSP (Structural, Mechanical) and KGS (Electrical) were retained by SaskTel to provide engineering consulting services for a new Tier III Data Centre in Saskatoon. The data centre will serve both SaskTel and co-located, external clients. The facility contains 10,000 square feet of “white space” – mechanically conditioned space with structural capacity, power and IT infrastructure to support server rack line-ups. Supporting the data hall are administration space, meeting and office rooms, “hotel” space for external clients to prepare, build and test server equipment, mechanical and electrical rooms, shipping and receiving areas and significant security requirements.

Brian Eckel Awards (cont'd)

Environmental Category



PINTER & Associates

Enhanced Anaerobic Bioremediation Achieves Cost Saving Closure

AWARD OF MERIT

Project Description

The client needed to remediate approximately 3000 m³ of gasoline impacted soil and groundwater to facilitate the sale of his property and business. PINTER & Associates Ltd. (PINTER) developed and implemented an innovative, cost effective solution that achieved remediation at a cost approximately 90% less than a conventional excavate and replace approach. Now, the client can sell the property with no environmental liabilities attached and can add the remediation savings of ~\$450,000 to his retirement fund.

Municipal Infrastructure & Water Resources Category



Catterall & Wright

Emergency North Battleford Water Supply Line

Project Description

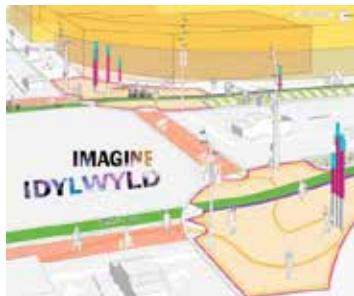
Catterall & Wright engineered the Emergency North Battleford Water Supply Line which was completed after the July 2016 North Saskatchewan River oil spill. The City of North Battleford's water supply was threatened when the river intake was closed. The neighbouring Town of Battleford sources water from a well field. The project included the design of approximately 3,000 metres of 150mm HDPE water main connected between a hydrant in Battleford to the water treatment plant in North Battleford. The City of North Battleford's water supply was uninterrupted due to the diligent work performed by Catterall & Wright, contractors and suppliers.



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES | SK

Brian Eckel Awards (cont'd)

Transportation



Associated Engineering

Imagine Idylwyld

Project Description

In 2016, the City of Saskatoon embarked on a 12-month initiative – Imagine Idylwyld – to “improve the function, safety, connectivity and quality of the roadway and public realm along Idylwyld Drive, between 20th Street and 25th Street.” HOK, Inc. completed the integrated land use planning/urban design. Associated Engineering was responsible for the transportation engineering. What plan would best accommodate the interests of the diverse stakeholders, given strict space limitations? To answer that question, Associated Engineering used advanced traffic analysis/modelling to create a transportation design paradigm. The resulting plan accomplished the rare feat of using less street space to improve traffic conditions for all.

Transportation



ISL Engineering and Land Services

Highway 16/Highway 11 Interchange Functional Plan

Project Description

In 2016, the City of Saskatoon began a journey to upgrade the 1960s cloverleaf interchange at Highway 11 and Highway 16. Serving traffic from TransCanada Highway and Circle Drive, it is nearing the end of its lifespan and has been identified as a priority upgrade.

ISL conducted a Functional Plan, developing a long-term interchange plan to ensure the corridor will again be a free-flow facility, and a staging plan to alleviate operational problems in the short-term. Recognizing that constrained space made typical interchange solutions impossible, ISL proposed Saskatoon's first three-level interchange and developed a plan flexible to changing traffic patterns.

NOMINATIONS COMMITTEE REPORT



The Nominations Committee meets annually to review nominations for candidates for the ACEC-SK Board of Directors, as well as to address any Director openings that may occur through the electoral year. This report summarizes the deliberations of this committee.

Four (4) positions will be vacant as of the 2018-19 AGM to be held on June 4, 2019. These include three (3) Directors-at-Large and the Associate Member Liaison positions. The nominations committee searched for candidates based on a skills matrix defined in the ACEC-SK strategic plan to complement the existing board makeup and facilitate geographical and engineering-discipline continuity.

