



2017-2018 ANNUAL REPORT



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES | SK

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Association Profile

The Association of Consulting Engineering Companies - Saskatchewan (ACEC-SK) is the voice of consulting engineering and geoscience firms in the province. 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, 2018, ACEC-SK represented 59 Corporate and 17 Associate member firms that collectively employ over 1800 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 \$2 billion annually to the provincial economy, and in Canada overall is a \$28.4 billion a year industry that employs over 100,000 Canadians.

OUR VISION:

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

OUR MISSION:

- ✓ Promote the growth and prosperity of member firms
- ✓ Enhance the image of our industry
- ✓ Positively influence decision makers
- ✓ Provide valuable member services

STRATEGIC PRIORITIES (2017-2018):

Effective Advocacy

The initiatives are focused on advocating to government, key client and Industry associations to influence decisions that benefit our members.

Enhanced Image

The initiatives are focused on having measurable impact on ACEC-SK Members brand recognition by key decision-makers and stakeholders.

Engaged Members

Initiatives are focused on understanding and delivering to member needs and value-expectations.

Sustainable Organization

Investment will focus on reshaping and strengthening the organization foundation for ACEC-SK success.



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.



2017-2018 ACEC-SK BOARD OF DIRECTORS



Paul Walsh, P.Eng.
Chair & Communications
Liaison



Jeffrey Halliday, P.Eng.
Past Chair &
Environment/Water
Resources Liaison



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



Nancy Inglis, P.Eng.
Secretary-Treasurer &
Risk Mitigation Liaison



Trevor Knoll, P.Eng.
Director & Buildings Liaison



Greg Daum, P.Eng.
Director & Industry/
Resources Liaison



Patrick Lalach, P.Eng.
Director & Transportation
Liaison



Ryan King
Director & Awards
Liaison



Tara Zrymiak, P.Eng.
APEGS Liaison



Lawrence Lukey, P.Eng.
ACEC-Canada Liaison



Shane Baillargeon
Associate Member Liaison



Matt Feige, P.Eng.
Young Professionals
Liaison



Beverly MacLeod
Executive Director





It has been my great honour to serve as the ACEC-SK board chair over the past year. Having been at the board table since 2013, I have had the opportunity to watch and contribute as the association has evolved into a more effective business association.

Sustained improvement in governance and member engagement has driven the association to new heights and successes. I strongly believe the future holds momentous opportunity for the continued growth and influence of the association with our many stakeholders and partners.

ACEC-SK closed out 2017 with 59 member firms that employed just over 1,800 professional, technical and support personnel. The continued support of our Member Firms is the backbone of the association's ability to succeed and we thank all of our members for their ongoing commitment. The organization said farewell to Amec Foster Wheeler Americas Limited, MMM Group, Arkenstone Consulting Ltd. and Water Resources Consultants Ltd., several of which left due to mergers/acquisitions or retirement. We thank these supporters, many of them long-stand members of the association, and wish them well in their future endeavors.

The market for engineering and geoscience services remained competitive throughout 2017. Members noted staff reductions early in the year; however, it appears that staffing levels have begun to stabilize. The delay in promised government funding for vital infrastructure projects, and a reduction in overall capital investment in this province in 2017, had a direct impact on our members. Continued low investment levels in the mining, oil and gas and industrial sectors have also created challenges for those working in these sectors. However, cautious optimism continues to be the theme as many of our members see opportunities looking into the near future.

This year the association continued its focus on promoting informed and sustained infrastructure planning and investment. In addition, we strove to highlight the association's vision of a strong, vibrant and respected Saskatchewan consulting engineering and geoscience industry. The association worked hard to represent the views of our industry, and in particular to raise awareness of the value these professionals contribute to economic growth and value to society. To achieve this goal, ACEC-SK focused on three strategic priorities:

Effective Advocacy: ACEC-SK continued to engage with multiple stakeholders, and significant effort was invested in championing a number of key industry issues:

1. Stopping PST-chargeable from expanding to Construction Phases of Engineering Services
2. Disputing that contractor input into consultant selection would save a client money and, highlighting that this scenario sets up the client for risk, in addition to creating potential conflict of interest for both contractors and consultants
3. Negotiating problematic Indemnification contract language on behalf of its members
4. Educating clients about direct causal link between inappropriate project scoping and poor project results
5. Regionalization conference with a municipal infrastructure focus.

Enhanced Profile: Every year ACEC-SK takes the opportunity to expand the profile of the consulting engineering and geoscience industry. This past year was no different. A sampling of this year's public relations activities included:

1. Unveiling Industry Capacity Survey with media and significant government/ industry partners in



attendance; this Survey highlighted how economic drivers are impacting the Saskatchewan consulting engineering and geoscience industry, and made policy recommendations about consistent, stable infrastructure investment to maintain the health of the industry

2. Awards of Distinction – record sponsorship & stakeholder attendance
3. Industry West Magazine feature
4. First annual business conference with an “Informed Infrastructure Investment” theme
5. Student engagement at University and technical school career fairs as well as Student Information sessions
6. Significant use of communication tools such as bimonthly newsletters, direct email blasts and social media channels, including Twitter and Facebook; the association grew its contact list by 38% in one year resulting in over 700 new contacts

Member Engagement: Our association increased member firm participation by creating opportunities for them to develop, participate and utilize ACEC-SK programs and services that support their needs, including:

1. Engineering Services PST Educational Workshops
2. Business Development Opportunities such as:
 - a. Forum with SaskPower
 - b. Forum with SaskEnergy
3. Separating our AGM from the Golf Tournament, now held in conjunction with professional development opportunities

4. Geotechnical Conference
5. Member firm opportunities to contribute to advocacy efforts in all sectors through committee work & events

The association's Vision is “a strong, vibrant *and respected* Saskatchewan consulting engineering and geoscience industry”. The value of consulting engineering and geoscience services continues to be marginalized in the marketplace. It is vitally important that ACEC-SK increase its stature and influence, together with that of its member firms, by highlighting the impact of consulting engineers' and geoscientists' contributions to Saskatchewan's social, economic and environmental quality of life. Therefore, the focus in the coming year will be to emphasize why it is important to the economy to maintain the health of our industry. We will reinforce that clients' best opportunity to realize savings is when proper planning occurs together with selecting a qualified design team, and that there are economic benefits to maintaining a realistic capacity that can effectively respond to capital project requirements.

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

Jeff Halliday, P.Eng., Past Chair

Paul Walsh, P.Eng., Chair

Bryce Hunter, P.Eng., Vice Chair

Nancy Inglis, P.Eng., Secretary-Treasurer

Trevor Knoll, P.Eng., Director

Greg Daum, P.Eng., Director

Patrick Lalach, P.Eng., Director

Ryan King, Director

Matt Feige, P.Eng., Young Professionals Liaison

Tara Zrymiak, P.Eng., APEGS Liaison



Shane Baillargeon, Associate Member Liaison
(part of the year)

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

Two voting Directors – Trevor Knoll and Jeffrey Halliday – will be stepping down from the Board on June 7, 2018. ACEC-SK thanks Mr. Knoll and Mr. Halliday for their service. The time commitment and effort necessary to steward industry issues is not insignificant, and is very much appreciated.

Trevor Knoll was elected to the ACEC-SK Board of Directors in 2015 and is stepping down after serving a three-year term. He fulfilled the Buildings Liaison role during his tenure. Mr. Knoll has worked to improve the Buildings committee governance structure, and has played a leading role in liaising with such key stakeholders as the Ministry of Central Services, the Saskatchewan Association of Architects, and the City of Saskatoon.

Jeffrey Halliday is stepping down after first completing almost a full year appointed term after joining the Board shortly after the start of the 2012-2013 electoral year, then fulfilling a full three year elected term from 2013-2016 as the Board's Environment Water Resources (EWR) Liaison. He continued as the EWR Liaison during his tenure as Chair in 2016-2017, and most recently as Past Chair, and has contributed a significant amount of his time to support this sector. The Environment Water Resources Committee liaises with a large number of stakeholders, including: Saskatchewan Water Corporation, Water Security Agency, the Ministry of Environment, SUMA, SARM, and large urban centres. As well, as Chair Mr. Halliday was instrumental in halting PST-chargeable from expanding into the Construction Phases of Engineering Services. He also participated as an inaugural member of the Communications Committee.

ACEC-SK efforts on behalf of the industry are coordinated by Beverly MacLeod, Executive Director, Darlene Leamon, Operations Manager, and Linda Nelson, Communications Coordinator. The dedication of our office staff and many member firm volunteers contributes greatly to our success, and is much appreciated.

It was an honour to be chosen to lead the 2017-2018 ACEC-SK Board of Directors. I appreciated the opportunity to work with my fellow directors, ACEC-SK member firms, and our industry partners to achieve our common goals.

For more information about our organization contact the ACEC-SK office at (306) 359-3338 or refer to the ACEC-SK website at www.acec-sk.ca

Respectfully submitted,

Paul Walsh, P.Eng.

Chair of the Board of Directors





Saskatchewan's consulting engineering industry continues to adapt to the new provincial economic reality. With significantly reduced private sector investment, and continued public sector fiscal restraint, the industry remains very competitive. Some sectors are feeling the consequences of reduced investment much more than others, but all are revisiting their business plans in this new world.

Further, there continues to be a perception by some clients that costs associated with consulting engineering services are too high, reinforcing a recent trend toward reduced consulting commissions and increased in-house design. In fact, a recent association capacity survey indicated the start of talent being exported from our province in response to this trend.

The industry is at a significant tipping point. Provincial government operations and maintenance budgets have been maintained over the last two years, helping to keep the doors of Saskatchewan consulting engineering doors open. Members are waiting patiently for federal infrastructure funding to flow in a more significant way. They are also watching for renewed private sector capital investment while assessing how PST on construction services is impacting the reputation of Saskatchewan as a good place to invest.

Despite these challenges, member firms have remained cautiously optimistic as some sectors are now starting to see a slight upswing. In order to sustain their businesses, members have had to respond to the high value clients continue to put on price. It is unclear at this point how long our industry can sustain these reduced levels of investment. Individuals and companies alike may soon have to consider more attractive economic environments in which to practice their businesses and their profession. It will be very unfortunate if there is considerable out-migration. It

will lead to the loss of significant talent and experience built up in this industry over the last ten years. Losing this knowledge will result in an industry that may not be able to be as effective in the near term in the future because the health of the industry was not valued and maintained during this current economic downturn. What is the cost of not maintaining a healthy consulting engineering industry?

MEMBERSHIP: As of March 31, 2018 the association had 59 Corporate member firms. At the start of the year we anticipated the number of employees at each member firm to continue to bleed, but ACEC-SK was pleasantly surprised that the "N" number remained relatively flat. We did lose a couple of long-term members because of mergers and acquisitions, and one or two small firms left due to retirements. However, it appears those who invested in Saskatchewan consulting businesses for the long-term had already cut deeply, and are now focused on finding new ways to do business in this province.

Suppliers to the consulting engineering industry continue to see value in ACEC-SK Associate membership as we ended the year with a total of 17 Associate members.

COMMITTEES: In the Chair's Report, Paul Walsh alludes to the importance of volunteer effort supporting our association's success. I can attest to this as I continue to work with a core group of very dedicated, knowledgeable and informed volunteers. These individuals support the association's advocacy, member engagement, and profile strategic initiatives. We are finding greater participation at the committee level, with more individuals interested in trying to influence policy or process changes in this challenging fiscal environment. 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/or important industry stakeholders. Current ACEC-SK sector committees include the Regina and Saskatoon Buildings, Environment/Water Resources, Industry/Resources, and Transportation Committees. Transportation sector engagement has greatly increased recently as the Ministry of Highways and Infrastructure has funneled a significant amount of private sector engagement through its Tri-Party Committee.

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. These include the Awards, Careers in Consulting, Communications, Young Professional Group, Risk Mitigation and Women in Consulting Committees.

ADVOCACY: Sometimes it is what the association prevents that is important. With the introduction of PST on construction services, engineering services during the construction phase as described in ACEC-SK Recommended Schedule of Fees were at risk of becoming PST-chargeable. ACEC-SK leaders met with the Ministry of Finance to educate them about the differences between engineering and construction services on a construction site. As a result, the Ministry of Finance issued a decision not to pursue PST on Categories IV and V services in ACEC-SK's Recommended Schedule of Fees.

In recent years there has been a movement to introduce various project delivery models into the province rather than rely almost exclusively on the well-established Design-Bid-Build traditional model. Given one large public client has signaled a preference for the Design-Build (DB) model, ACEC-SK chose to make this the theme of its 2018 conference. While it was a useful tool

to educate ACEC-SK members about the fundamentals of how a DB project is delivered, it was also a policy statement about the strengths and weaknesses of this model, the paradigm shift required and where it most aptly should be applied.

PROFILE: ACEC-SK continues at every opportunity to promote the professionalism and integrity of the consulting engineering and geoscience industry, and its impact on all segments of society. Fulfilling the role of "Trusted Advisors" requires consultants to be visible and available to decision makers. ACEC-SK continues to support this role through interaction with affiliated organizations and associations and by meeting with various levels of government.

There can be no doubt that ACEC-SK has well-established, mutually respectful relationships with senior government officials directly responsible for capital budgets at provincial Ministries and Crowns. Where it has struggled recently has been with gaining an audience with specific politicians. This changed part way through the year as we were successful in meeting with the Minister of Highways and Infrastructure. We also anticipate that the groundwork that was laid this year will achieve more positive results next year.

There have been significant gains in other areas, however, in terms of raising the industry's profile. A crowning achievement was the unveiling of ACEC-SK's first Industry Capacity Survey which creates a baseline for future studies. As well, ACEC-SK:

- Participated on the Saskatchewan Construction Panel where sustainability of Saskatchewan's construction industry remains a priority
- Educated various clients about importance of scope when soliciting engineering services
- Worked with the Association of Professional Engineers and Geoscientists of Saskatchewan



(APEGS) through participation at their Annual Meeting and MLA reception.

- Significantly increased in social media presence
- Participated in Western Member Organization (MO) Conference in Edmonton, AB in February, 2018
- Participated in Association of Consulting Engineering Companies – Canada (ACEC) Federal Roundtable of Executive Directors meetings, and had strong representation at the annual Leadership Conference and associated meetings in Ottawa in October 2017
- Participated in Career Fair Days at the University of Regina, University of Saskatchewan, and applicable Saskatchewan Polytechnic campuses around the province, plus organized and delivered Student Information sessions at both the University of Saskatchewan and the University of Regina, and
- Showcased industry policy recommendations through articles in various publications.

Finally, the ACEC-SK Road Show Display continues to promote the excellent work done by Saskatchewan consulting engineering and geoscience firms, and has experienced expanded coverage throughout the province during the year.

EVENTS AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES:

ACEC-SK continues to ramp up networking and professional/business development opportunities, and well as increase sponsorship at these events. These offer valuable member services, but also provide an important non-dues revenue stream that allows the association to expand its member programming. The following is a summary of the 2017-18 events:

- Annual General Meeting (AGM) & Business Conference highlighting Informed Infrastructure Investment: May 2017
- Golf Tournament held on June 2, where we had increased attendance and sponsorship.

- ACEC-SK Awards of Distinction: The ACEC-SK Awards showcases the talents and abilities of member firms, and promote the integral role engineers and geoscientists play in everyday life. (Detailed information about the 2017 Award recipients can be found elsewhere in this publication).
- PST education sessions in both Regina and Saskatoon
- Annual Forum with SaskPower
- Annual Forum with SaskEnergy
- Design Build Annual Conference: March 2018
- A significant number of Young Professional initiatives, including networking events and lunch and learns in both Saskatoon and Regina

STAFFING: The operations of the organization have now stabilized after undergoing a fair bit of flux last year. It is a joy working with Darlene Leamon as Operations Manager, and Linda Nelson as Communications Coordinator, and we appreciate their dedication to this association.

While many of you know I had a cancer scare this year, it was caught early and the necessary follow-up treatments are (touch wood) complete. I am very pleased to share that I have now been declared cancer free. I want to take this opportunity to publicly thank the Board for their support through this journey. I care deeply about this organization and being allowed to focus, as much as I was able, on the many opportunities and challenges it faced this year kept me from fixating on my health issues. I very much appreciated their confidence during this time.

Thank you to everyone. Your many kind words were very much appreciated.

Respectfully submitted,

Beverly MacLeod
Executive Director, ACEC-SK



MINUTES OF 2016-2017 ANNUAL GENERAL MEETING

1. WELCOME

The Vice Chair, Paul Walsh, welcomed those in attendance, and introduced the AGM in this new venue – i.e. held in conjunction with the annual business conference as opposed to with the Golf Tournament as was done in years past.

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

MOTION: Moved by Phil Bruch, Golder Associates seconded by Patrick Lalach, CIMA+, that the Agenda of May 11, 2017 Annual Meeting be approved as circulated. Carried.

3. APPROVAL OF THE MINUTES OF JUNE 4, 2016 ANNUAL GENERAL MEETING

The Minutes of the June 4, 2016 Annual General Meeting were published in the previous year’s ACEC-SK Annual Report. No errors or omissions were noted.