Nominations were sought to fill the vacant voting Director positions for a 3-year term to the Board and the non-voting Associate Member Liaison for a 1-year term. Five (5) nominations were received by the closing deadline, with all candidates indicating their consent to have their names stand. This year's nominees are:

Directors:

- Nick Wright, A.Sc.T. – Engcomp
- Marc Bourassa, P.Eng. – ISL Engineering and Land Services Ltd.
- Scott Neurauter B.Sc. – Allnorth Consultants Limited
- Peter Zrymiak, P.Eng. – PINTER & Associates Ltd.

Associate Member Liaison:

- Lee Jaboeuf –Nilex

Mr. Nick Wright was asked to join the board after the close of board nominations in 2018, by the By-laws when the Association received the resignation of Director Greg

Daum. Mr. Daum left the Industry/Resources Board Liaison role vacant, and Mr. Wright was then acting as the Industry/Resources Committee Chair, which made this a natural approach by the then Nominations Chair. This is why he is now seeking to be elected for a full three-year term.

I will be stepping down from the Board on June 4, 2019, after completing my final year on the board in the roles of Past Chair of the Board and Chair of the Nominations Committee. I am honored and humbled to have served ACEC-SK since starting my first term as Director in 2013. My time with the board has allowed me to witness the vast contributions of our Membership to the profession, industry and our great Province. I am proud of the work that our Association and our Membership do for the betterment of all Saskatchewan residents. Thank you to my fellow board members, member firm representatives, and the ACEC-SK staff who have supported me and helped me make the most of this opportunity.

After serving his first one year terms as Associate Member Liaison, Lee Jaboeuf of Nilex, will continue in his role for the upcoming year. Mr. Jaboeuf previously served a number of terms as Associate Member Liaison before taking a short break and returning to serve the association in this role last year. We thank Mr. Jaboeuf for his continued efforts and look forward to working with him in the year to come.

Returning Directors for 2019-2020 are:

- Bryce Hunter, P.Eng. – Stantec Consulting
- Nancy Inglis, P.Eng. – Associated Engineering
- Patrick Lalach, P.Eng. – CIMA+
- Ryan King – AECOM
- Sean Bayer, P.Eng. - KGS Group
- Brett LaRoche, P. Eng. – Catterall & Wright Consulting Engineers



NOMINATIONS COMMITTEE REPORT

The Nominations Committee would also like to acknowledge the contributions of the Board's other non-voting Liaison roles:

Lawrence Lukey, P.Eng. of Bullee Consulting, will continue serving his second three-year term as ACEC-Canada Liaison. Mr. Lukey will serve as the National Chair-Elect for the upcoming year and move into the National Chair role the following year. This appointment continues a tradition of our Provincial Association's strong contributions at the National level. We thank Mr. Lukey for his continued efforts on behalf of both our Provincial and National membership.

Matt Feige, P.Eng. of BCL Engineering, is finishing the second full year of a two-year term as Young Professional Group Liaison. The Young Professionals committee has identified a new Chair and Liaison to the Board, Alyson Stout. We thank Mr. Feige and look forward to working with his successor.

This year we welcomed Anastassia Manuilova, P.Eng. in completing her one-year term as APEGS Liaison to the ACEC-SK Board of Directors. We thank Ms. Manuilova for her efforts and look forward to working with her successor.

The Nominations Committee continues to proactively work with the Board, ACEC-SK staff, and representatives of our member firms to identify future candidates that will allow us to maintain a balanced and qualified Board.

The ACEC-SK organization thanks the past and ongoing members of the Board of Directors. The success of our organization is directly attributed to the dedication and enthusiasm of the Board members and the support of their respective member firms. Your participation in representing the consulting engineering industry is very much appreciated.

Respectfully submitted,

Paul Walsh, P.Eng.

Chair of the Nominations Committee



I am pleased to present the financial report for the fiscal year ending March 31, 2019. Included in this report are:

- a) Balance sheet at fiscal year-end with comparison to the previous year
- b) Actual Income and

Expenses for the fiscal year compared to previous year as well as a comparison to the approved 2018-2019 budget.