MOTION: Moved by Dwayne Gelowitz, Stantec, seconded by Jason Mewis, Engcomp, that the Minutes of the June 4, 2016 Annual General Meeting be approved as circulated. Carried.

4. BUSINESS ARISING FROM JUNE 4, 2016

As there was no business arising from the previous AGM, the AGM Chair moved on to present the 2016-2017 Association Chair’s report.

5. CHAIR’S REPORT – P. WALSH, P.ENG. for J. HALLIDAY, P. ENG.

Highlights from the 2016-2017 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
- Economic climate impacted industry and association which led to a reduction of another 200 member firm employees; loss of 10% of industry since 2014
- Promoting the value consulting engineers and geoscientists bring to the economy and society to counteract observation of more in-house design services being sought
- Influencing Informed Infrastructure Investment: How clients spend infrastructure dollars greatly impacts the return they receive on their investments
- Responding to issues members have identified as priority items:
 - o Contract language
 - o Procurement processes
 - o Engaging clients more than ever about specific RFPs that are problematic
- Watching Priority SK roll-out
- Significantly increased non-dues revenue streams through expanded relationships with multiple stakeholders

MOTION: Moved by Paul Walsh, ENGCOMP, seconded by Patrick Lalach, CIMA+, to accept the 2016-2017 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 was in a state of flux this past year; employed several part-time staff due to staff leave of absences; Darlene Leamon hired as permanent full-time Operations Manager, replacing Elaine Armstrong, long-time Executive Assistant who passed away in November, 2016; the return after 6 months of Linda Nelson, Communications



Coordinator, who had an extended leave of absence to have two hip replacements

- Worked closely with very active ACEC-SK's board, standing committees and task groups to support the association's strategic priorities and play an ex-officio role to note trends across sectors

MOTION: Moved by Michael Walker, McElhanney Consulting, seconded by Greg Daum, Greg Daum Consulting, to accept the 2016-2017 Executive Director's Report as presented. Carried.

7. ACEC-SK COMMITTEE REPORTS

All reports were introduced individually as published in the 2016-2017 Annual Report. As committee chairs were introduced, they were invited to speak to their report. The Chair reminded everyone that there would be a call for a motion to receive all the reports after all were reported.

- Buildings Committee – T. Knoll, P.Eng. (Board Liaison)** on behalf of **L. DeRosier, P.Eng. & S. Kilback, P.Eng.** Trevor Knoll, P.Eng., ACEC-SK Board Buildings Committee Liaison, spoke on behalf of the Saskatoon and Regina Building Chairs. The Saskatoon committee delivered a Geotechnical Conference on Limited States Design – a timely and relevant topic in Saskatchewan, and as a consequence, was very well attended. The Regina committee has been meeting to discuss topics of common interest, and aligning with initiatives being undertaken with Central Services and the Saskatchewan Association of Architects.
- Environment/Water Resources Committee – S. Bayer, P.Eng. (Chair)** Sean Bayer 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, Cities of Regina and Saskatoon, and SUMA. This past year's achievement was delivering the biennial Technical Exchange with SaskWater. Its theme was Regionalization and was very well received.

- Industry/Resources – N. Wright, P.Eng. (Chair)** Nick Wright, P.Eng., spoke about continuing to build on initiatives undertaken in previous years. The team continues the advocate on behalf of the membership about contract issues, and procurement issues in general.
- Transportation Committee – T. Schmidt, P. Eng. (Chair)** Terry Schmidt, P. Eng., reported the Transportation Committee represents 20+ member firms. the Transportation Executive Committee, comprised of 5 elected representatives was involved with a significant number of meetings throughout the year with its main stakeholder – the Ministry of Highways and Transportation. This included Tri-Party meetings, and technical meetings such as the Paving and Bridges committees, as well as the Standard Practices Committee. The chair also acknowledged the support of the Board Transportation Liaison, Terry Frank.
- Awards Committee Allan Duff, P.Eng. (Chair)** The Chair reported that the Terms of Reference have been approved. A number of new awards categories have been introduced:
 - o Community Initiatives
 - o Pinnacle Award – top project of the year
 - o Project Management categoryThe committee would like to acknowledge a public appointee on the committee: Deb Rolfes of the University of Saskatchewan.



f. **Communications Committee – Daryl Andrews, P.Eng. (Chair)**
Paul Walsh, Communications Board Chair, reported on behalf of the committee's activities. He reported the focus of the committee this year moved away from internal to external communications, and will target client audiences such as Municipal and Provincial governments as well as Crown Corporations.

g. **Careers in Consulting Committee – Chad Bialobzyski, P.Eng. (Chair)**
- A core focus of this committee is coordinating ACEC-SK's attendance at university and technical institute career fairs.
- Results of Industry Capacity Survey (Phase I) created a solid baseline to understand availability of consulting engineering talent in the province; excellent participation in survey means accurate reflection of provincial industry; trends indicated beginning of talent export out of province due to reduced demand for services
- Feature various members' stories about how they became part of the consulting engineering industry
- Expressed need for additional committee members

g. **Risk Mitigation Committee – D George, P.Eng. (Chair)**
The Risk Mitigation Committee completed its risk assessment for both the association and the industry as a whole. It then prioritized the most significant. The next task will be to provide recommendations to the Board regarding how to mitigate these risks. This committee is comprised of senior industry representatives who act as senior advisors to the Board. It is seeking additional volunteers.

h. **Women in Consulting Committee - Bia de Frietas, P.Eng.(Chair)**
This new committee will be focusing on challenges consulting engineering women face in the workplace. It will be finalizing its Terms of Reference soon and then looks forward to delivering events that support this subject-matter. The committee has significant interest from a number of individuals, but requires men to also participate in order to obtain a well-rounded perspective to influence change.

MOTION: Moved by Stormy Holmes, AECOM, seconded by Trevor Knoll, Robb-Kullman, to accept the 2016-2017 Committee Reports as presented. Carried.

8. ACEC-SK LIAISON REPORTS

a. **ACEC Liaison – Lawrence Lukey P.Eng.**
Lawrence first welcomed John Gamble, President and CEO of ACEC-Canada. The core service of the national body is advocacy. Recently the association has been granted high profile meetings with the Minister of Infrastructure on-camera, as well as a meeting/interview with the federal Minister of Finance.

All members are encouraged to attend the national Leadership Conference scheduled to be held in the third week of October in Ottawa.

b. **APEGS Liaison – A. Lockwood, P.Eng.**
Andrew Lockwood was not in attendance to speak to his report.



**c. Young Professionals Group –
Tyson Smith, P.Eng.**

Tyson Smith reported the Young Professional Group is in a strong position, building on successes and attracting new volunteers.

Michael Walker is a strong asset, sharing his experiences from the Alberta Young Professionals Group, and applying that knowledge to benefit Saskatchewan's YPG.

It is critical to drive that business knowledge down to the YPs, the future leaders of the industry.

This afternoon there will be a dedicated YP Conference that will be attended by owners/senior managers. Fostering opportunities for dialogue between these two groups is a very important element of the YPG, and for the industry as a whole.

**d. Associate Membership –
Shane Baillargeon, B.Comm, MBA**

Shane Baillargeon was not in attendance to speak to his report.

MOTION: Moved by Nick Wright, Engcomp, seconded by Patrick Lalach, CIMA+, to accept the 2017-2018 Liaison Reports as presented. Carried

10. TREASURER'S REPORT

Bryce Hunter, 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 achieving the approved break-even budget
- Extended a "thank you" to HDA Engineering Ltd., Grant Dawson, P. Eng. and Jacqueline Johnson for their assistance in reviewing the financial records.

- 2017-2018 Budget – ACEC-SK plans for another ambitious year, tying initiatives to the Strategic Plan. This is anticipated to result in a loss of just over \$9,000, but will be mitigated by the surplus achieved in the previous year.

MOTION: Moved by Bryce Hunter, Stantec, seconded by Bruce Peberdy, KGS Group, to accept the 2016-2017 Treasurer's Report as presented. Carried.

MOTION: Moved by Dwayne Gelowitz, Stantec, seconded by Nancy Inglis, Associated Engineering, that HDA Engineering Ltd. officially review ACEC-SK's 2017-18 Financial Statements. Carried.

11. RECOGNITION

It was important this year to acknowledge the loyalty to the association of ACEC-SK's member firms. There remain many founding members who have supported the organization for over forty years. 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.

12. NEW BUSINESS

a. Industry Issues – Paul Walsh, P.Eng. - Chair
PST chargeable on construction services was introduced in the provincial budget in late March. The Ministry of Finance originally did not understand the difference between what an engineer does on a construction site versus the possibility that PST could become chargeable on additional engineering services. ACEC-SK has made its argument to the Ministry of Finance against expanding PST to engineering services. The association is currently waiting for a formal response. We will advise the membership as soon as we receive the decision.

The AGM also sought feedback from the membership in attendance about any issues requiring the attention of the association. All were encouraged to reach out to the Board or the office if anything arises.



MINUTES OF 2016-2017 ANNUAL GENERAL MEETING

13. NOMINATIONS REPORT – Stormy Holmes, P.Eng., FEC – Nominations Chair

ACEC-SK sought to fill two vacant positions on the board for 2017-2018. Two candidates came forward and agreed to allow their names to stand on slate of candidates for the ACEC-SK Board:

Incoming Directors:

- Patrick Lalach, CIMA+ (three-year term)
- Ryan King, AECOM (three-year term)

Incoming Associate Member Liaison – Shane Baillargeon, IMAGINiT Technologies (one year term)

Incoming APEGS Liaison – Tara Zrymiak (appointed for a one year term)

Directors and Liaisons whose terms have ended are:

- Outgoing Director – Stormy Holmes, AECOM
- Outgoing Director – Terry Frank, Golder Associates
- Outgoing APEGS Liaison – Andrew Lockwood
- Outgoing Associate Member Liaison – Shane Baillargeon, IMAGINiT Technologies

The Chair offered plaques to non-returning Directors and Liaisons, recognizing their contributions to the Association. In addition to the slate of nominees, the Chair also introduced returning directors who together will represent the 2017-2018 ACEC-SK Board of Directors:

- Jeff Halliday, WSP Canada
- Paul Walsh, Ground Engineering Consultants Ltd.
- Trevor Knoll, Robb-Kullman
- Greg Daum, Greg Daum Consulting
- Nancy Inglis, Associated Engineering

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

The AGM Chair confirmed there were no questions or comments about any of the reports and asked for a motion

to accept the reports as published in the 2016-2017 Annual Report.

MOTION: Moved by Bruce Peberdy, KGS Group, seconded by Nick Wright, Engcomp, to receive all reports. Carried.

14. INSTALLATION OF 2017-2018 CHAIR

Due to the inability of Chair Jeff Halliday, P.Eng, WSP Canada, to attend in person, he passed the gavel to incoming Chair Paul Walsh, P.Eng., Ground Engineering, several days prior to the formal AGM. Paul Walsh now becomes the 2017-2018 Chair of the Association of Consulting Engineering Companies – Saskatchewan (ACEC-SK).

Paul Walsh asked the new board to stand as they were introduced to the membership. He also outlined the Board's goals for the 2017-2018 year, including:

- Gaining answers to the PST contract administration questions so a decision can be made
- Continuing to advocate for “Infrastructure Renewal” as well as wise infrastructure investment choices
- Ensuring procurement practices lead to good selection decisions
- Contract language
- Raising concerns about specific invitations that do not support best practice.

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 Terry Frank, Golder Associates, to adjourn ACEC-SK's 2016-2017 Annual General Meeting. Carried.



AWARDS COMMITTEE REPORT

The purpose of the Awards Committee is to facilitate the public recognition of the achievement(s) of member firms, and member firm employees or past member firm employees by:

- Reviewing criteria of awards established by the Board
- Developing criteria for new awards to be recommended for establishment by the Board
- Searching for candidates and making recommendations to the Board for recipients of awards, annually
- Searching for candidates and making recommendations to the Board for submission of nominations of members for local, provincial, national, and international awards offered to consulting engineers or geoscientists, when appropriate, and
- Searching for candidates and making recommendations to the Board for submission of nominations of members for other awards or special awards as deemed appropriate by the Awards Committee and acceptable to the Board.

Allan Duff resigned his position as chair this year due to scheduling conflicts. As none of the other committee members are currently available to take on this role, the association is seeking a volunteer to lead this committee in the coming year.

Continuing committee members include:

- Bruce Peberdy
- Zoltan Bodas
- Milt Walker
- Deb Rolfes, public appointee
- Ryan King, Board Liaison

The changes and additions to both the Brian Eckel project awards and the individual awards recommended by this committee were well received by the membership at the 2017 Awards of Distinction ceremony. The association received nominations/candidates for each new opportunity.

The changes were adopted to:

- 1) ensure the categories are relevant in today's marketplace
- 2) better align Saskatchewan's project award categories with those of ACEC-Canada's to facilitate the opportunity for Saskatchewan members to more easily qualify for a national award(s).

The committee focused its attention this year on replacing the Brian Eckel Panel of Judges' Head Judge, John Swystun (former Prince Albert City Engineer) and seeking additional judging talent. Continuing judges include Blaine Ganong and Deb Rolfes.

Respectfully submitted,

Beverly MacLeod

On behalf of
ACEC-SK Awards Committee Chair



BUILDINGS COMMITTEE REPORT

The Buildings Committee offers a voice for consulting engineers and geoscientists with respect to Codes, Regulations, and Best Practices relating to Saskatchewan's Buildings Sector. It also provides a stakeholder function, on behalf of ACEC-SK, regarding buildings issues through identification, review and participation. There is a Committee set up in Regina that operates independently from a Committee in Saskatoon. While they share a similar industry focus, each faces unique jurisdictional challenges.

REGINA

The Regina Buildings Committee meets to discuss and update one another about ongoing issues affecting consulting engineers in the Buildings sector.

Although the committee met infrequently in the past year, the group was eager to share information and learn from one another about the following topics:

- The adoption of the new Building Code and its implications
- Exploration of possible harmonization of the Buildings Recommended Schedule of Fees with the Saskatchewan Architects fee guidelines
- Streamlined procurement opportunities through the Ministry of Central Services, including reviewing proposed processes for:
 - Pre-Qualification
 - Performance Evaluation
 - Alignment of the design community's fees

•City of Regina procurement and technical requirements.

Respectfully submitted,

Beverly MacLeod

On behalf of Sean Kilback, P.Eng.

Regina Buildings Committee Chair

SASKATOON

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

Subcommittee meetings have included discussions regarding shallow foundations in the City of Saskatoon, ACEC-SK's overall work, and the City of Saskatoon's new Building Bylaw which was adopted on January 1, 2018.

After the success of the forum on Limit States Design for Foundations which was planned by the subcommittee last year, the subcommittee continues to strive to plan another event before the end of 2018 on the National Energy Code of Canada (NECC). The NECC will begin being enforced by the province on January 1, 2019.

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 ACEC-SK by attempting to plan an event every year.

Respectfully submitted,

Lara DeRosier, P.Eng.

Saskatoon Buildings Committee Chair





The 2017-2018 year has been one of both accomplishment and transformation for the ACEC-SK Communications Committee. In previous years, the Committee worked to support Staff in the establishment of a functioning and valued newsletter. We are extremely happy that, thanks to

the hard work and dedication of the ACEC-SK staff, our newsletter is now a sustainable, respected source of information to our members.

Following this achievement, the Communications Committee started this year by re-directing its efforts to support the ACEC-SK Board of Directors' vision of establishing a "Speakers Bureau". The Speakers Bureau is a pool of volunteers who are prepared and able to speak industry stakeholders on topics of strategic importance. The vision is for ACEC-SK to maintain a strong base of volunteers that are able to assist Staff and the Executive in spreading important messages where and when an opportunity exists. This initiative was highly successful in 2017-2018 and helped to facilitate industry engagement opportunities that included:

- Mr. Tom Williams' webinar to SUMA members about obtaining better value through your Requests for Proposals.
- Ms. Terry Frank's presentation to SaskPower on how Appropriate Scoping influences creation of Effective Proposals
- Mr. Sean Bayer's and Mr. Ryan King's joint presentation with Keith Comstock with Government Relations and Ryan Evans of Water Security Agency to the SUMA Convention about Regionalization.

Giving ACEC-SK and our members the opportunity to speak to stakeholders on key messages from a position of trust is crucial to ACEC's Strategic Priority of Advocacy and I would like to thank all of the volunteers and staff that contributed to these successes.

The need for transformation did not stop with this initial change in focus to the Speakers Bureau. Given the success of previous initiatives and changes in day to day operation, it became apparent that the original need for the Committee was now being fulfilled through other aspects of ACEC-SK's operations. The mandate for a separate Communications Committee was found to no longer be required. The Committee was ultimately decommissioned in March of 2018. I would like to thank Beverly, Linda and Darlene for all the support that Staff have provided the Committee over the years. I would also like to thank our volunteers, Joanna Usselman, Lawrence Pinter, Shane Baillargeon and all past members for their contributions. A special thanks also goes out to Paul Walsh, our Board Liaison. I have truly enjoyed working with everyone over the past few years. Your efforts are sincerely appreciated and I wish everyone success as you move on from your time with the Communications Committee.