The Comparative Balance Sheet illustrates ACEC-SK continued on sound financial footing, despite the fact the industry in Saskatchewan continued to contract. This year's combined N number (a member firm's total number of employees) was approximately 1650, down almost 750 since 2012. This demonstrates how much the Saskatchewan industry has contracted since the height of the boom. Why is this relevant to the Treasurer's Report? This downturn directly impacts the total amount of member dues collected. Member dues over the last several years are down significantly, traveling on a downward trajectory that mirrors the state of the industry.

To mitigate this, several years ago the association chose to drastically increase its efforts to generate non-dues revenue. This year, we delivered a very ambitious non-dues revenue program, which greatly contributed to the organization's positive financial position. These professional development and business development are selected to benefit the membership or offer an opportunity for advocacy discussions. Over the years these events have been well attended, but we have recently observed reduced attendance at some of these events. Steps have been taken to examine this risk, and to put risk mitigation strategies in place to address this trend going forward.

This year we also made the choice to reduce our staff complement from 2.75 to 2, in part for efficiencies, but also to allow the organization to have the opportunity to be resourced based on current strategic objectives.

As a result of these activities, I am pleased to report the association achieved, before year-end adjustments, a surplus of \$3,117.11, a positive variance of \$7,986.04 over the projected deficit budget of -\$4,868.93. This was achieved even with including a non-budgeted \$5,000 expenditure for advocacy. This surplus was largely attributable to very strong attendance at the Saskatoon National Energy Code Conference, an inaugural Women's Conference in December that was very well received, and stronger sponsorship than has been historically achieved.

ACEC-SK investments have staggered maturity dates to facilitate cash flow should this become necessary.

Diligent efforts continued to keep controllable expenses to a minimum. With fiscal restraint being experienced in the industry, we are very mindful about ensuring every dollar of membership money is spent appropriately.

The good news is that member retention remained stable this past year despite the economic downturn.

On behalf of the Board of Directors, ACEC-SK extends thanks to our Member and Associate Member Firms for their continued support of ACEC-SK programs and activities. Without this support, the association could not continue advocating about issues of importance to our members.

Respectfully submitted,

Patrick Lalach, P.Eng.
Secretary-Treasurer



**Association of Consulting Engineering Companies – Saskatchewan
Comparative Balance Sheet Prior to Year-End Adjustments**

	<u>As at 31/03/18</u>	<u>As at 31/03/19</u>
ASSET		
Current Assets		
Cash	25.00	25.00
Chequing	27,153.17	144,456.74
Accounts Receivable	271,200.14	143,989.87
GIC Scotia Bank	27,681.00	27,681.00
Non-Redeem 2 yr CIBC GIC 353 (f256)	45,212.92	45,067.80
CIBC GIC 426 (f388, 248)	44,689.39	45,034.24
GIC's:FLGIC 337 (frmr205)	46,731.27	47,268.81
GIC's:FLGIC 329 (former 213)	<u>26,736.05</u>	<u>27,014.72</u>
GIC's:Net	191,050.63	192,066.57
Prepaid Banquet Venue	2,500.00	2,500.00
Prepaid AGM & Golf Expenses	2,000.00	2,500.00
Prepaid Lease	5,150.00	8,450.00
Interest Earned	-1,166.63	-1,545.99
Prepaid Expenses	<u>2,375.00</u>	<u>3,500.00</u>
Prepaid Directory Expense:Net	2,375.00	3,500.00
Young Professional Funds Assignment	<u>2,356.32</u>	<u>2,356.32</u>
Total Current Assets	<u>502,643.63</u>	<u>498,298.51</u>
Capital Assets		
Display	6,692.70	0.00
Accum Depreciation - Display	-6,692.70	0.00
Computer Equipment	8,256.70	1,994.48
Accum Depreciation - Computer	-6,262.22	0.00
Office Equipment	1,778.95	0.00
Accum Depreciation - Office Equip	<u>-1,778.95</u>	<u>0.00</u>
Capital Items for Depreciation:Net	<u>1,994.48</u>	<u>1,994.48</u>
Total Capital Assets	<u>1,994.48</u>	<u>1,994.48</u>
TOTAL ASSET	<u>504,638.11</u>	<u>500,292.99</u>
LIABILITY		