Respectfully submitted,

Daryl Andrew, P.Eng.

Communications Committee Chair





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 Sask Water and the Water Security Agency. Water, wastewater, 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 recently held this year targeted at providing ACEC member firms with a review of Water Security Agency responsibilities and anticipated activities for the upcoming years.

Momentum created from previous years innovation framework discussions with the Water Security Agency, last years joint regionalization conference with SaskWater, and this years SUMA presentation has created some momentum in Senior Government in the area of sustainable infrastructure investment. Continued efforts in this regard as well as potential partnership work in the area of landfill reviews

The 2017-2018 group based on ability to participate in committee activities and meetings included:

Bev MacLeod (Ex-officio) ACEC-SK
Dave Kent, P. Eng. Clifton Associates Ltd.
Omar Lopez, P.Eng. AECOM (Regina)
Cory Wihlidal, P. Eng. Associated Engineering

Rodger McDonald, P. Eng. KGS Group
Sean Bayer, P.Eng. (Chair) KGS Group
Lee Heebner, P. Eng. Walker Projects
Kerri Walker, 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
Ryan King-AECOM

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.

Regards

Sean Bayer, P.Eng

Environment/Water Resources Chair



The ACEC-SK Careers in Consulting Committee, formerly the Human Resources 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.

The committee made the choice to change its name in order to better reflect its work, and to therefore be able to more effectively recruit new committee members. We believe changing the name has already achieved one of its purposes as we were very pleased to see Trevor Lenehan, Alyson Stout, and Kirk Morrison join our committee.

We continue to operate with Jasmine Ostapowich as Vice Chair, who will be taking over the Chair position as of the AGM.

This past year saw the Committee release the results of the Industry Capacity Survey for the Engineering and Geoscience Consulting Industry in Saskatchewan. It held a short press conference in downtown Regina in July, 2017 led by the Board Chair, Paul Walsh with co-presenter Ron Dedman of SaskBuilds. It was attended by many of our industry partners and stakeholders, and touted as a good baseline with which to measure consulting engineering capacity.

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 that includes Saskatchewan Polytechnic. 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. (Vice-Chair)

Bryce Hunter, Stantec (Board Liaison)

Darlene Leamon, ACEC-SK

Beverly MacLeod, ACEC-SK

Mel Leu, Ritenburg & Associates Ltd.

Darran Stamm, Alfa Engineering Ltd.

Trevor Lenehan, AECOM

Alyson Stout, McElhanney Consulting

Kirk Morrison, Think Leadership

Respectfully submitted,

Chad Bialobzyski, P.Eng.

Human Resources Committee Chair





Our committee's year can best be described as solidifying our previously-built value while looking to the future. We have facilitated many of the same endeavours as our past years, and we continue to see increased value to our members and increased advocacy because of it.

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 service. Our committee continues to contribute to these objectives this year, and we have begun to aggressively pursue new initiatives that tie into our current work.

On October 16, 2017, we hosted the 4th annual SaskPower / ACEC-SK Information Forum which provided our attending members with a glimpse into the next year of 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 afterwards. We hosted our 3rd annual SaskEnergy / ACEC-SK Information Forum on March 27, 2018, which resulted in positive feedback from ACEC-SK's member firms in attendance as well as SaskEnergy representatives. A networking event was held during this event where members in attendance got to reconnect and meet senior personnel from SaskEnergy and learn how SaskEnergy procures engineering. With the ongoing support of SaskPower and SaskEnergy, our committee is looking forward to hosting both of these events again next year.

We intend to continue our conversation with the Coop Refinery (CCRL) so that our committee and organization can have an active presence in the oil and gas sector. We

will reopen a conversation with Mosaic in an effort to get to a place where our two organizations can meet and better understand each other and the challenges that we both face. We have also begun preliminary discussion on potential training opportunities which we believe will be of great interest and benefit to our member firms. We were very excited to welcome two new members to our committee this year, and although we unfortunately had one member leave our committee, we remain dedicated and motivated for the future.

While a lot of our work this past year was a continuation of existing initiatives, we are proud of our accomplishments and feel that we are bringing value and reputation to our group. We will continue to balance 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.

Albert Albeira, P.Eng.Clifton Associates Ltd.
Phil Bruch, P.Eng.Golder Associates Ltd.
Greg Daum, P.Eng. (Board Liaison)Greg Daum Consulting Ltd.
Bev MacLeodAssociation of Consulting Engineering Companies-Saskatchewan (ACEC-SK)
Aaron Madsen, P.Eng.Wood
Trent Nelson, P.Eng.TRON Engineering
Bruce Peberdy, P.Eng.KGS Group
Ken Rumsey, P.Eng.WSP Canada Inc.
Shikhar Singh, P.Eng.Stantec
Nick Wright, A.Sc.T. (Chair)Engcomp

Respectfully submitted,

Nick Wright, A.Sc.T.
Industry and Resources Committee Chair





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 work. As a baseline, the risk management strategy focuses 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.

The committee met two (2) times over the past fiscal year and focused on updating the risk registry and confirming the top priorities for the Board to consider and which would provide for the greatest benefit to the members.

Our relevance and relationship with Government (all parties) 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 Committee has proposed tactics to mitigate our current lack of recognition by Government which includes engaging a third party to develop a business case analysis with the messaging that the engineering community in this province is the main economic engine.

Our desired outcome is to establish one consistent message – this is an engineered economy – technology propels our industry and ultimately the economic engine of the Province.

I would like to thank outgoing Committee members Patrick Lalach, P.Eng, and Ray Pentland, M.Sc.,P.Eng,

FEC for their contributions to the Committee over the last 3 years. Other committee members include;

- Mark Fachada, P.Eng (Vice Chair) - Stantec
- Wayne Clifton, DSc., P.Eng, FEC – Clifton Associates
- Milt Walker, P.Eng, PMP – Walker Projects Inc.
- Bert Munro, P.Eng, FCSCE, FEC, FGC (Hon) – 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 ACEC-SK Risk Mitigation Committee





The mandate of the Transportation Committee is to advocate for the services of ACEC-SK member firms in the transportation sector.

The Transportation Committee is made up of over 20 firms and is represented by the elected Transportation Executive

Committee (TEC) which consists of Terry Schmidt, P.Eng, MBA, Tetra Tech (Chair), Paul Pinder, P.Eng, Associated Engineering, (Past Chair), Patrick Lalach, P.Eng, CIMA+ (Board Liaison), Kevin Paul, P.Eng, Stantec (Member at Large), Kent Perry, WSP (Member at Large) and Michael Walker, P.Eng, McElhanney (Member at Large). The main area of focus for the TEC is working with the Ministry of Highways and Infrastructure (MHI) on issues of interest and concern to member firms. The interaction with MHI is undertaken at several levels including representation on the following Committees:

1. Tri-Party Committee with representation from MHI, ACEC-SK and the Saskatchewan Heavy Construction Association (SHCA). In 2017 the TEC attend three Tri-Party Committee meetings with topics of joint interest related to strategy and high-level policy.
2. Joint MHI/ACEC-SK Committee with representation from MHI and ACEC-SK. In 2017 the TEC attended two Joint MHI/ACEC-SK Committee meetings on joint interest issues related to operational policy and procedures that included consultant procurement processes and procedures, training, consultant workload and industry capacity and business improvement processes.
3. Paving Sector Committee with representatives from MHI, ACEC-SK and SHCA. ACEC-SK representatives

attended one Paving Sector Committee on March 1, 2017 to discuss opportunities for Quality Assurance Testing Improvements.

4. Bridge Sector Committee with representatives from MHI, ACEC-SK and SHCA. No meetings were held with the Bridge Sector Committee in 2017 but joint interest topics include items related to specifications and procedures for bridge design, construction and maintenance.
5. Standard Practices Executive Committee with representatives from MHI, ACEC-SK and SHCA. One meeting was held on April 13, 2017.
6. A newly established Design-Build Committee with representatives from MHI, ACEC-SK and SHCA met on September 20, 2017 and December 21, 2017.

Minutes were provided to all member firms for all Committee meetings. In addition to representing the Transportation Committee member firms on the joint Committees, the TEC also actively engaged in advocacy with members of the MHI Executive Team with meetings on July 6, 2017 and September 10, 2017. The TEC met 13 times throughout the year to discuss strategy and responses to several urgent emerging issues, seek input from member firms on response strategies and provided numerous updates to member firms on emerging issues.

ACEC-SK also coordinated meetings with the MHI Executive, Priority Saskatchewan and the Ministers Chief of Staff for the larger Transportation Committee on April 24 in Saskatoon and April 27 in Regina to have further discussions on several topics, including contractor input into consultant selection.

In the fall of 2017, MHI introduced a new governance structure for the Tri-Party Committee. The new governance structure includes sub-committees with representation from MHI, ACEC-SK and SHCA that will



report directly to the Tri-Party Committee. The sub-committees include:

1. Roadway Technical Group
2. Bridge Technical Group
3. Contracts Committee
4. Best Value Procurement Committee with an Alternate Procurement Subcommittee
5. Safety Committee with a Work Zone Sign Review Subcommittee

Inaugural meetings for all five committees took place in early 2018 and reported to the Tri-Party Committee meeting on February 23, 2018. A meeting also took place on March 12, 2018 with Assistant Deputy Minister Penny Popp to extend an invitation to continue to work together collaboratively with MHI and re-establish the bi-lateral Joint MHI/ACEC-SK quarterly meetings.

I would like to thank Bev MacLeod for her support to the TEC as well as the time and effort provided by all TEC members. We are elected by the Transportation Committee member firms and want to extend an invitation to contact any of the TEC representatives with issues and/or concerns.

Respectfully submitted,

Terry Schmidt, P.Eng., MBA

Transportation Executive Committee, Chair





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

PURPOSE:

The Women in Consulting Committee (WIC) will

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 diversity and sustainability in engineering.

2016 has been a challenging, yet productive year, for the Women in Consulting Committee. Although we have been operating at a limited capacity due to my maternity leave, the Committee met several times throughout the year to discuss key opportunities and strategies. In October of 2016, the Committee held a face to face meeting to meet all of the volunteers. We had more than 20 individuals from around the province express interest in this Committee. The purpose of this meeting was to brainstorm ideas for the upcoming year, and define the overall direction the committee will take. Several key topics were discussed at length.

The Women in Consulting Committee currently consists of the following members:

-Chair: Bia de Freitas, P.Eng.

-ACEC-SK Liaison Board Member: Stormy Holmes,

P.Eng.

-Committee Appointment Member: Tracy McArthur, P.Eng.

In the upcoming months, the Committee plans to finalize the Terms of Reference document, as well as establish key committee members to lead our goals and objectives set out by the Terms of Reference document.

The committee would like to thank ACEC-SK for their continued support, and to all who have shown interest in volunteering.

Respectfully submitted,

Bia de Freitas, P.Eng.

Chair of ACEC-SK Women in Consulting Committee





ACEC is *the* voice for consulting engineers on Parliament Hill

Throughout 2017, ACEC continued to speak out a host of national issues to create a stronger business climate for its members. We opposed punitive corporate tax changes by the federal

government, promoted timelier infrastructure investment, and responded to major announcements in the natural resource sector. Here's a snapshot of what we accomplished:

Infrastructure – Show us the \$\$\$

ACEC-Canada continued to tell elected officials that Canada's economy depends on long-term, predictable infrastructure investment, and getting infrastructure underway as quickly as possible. Both the Parliamentary Budget Officer (PBO) and the Senate Committee on National Finance agreed there is a need to accelerate infrastructure investments and streamline the application process. The PBO outlined that of the \$13.6 billion for fiscal years 2016-2018 announced in Budget 2016, departments have only identified \$4.6 billion worth of projects. While departments have committed to spending all the allocated funds within the time frame provided, the data indicates that there remains a significant gap. Even prior to PBO and Senate reports, ACEC-Canada President and CEO John Gamble met one-on-one with Members of Parliament on the House of Commons Transportation, Infrastructure and Communities Committee to share the industry's concerns and offer its advice and assistance in making the federal infrastructure program more effective. In May, Mr. Gamble also met with the Minister of Infrastructure and Communities, the Honourable Amarjeet Sohi, to raise these concerns directly. The Minister's office agreed to consult with ACEC-Canada and other stakeholders to ensure the effective and timely roll out of Phase 2 of the

Government's Infrastructure Plan, which the March budget confirmed would require additional rounds of negotiations with the provinces. Although we are pleased with the federal government's commitment to infrastructure investments of \$186 billion over the next twelve years, we look forward to working with the Transportation, Infrastructure and Communities Committee and Infrastructure Canada on the implementation of the infrastructure program. While the consulting engineering sector would benefit from a more effective and efficient program, the real beneficiaries of infrastructure investments are Canadians, the Canadian economy and the environment.

Fighting for fair tax treatment of ACEC members

With a coalition of over 80 business associations, ACEC-Canada helped force the government to reconsider changes to how Canadian-controlled private corporations (CCPCs) are taxed. These changes, as originally proposed by the Minister of Finance in July, could have adversely impacted many family and employee-owned consulting engineering companies. They included restricting income splitting using private corporations, removing the tax deferral advantage of passive investments, and disallowing a private corporation to convert regular income into capital gains. Having clearly heard the concerns of the business community, the federal government made concessions to their original proposal; it now proposes to allow private corporations to convert regular income into capital gains and it will allow passive investments of up to \$50,000 per year. They will also reinstate the promised reduction of the small business tax rate to 9% by 2019. These concessions are encouraging in that they suggest that the government is willing to continue dialogue with the business community.

In addition to supporting the business coalition led by the Canadian Federation of Independent Business (CFIB) and the Canadian Chamber of Commerce, ACEC-Canada President and CEO John Gamble wrote to Minister

Morneau explaining the impacts to our industry. Mr. Gamble also raised members' concerns directly while testifying before the House of Commons Finance Committee in September. ACEC-Canada also issued two alerts to its membership with a "call to action" inviting them to write their MPs.

ACEC-Canada and its coalition partners do support tax reform and have offered to work collaboratively with the federal government to achieve fairness in the tax system. We will continue to leverage our relationships with the Finance Minister and his staff to ensure our members are represented in this important discussion.

Standing up for Canada's resource sector

Although critical to Canada's prosperity, the resource sector has become politically contentious for some Canadians. Our message to Canadians and MPs is that consulting engineers can help the resource sector be economically viable as well as socially and environmentally responsible. Mr. Gamble delivered a strong message to support and work collaboratively with Canada's resource sector to members of the House of Commons Committee on Natural Resources. The committee members were extremely interested in ACEC-Canada's support for a national infrastructure and transportation corridor. In collaboration with the office of Senator David Tkachuk, Chair of the Senate Committee on Banking, Trade and Commerce, ACEC-Canada hosted a panel discussion on a national infrastructure right-of-way across Canada's north and mid-north at the national leadership conference in October. Moderated by John Gamble, Senator Tkachuk was joined by Chief Corinna Leween, Vice-Chair of the First Nations Major Projects Coalition, John Van Nostrand, an architect and urban planner, and Andrei Sulzenko of the University of Calgary, who published the original report on this nation building concept. Senator Tkachuk and Mr. Gamble collaborated on further

socializing the utility and transportation corridor idea by co-authoring an op-ed published in late August.

ACEC-Canada will continue to support its members who work in the natural resources sector through continued collaboration with the Senator, the Resource Committee and other stakeholders in the sector.

Looking Ahead – What to expect in 2018

ACEC-Canada is gearing up for another busy year. The team is already working on exciting projects that will be launched in 2018 to further support our strategic priorities. Stay tuned for details on what to expect from your national association in the upcoming fiscal Year!

Respectfully submitted,

Lawrence Lukey, P.Eng.

ACEC-SK Liaison to ACEC-Canada



ACEC national leadership conference 2018
driving business / shaping policy
OCTOBER 21-23 2018

Mark your calendar for the third annual ACEC national leadership conference

Are you a business leader and decision maker in the consulting engineering sector looking to gain fresh insights into our industry? Trying to find new ways to grow your business?

Then the ACEC national leadership conference is a must attend!

The business program will feature the following topics:

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- NEW PLAYERS IN THE CONSULTING ENGINEERING SECTOR
- RISKS OF DOING BUSINESS IN A DIGITAL WORLD
- THE STRUGGLE FOR TOP TALENT & GENDER DIVERSITY
- SUCCESSFUL FRAMEWORKS FOR MAJOR NATION BUILDING PROJECTS
- POLITICIZATION OF INFRASTRUCTURE - WHAT IS THE SOLUTION?

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ASSOCIATION DES FIRMES DE GÉNIE-CONSEIL | CANADA



ASSOCIATION OF PROFESSIONAL ENGINEERING AND GEOSCIENTISTS LIAISON REPORT



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.