TREASURER'S REPORT

Current Liabilities

Accounts Payable	<u>24,307.87</u>	<u>40,656.76</u>
Total Accounts Payable	24,307.87	40,656.76
Penalty & Interest	-289.18	-289.18
EI Payable	324.74	41.29
CPP Payable	703.05	142.66
Income Tax Payable	-5,552.36	-5,549.96
WCB Payable	3,360.52	3,889.81
Vacation Payable	<u>19,576.14</u>	<u>24,555.67</u>
Total Employer Remittance	18,412.09	23,079.47
GST Collected on Sales	14,121.23	35.00
GST Paid on Purchases	<u>-23,788.09</u>	<u>-11,041.65</u>
GST Owing/Refund	-9,666.86	-11,006.65
Prepaid Dues ACEC	60,129.93	58,534.97
Prepd Dues ACEC-SK Associate Member	16,508.04	20,133.04
Prepd Dues: ACEC-SK Corp Mbr Firms	<u>144,189.98</u>	<u>136,682.76</u>
Prepd Dues ACEC & ACEC-SK: Net	220,827.95	215,350.77
Deferred Income	0.00	0.00
Prepaid Lease	-1,100.00	0.00
Prepaid Expenses	<u>-3,638.75</u>	<u>-3,638.75</u>
Total Current Liabilities	<u>248,853.12</u>	<u>264,152.42</u>
TOTAL LIABILITY	<u>248,853.12</u>	<u>264,152.42</u>

EQUITY

Equities

Opening Bal Equity	89,279.23	89,279.23
Retained Earnings	179,745.47	166,505.76
Current Earnings	<u>-13,239.71</u>	<u>-19,644.42</u>
Total Equities	<u>255,784.99</u>	<u>236,140.57</u>

TOTAL EQUITY

LIABILITIES AND EQUITY

LIABILITIES AND EQUITY	<u>504,638.11</u>	<u>500,292.99</u>
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TREASURER'S REPORT

ASSOCIATION OF CONSULTING ENGINEERING COMPANIES – SASKATCHEWAN (ACEC-SK) COMPARATIVE INCOME STATEMENT to BUDGET: PRE-YEAR END ADJUSTMENTS

2018-2019 Initiatives Based on Approved Committee Work Plans	Actuals to March 31, 2019	Approved 2018-2019 Budget
REVENUE		
DUES REVENUE		
ACEC-SK Associate Member Dues	\$ 8,250.00	\$ 9,500.00
ACEC-SK Corporate Member Dues	\$ 149,935.16	\$ 148,739.01
Total Dues	\$ 158,185.16	\$ 158,239.01
Dues Flow-Through		
ACEC-Canada Dues	\$ 50,716.74	\$ 50,000.00
Total Dues Flow-Through	\$ 50,716.74	\$ 50,000.00
TOTAL DUES REVENUE	\$ 208,901.90	\$ 208,239.01
NON-DUES REVENUE		
Professional Development and Events:		
Awards Income:		
Awards Registrations	\$ 10,790.00	\$ 10,850.00
Awards Sponsorship	\$ 33,500.00	\$ 22,000.00
Awards - Brian Eckel Project Submission Fees	\$ 4,400.00	\$ 6,050.00
Total Awards Income	\$ 48,690.00	\$ 38,900.00
Sector Forums:		
WSA Forum	\$ 5,393.00	\$ 4,950.00
Forum with SaskEnergy	\$ -	\$ 3,500.00
Forum with SaskPower	\$ -	\$ 4,500.00
Stoon Bldg Cmte - Natl Energy Code Conference	\$ 38,304.00	\$ 5,500.00
Forum with Coop Refinery	\$ -	\$ 4,000.00
Forum with Mosaic Procurement	\$ -	\$ 3,500.00
Total Sector Forums	\$ 43,697.00	\$ 25,950.00
Golf Tournament Income:		
Golf Registrations	\$ 18,900.00	\$ 15,500.00
Golf Sponsorship	\$ 12,447.48	\$ 9,500.00
Total Golf Tournament Income	\$ 31,347.48	\$ 25,000.00
Business Conference:		
Business Conference	\$ -	\$ 15,000.00
Business Conference Sponsorship	\$ -	\$ 4,000.00
Total Conference Income	\$ -	\$ 19,000.00



TREASURER'S REPORT

2018-2019 Initiatives Based on Approved Committee Work Plans	Actuals to March 31, 2019	Approved 2018-2019 Budget
REVENUE (continued)		
Other PD & Event Income:		
PSMJ Project Management Bootcamp	\$ 27,615.27	\$ 26,925.00
SaskWater Technical Exchange	\$ -	\$ -
Bd Orientation & Training Recovery	\$ -	\$ 1,000.00
Other PD & Event Total Income	\$ 27,615.27	\$ 27,925.00
Total Prof Dev & Events	\$ 151,349.75	\$ 136,775.00
New/Renewed Initiatives		
Lobby Day/MLA Reception	\$ 2,300.00	\$ 6,000.00
CCC - Consulting Engineering Day Activities	\$ -	\$ 5,000.00
Women in Engineering Kick Off Networking - S	\$ 1,700.00	\$ 2,000.00
WIC Fierce Conversations Sponsorship - S	\$ 2,000.00	\$ -
Women in Engineering Kick Off Networking - R	\$ 3,600.00	\$ -
Professional Women's Conference	\$ 19,760.00	\$ 10,000.00
Other Sponsorship	\$ 3,500.00	\$ -
AGM Keynote	\$ 3,324.14	\$ -
Total New/Renewed Initiatives	\$ 36,184.14	\$ 23,000.00
Interest Income	\$ 636.58	\$ 450.00
Website Income		
Website Advertising	\$ 2,000.00	\$ 2,500.00
Newsletter Advertising	\$ -	\$ 2,500.00
Total Website Income	\$ 2,000.00	\$ 5,000.00
Partnership/Affinity Program Income		
Supreme	\$ -	\$ 6,000.00
TD	\$ 3,501.99	\$ 3,500.00
Total Partnership/Affinity Income	\$ 3,501.99	\$ 9,500.00
Young Professional Income	\$ 623.79	\$ 4,000.00
TOTAL NON-DUES REVENUE	\$ 194,296.25	\$ 178,725.00
TOTAL REVENUE	\$ 403,198.15	\$ 386,964.01

**ASSOCIATION OF CONSULTING ENGINEERING COMPANIES – SASKATCHEWAN (ACEC-SK)
COMPARATIVE INCOME STATEMENT to BUDGET: PRE-YEAR END ADJUSTMENTS (cont'd)**



TREASURER'S REPORT

2018-2019 Initiatives Based on Approved Committee Work Plans		Actuals to Mar 31, 2019	Approved 2018-2019 Budget
EXPENSES			
CORE OPERATING COSTS			
Administrative			
Bad Debit Written Off	\$ -	\$ 685.00	
Bank Charges	\$ 181.21	\$ 500.00	
Insurance	\$ 1,653.80	\$ 1,500.00	
Internet Connection	\$ 535.40	\$ 700.00	
Office Equipment	\$ 232.20	\$ -	
Office Services	\$ 14,880.22	\$ 18,050.00	
Office Supplies	\$ 2,505.62	\$ 3,200.00	
Office Software	\$ 2,004.55	\$ 1,750.00	
Postage & Delivery	\$ 212.40	\$ 350.00	
Professional Advice	\$ 400.00	\$ 500.00	
Telephone: Office & Cell Phone Allowance	\$ 1,995.28	\$ 2,350.00	
Website Refresh	\$ -	\$ -	
Website Hosting & Domain License	\$ 615.00	\$ 750.00	
Total Administrative	\$ 25,215.68	\$ 30,335.00	
Salary/Wages/Contract			
Staff Wages/Salaries	\$ 154,877.86	\$ 157,474.70	
Contract - Accounting Support	\$ 2,468.75	\$ 8,400.00	
Total Salary/Wages/Contract	\$ 157,346.61	\$ 165,874.70	
Employer Overhead			
EI Expense	\$ 2,880.27	\$ 3,580.00	
CPP Expense	\$ 6,170.88	\$ 6,223.24	
WCB Expense	\$ 932.23	\$ 415.00	
E.D. Professional Development			
Total Employer Overhead Expenses	\$ 9,983.38	\$ 10,218.24	
Dues Flow-Through			
ACEC-Canada Dues	\$ 50,716.74	\$ 50,000.00	
Total Dues Flow-Through	\$ 50,716.74	\$ 50,000.00	
TOTAL CORE OPERATING COSTS		\$ 243,262.41	\$ 256,427.94
2018-2019 Initiatives Based on Approved Committee Work Plans		Actuals to Mar 31, 2019	Approved 2018-2019 Budget