Registration with APEGS has continued to grow, although the rate of growth has leveled recently. Membership in the association grew by 3.2% in 2017, making the total number of members and licensees at the end of the year 13,258. The number of applications for Permission to Consult has dropped from 600 in 2014 to 491, 414, and 341 in subsequent years; and applications for Certificate of Authorization have dropped correspondingly from 196 in 2014 to 163, 152, and 144 in subsequent years.

The most significant recent change in the registration process has been a **dramatic increase in applications received from International graduates**, due to the opening of quotas by the Saskatchewan Immigrant Nominee Program (SINP). There were 959 International applications received in 2017 (up 234% over 2016), and the trend continues in 2018, with 409 International applications received as of the end of February (forecast well over 2000 by year end). About 80% of these applicants have addresses outside of Canada. This is severely tasking our Academic Review Committee members, who are handling the increased

workload through procedure optimization and hiring of new contract and permanent staff.

Ensuring that our members are maintaining their competence and commitment to ethical practice is a key part of the regulatory mandate of APEGS. It was determined late in 2016 that education and encouragement were not going to result in the level of reporting by our members that would allow the association to assure the public and the government that this is happening. Since then, APEGS staff and volunteers have worked tirelessly on a major project to update the **Continuing Professional Development** program to include required reporting of professional development activities, including ethics training, in order to maintain membership in good standing. This work included significant communication and consultation with the members in the form of first, a traveling road show and focus groups, and then Town Hall meetings leading up to the vote by the members at the Annual Meeting in early May of 2018.

APEGS is continuing its work to support the Engineers Canada **30 by 30** initiative aimed at increasing number of women practising in our professions. This includes a partnership with the Saskatchewan Science Centre to bring the IMAX film *Dream Big* to the province, enabling special viewings of the film and participation by one of the film's stars Menzer Pehlivan at a number of APEGS events including the 2017 Annual Meeting and 2 Girls Night Out events. There has been more discussion and consultation with the other regulators and with Engineers Canada on 30 by 30 targets and activities as we all work towards this long-term goal.

Following are other key APEGS activities over the last year:

- Major evaluation and upgrade of our overall Communications program with the hiring of Communications Manager Sheena August in July, 2017;



ASSOCIATION OF PROFESSIONAL ENGINEERING AND GEOSCIENTISTS LIAISON REPORT

- Work towards implementation of Competency-Based Assessment for member-in-training experience reporting;
- Evaluation of current sponsorship practices by the Sponsorship Task Group with the goal of developing a more comprehensive, clear, and consistent policy;
- Ongoing consultations with representatives from Engineers Canada as part of their Governance and Strategic Planning Consultation (GSPC) project under their new CEO Gerard McDonald MBA, P.Eng.

Although the Professional Development Committee has been very busy over the last year working on the Required CPD Reporting project, they still managed to deliver a number of **professional development** events:

- Miscellaneous track sessions at the Annual Meeting in May 2017
- Fall 2017 Professional Development Days – October 16-17 in Regina
 - Full STEAM Ahead – 5 sessions presented by the APEGS 30 by 30 Task Group
 - Second track including sessions on Business Ethics, Mentoring the Millennial Generation, Emotional Intelligence, Planned Adaptation to Climate Change, and the Regina Water Treatment Plant Project
- Spring 2018 Professional Development Days March 1-2 in Regina
 - Get to the Point! - 2 Day Technical Writing Course
 - Parallel track including sessions on Sustainable Development and Environmental Stewardship, Conversations that Motivate and Engage, Good Guy or Bad Guy: Which One Are You?, and Watch Out for Unconscious Biases

At the APEGS Annual Meeting **Awards** Banquet in May, 2017, APEGS was pleased to present the following awards to esteemed members, projects, and supporters:

- Brian Eckel Distinguished Service: Dwayne A. Gelowitz, P.Eng., FEC, FGC (Hon.)
- Outstanding Achievement: Michael T. Sulatisky, P.Eng.
- McCannel Service: Rick B. Kullman, P.Eng., FEC, FGC (Hon.)
- Exceptional Engineering and Geoscience Project: Saskatchewan Geological Survey - Saskatchewan Geological Atlas
- Environmental Excellence: The Industrial Energy Optimization Program - Saskatchewan Power Corporation
- Promising Member: Michael S. Nemeth, P.Eng.
- Friend of the Professions: Norman Sacuta

We were also delighted to recognize and honour Dick Strayer on the 50th anniversary since he was APES president. The **APEGS Annual Meeting** in Saskatoon on May 4-5, 2018 will include a variety of track sessions and tours under the theme of Competency, Proficiency, and Revitalization, with special emphasis on Continuing Professional Development, Competency-Based Assessment, Ethics, and Strategic Communications. I was happy to return for another term as APEGS liaison to ACEC-SK over the past year, but this will be my last report as APEGS liaison to ACEC-SK as I complete my last term on APEGS Council. This experience has continued to be educational and entertaining, as the efforts and activities of this dedicated group have advanced the services and benefits to both their members and the public. I'm sure that the synergistic relationship between ACEC-SK and APEGS will continue moving forward.

Respectfully submitted,

Tara Zrymiak, P. Eng., FEC
APEGS Liaison





The Young Professional Group had another successful year in 2017-18.

We continued to build off the increasing participation of the current group members to organize and successfully deliver several events throughout the year. Our core 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 Professional 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

Our year kicked off with a very successful YP stream of conference sessions after the 2017 ACEC-SK AGM. We had presentations from John Gamble (ACEC-Canada President and CEO), Stormy Holmes (AECOM), Patrick Lalach (CIMA+) and Chris Newcomb (McElhanney Consulting) who all provided perspectives on project delivery models and the YP's roles in the industry. We also had four of our YP Group members conduct a panel discussion. Michael Walker hosted the panel discussion and Chelsey Bartlett, Alyson Stout and Tyson Smith formed the panel which provided their insights on what

informed infrastructure investment means to them and to YPs in general.

We facilitated several other networking events and industry sessions throughout the year including:

- a lunch and learn presentation on the FIDIC management courses;
- escape room networking events in both Saskatoon and Regina;
- an industry tour of the Nutrien Allan Potash mine; and
- a tour of the Rebellion Brewery facility.

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 group also continues to have representation at a number of career fairs and conferences throughout the year which help promote the consulting industry.

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: Matthew Feige, Bullee Consulting

Vice Chair & National YPN Rep: Jon Osback, Clifton Associates

Past Chair: Tyson Smith, KGS Group

Treasurer: Alyson Stout, McElhanney Consulting

Secretary: Alyson Meyers, Associated Engineering & Nicholas Kaminski, KGS Group



Saskatoon Coordinator: Ryan Wolfe, McElhanney Consulting

Regina Coordinator: John Johnson, McElhanney Consulting

Directors/Members at Large: All other volunteers who contribute their time and efforts to the YPG and our events.

In October 2017, 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, Matthew 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 2018 conference will be held on October 21-23, 2018.

At the National Conference, one of our very own YPG members, Michael Walker, P.Eng., PMP, was the recipient of the prestigious Allan D. Williams Scholarship Award at the Canadian Consulting Engineering Awards ceremony. Mr. Walker was awarded the scholarship based on his extensive involvement with ACEC on the provincial and national level, as well as his leadership and professionalism in the industry. He was also the recipient of the ACEC-SK Young Professional Award at the November 7, 2017 awards banquet in Saskatoon. He has been a great asset to the YPG and is a very deserving recipient of both awards. Congratulations, Michael!

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.

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.

Respectfully submitted,

Matthew Feige, P.Eng.
ACEC-SK YP Group Chair and Board Liaison



ASSOCIATE MEMBER LIAISON REPORT



Shane Baillargeon had to step down as the Associate Member Liaison late in the fiscal year. Here is his 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 may join ACEC-SK

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

The following were Associate members during the 2017-2018 fiscal year:

- Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS)
- Canadian Concrete Pipe and Precast Association (CCPPA)
- Engineered Pipe Group
- Green Aero Tech
- IMAGINiT Technologies
- IPEX INC.
- LeFarge Canada
- Lehigh Hanson Materials Inc.
- 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)
- SolidCad
- Xylem Water Solutions

The words he used in last year's report are still relevant:

By working together we are able to raise the value of membership to both the General Membership and the Associate Members. Please keep your eye open for future messages regarding this effort.

In recent months we have been entertaining 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. We look forward to working more in the future. If any Corporate members have candidates that they would like to see the association working with, please reach out to the staff and we will be happy to approach the firm to join.

Personally, I feel very lucky that I have been able to be associated with such a great group of professionals this last year. Truly great work is being done by this association.