TREASURER'S REPORT

Expenses (cont'd)		
PROGRAM EXPENSES		
Professional Development and Events:		
AGM	\$ 827.25	\$ -
Finance Minister Keynote	\$ 1,266.92	\$ -
Awards Expenses:		
Catering		\$ -
A-V & Décor		\$ -
Signage/Programs/Trophies/Admin (Judges)		\$ -
Total Awards Expense	\$ 25,995.33	\$ 25,850.00
WSA Forum	\$ 1,815.78	\$ 1,800.00
SaskEnergy Forum	\$ -	\$ 1,750.00
SaskPower Forum	\$ -	\$ 2,000.00
National Building Code Conference	\$ 12,120.86	\$ 2,500.00
Golf Tournament Expenses	\$ 14,533.14	\$ 16,780.00
Business Conference Expenses	\$ -	\$ 6,500.00
PSMJ Bootcamp Expenses	\$ 22,032.69	\$ 18,375.00
Coop Forum Expenses	\$ -	\$ 1,800.00
Mosaic Forum Expenses	\$ -	\$ 1,600.00
SaskWater Tech Exchange	\$ 4,317.40	\$ -
Bd Orientation & Training Expenses	\$ 825.35	\$ 1,000.00
Total P.D. & Events Income	\$ 83,734.72	\$ 79,955.00
New/Renewed Initiatives:		
Bring an MP to Work Day - Regina ByPass		\$ 0.00
MLA Day	\$ 7,414.79	\$ 3,000.00
Consulting Engineering Day Expenses	\$ -	\$ 2,300.00
Women in Engineering Kick-off Expenses - S	\$ 5,448.74	\$ 800.00
Women in Engineering Kick-off Expenses - R	\$ 1,481.55	\$ -
Professional Women's Conference Expenses	\$ 13,227.56	\$ 4,500.00
Client-Consultant Relationship Survey		\$ -
Total New/Renewed Initiatives	\$ 27,572.64	\$ 10,600.00



ASSOCIATION OF CONSULTING ENGINEERING COMPANIES – SASKATCHEWAN COMPARATIVE INCOME STATEMENT: PRE-YEAR END ADJUSTMENTS (cont'd)

2018-2019 Initiatives Based on Approved Committee Work Plans	Actuals to Mar 31, 2019	Approved 2018-2019 Budget
Expenses (cont'd)		
Image & Identity Expenses		
Advertising	\$ 6,188.02	\$ 4,300.00
Comp Attendance at Events	\$ 2,100.00	\$ 2,100.00
Misc Mtgs - Golf, Political	\$ 945.00	\$ 800.00
Videos - Awards	\$ 13,600.00	\$ 13,500.00
Promotional Materials	\$ 2,079.84	\$ 1,000.00
Trade Show/Career Fairs	\$ 1,755.00	\$ 2,250.00
Brian Eckel Scholarship Top-up	\$ 1,248.80	\$ 0.00
Memberships	\$ 2,895.09	\$ 1,600.00
Total Image & Identity	\$ 30,811.75	\$ 25,550.00
Facilitated Strategic Planning Session	\$ 5,048.92	\$ 5,000.00
Committee Expenses	\$ 820.54	\$ 4,500.00
Total Committee Expenses	\$ 820.54	\$ 4,500.00
Travel		
National	\$ 5,224.88	\$ 5,000.00
Provincial	\$ 2,660.39	\$ 2,800.00
Total Travel	\$ 7,885.27	\$ 7,800.00
Young Professional Expenses	\$ 944.79	\$ 2,000.00
Total Young Professional Expenses	\$ 944.79	\$ 2,000.00
TOTAL PROGRAM EXPENSES	\$ 156,818.63	\$ 135,405.00
TOTAL EXPENSES	\$ 400,081.04	\$ 391,832.94
NET INCOME (LOSS)	\$ 3,117.11	-\$ 4,868.93

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As at March 31, 2019



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