Shane made a terrific contribution to our association, not only as the Associate Member Liaison, but also in our communications arena. He will be missed!

Respectfully submitted,

Beverly MacLeod,
On behalf of
Associate Members



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 Vaughn Solomon Schofield, Lieutenant Governor of Saskatchewan, S.O.M., S.V.M. presenting **Rick Kullman, B.E., M.Sc., FCSCE, FEC, P.Eng. (Retired)** 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): Bryce Hunter, P. Eng., ACEC-SK Vice Chair presents 2017 Mentor Award to recipient **William (Bill) Wright, 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): **Michael Walker, P. Eng., PE, PMP** accepting the Young Professional Award from ACEC-SK Chair Paul Walsh, P.Eng.

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): Robert Johanson, Ph.D., Engineering Licensee, Head of Dept. of Electrical and Computer Engineering, University of Saskatchewan; Ryan Caufield, 2017 Brian Eckel Memorial Scholarship Award recipient and Paul Walsh, P. Eng., ACEC-SK Chair.



Community Initiatives Award



Photo (l to r): Byron Studer, C.Tech., Paul Walsh, P.Eng., ACEC-SK Chair, Mike Prime, P.Eng. and Kathryn Palmer, P.Eng.

Dillon Consulting received ACEC-SK's 2017 inaugural **Community Initiative Award** for their Environment and Community Investment Fund.

This award provides an opportunity to recognize the good work being done in communities by Saskatchewan consulting engineering firms. It is presented for a company's role in donating their time and/or services for the benefit of a community or group in Saskatchewan or on the national or international stages.

Brian Eckel Project Awards

PINNACLE AWARD: Recognized in Project Management Category in 2017



SAL Engineering Ltd.

Pelican Narrows High School Addition and Renovation Project
PINNACLE AWARD

Project Description:

This project, completed by SAL Engineering Ltd. in 2015, included three construction zones and the construction of portable classrooms in Pelican Narrows, Saskatchewan for the Peter Ballantyne Cree Nation.

Project complexity included building a school addition and integrating a host of new and upgraded systems with existing facilities while accommodating existing classes during construction.

Strong project management was the critical essence of the work, allowing the project to finish \$2M under budget and ahead of schedule.

Extensive use of local labour and enhancing highly qualified people in the community added to the benefits of providing an emergency shelter space, community gathering space and a safe and healthy school environment.

Buildings Category



Stantec

Innovations in Cyclotron Science
AWARD OF MERIT

Project Description

The project was completed in 2014 for the University of Saskatchewan. It included the design and implementation of numerous mechanical systems and building renovations.

The engineers were challenged by the need for a unique mix of systems as well as unconventional health and environmental regulatory standards.

The new and renovated facilities will provide for the production of radioisotopes, an important accomplishment for the Canadian medical
edical

Brian Eckel Awards (cont'd)

Environmental Category



Tetra Tech

Wetland Design & Construction for Highway 11 Compensation *Project Description*



Tetra Tech Canada Inc. completed this interesting environmental project in 2015, including earthwork and grading design and construction of a wetland compensation project near Rheinland, Saskatchewan for the Saskatchewan Ministry of Highways and Infrastructure.

This work provided compensation for wetland areas lost during the twinning and realignment of Highway 11 between Rosthern and MacDowall in 2012.

The project design involved using existing native seed banks, with 35 species of native plants growing in the first year following construction. This approach conserved significant budget resources.

Municipal Infrastructure & Water Resources Category



Associated Engineering

Municipal Utilities Back-up Power Project

AWARD OF MERIT

Project Description



Associated Engineering led the planning, design and construction administration from 2014 to 2017 for this project which provides back-up power to a large number of La Ronge's municipal works. The project was successfully completed for the Town of La Ronge and the Northern Village of Air Ronge, Saskatchewan.

The work included the evaluation of 18 wastewater pumping stations, two water pumping stations and one wastewater treatment plant. It also included the use of some local contractors and some off-site construction to reduce project timelines.

Power outages will no longer lead to utility shut downs and drinking water advisories.

Brian Eckel Awards (cont'd)

Municipal Infrastructure & Water Resources Category Cont'd



Klohn Crippen Berger

Morrison Dam Rehabilitation

Project Description

Klohn Crippen Berger designed and oversaw the 2014-2016 construction of several improvements to Sask Power's Morrison Dam near Coronach, Saskatchewan. The project showcased engineering design work for numerous structural, mechanical and civil engineering systems to achieve spillway and riparian flow increases and to make the system more durable in meeting current guidelines for dam structures.

Of special interest was the design and field testing of a mixture of different technologies, systems and approaches required to complete the project effectively. This resulted in a significant improvement to Sask Power's electricity production capability at its Poplar River Power Station.



Studies & Soft Engineering



CATTERALL & WRIGHT
CONSULTING ENGINEERS

Catterall & Wright

Photogrammetric Modelling of Centennial Park.

Project Description

Catterall and Wright successfully employed the latest technologies in modelling an effective design for future flood mitigation for the City of Humboldt's Centennial Park area, with construction recently completed. Flooding in 2015 had rendered Humboldt's extensive multi-use park space inundated and not amenable to conventional survey methods.

Catterall and Wright's use of drones and specialized software products for the survey and modelling work heralded a unique application for a Saskatchewan project.

This innovative engineering work provided the City of Humboldt with a more flood-resistant parks system through the use of an exciting new combination of computerized aerial surveying technologies.



Brian Eckel Awards (cont'd)

Transportation Category



Dillon Consulting

Warman Signalized Intersections

Project Description

Dillon Consulting Ltd. completed the planning, design and construction supervision for selected intersection improvements for the City of Warman during 2016.

The engineers employed several of the latest technologies to implement improvements to the safe movement of traffic and pedestrians in Warman. Creation of a Transportation Master Plan to address a significant expected population increase in the community was an integral part of the project. Another important aspect of the project was consultation with nearby businesses regarding parking and other issues.

Trading of materials with other municipalities helped reduce the overall construction period, and assisted in bringing the project in on-budget.



ISL Engineering & Land Services Ltd.

Idylwyld Drive Overpass at Ruth Street Rehabilitation *Project*

AWARD OF EXCELLENCE

Project Description

This 2013-2016 engineering design and construction project saw ISL Engineering and Land Services Ltd. successfully complete complex structural and traffic management work for the City of Saskatoon's Idylwyld Drive and Ruth Street overpass. This large and important structure was exhibiting signs of deterioration since its last rehab in 1994.

The engineers employed new and unconventional technology in evaluating the structure's condition, and they completed a thorough assessment of options leading to the selection of a variety of rehabilitation techniques for the rehab of the bridge and its jointing systems.

The engineers brought the project in on-schedule and on-budget, while substantially reducing associated demolition waste.

Brian Eckel Awards (cont'd)

Transportation Category



Dillon Consulting

Emergency Bridge to Culvert Replacement Highway 3

Project Description:

This 2016 project, engineered by Dillon Consulting Ltd., culminated in a new bridge structure near Carrot River, Saskatchewan, replacing a flood-damaged culvert system for the Saskatchewan Ministry of Highways and Infrastructure.

A large 2016 flood had destroyed the river crossing, eliminating a critical piece of Carrot River's regional transportation system.

The engineers used hydraulic modelling in the new system design, resulting in a cost-effective system for efficient traffic movement and protection of the environment during construction by Minty's Moving Ltd.

A cooperative approach by all involved parties resulted in a job that finished on-time and on-budget in spite of a severely compressed project schedule



Tetra Tech

Highway 6-10 Grade Raise at Quill Lake

AWARD OF MERIT

Project Description

This 2015-2017 project saw Tetra Tech Canada Inc. design and supervise construction of hydraulic, geometric and erosion control improvements for Highways 6 and 10 near Quill Lake, Saskatchewan for the Saskatchewan Ministry of Highways Transportation and Infrastructure.

Over the past decade, levels in the Quill Lakes rose over six metres, threatening highways in the Quill Lake area. The engineers incorporated a unique mix of construction materials, methods and erosion control systems to construct new highway infrastructure to address this issue.

Construction during wet and frozen conditions was a particular challenge for the contractor, as was traffic management for this project, which came in on-budget.

A cooperative approach by all involved parties resulted in a job that finished on-time and on-budget in spite of a severely compressed project schedule.



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 positions will be vacant as of the 2017-18 AGM to be held on June 7, 2018. These include Three (3) Director-at-Large and the Associate Member Liaison. 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. Four nominations were received by the closing deadline, with all candidates indicating their consent to have their names stand. This year's nominees are:

Directors:

- Brett LaRoche, P.Eng. – Catterall & Wright
- Daryl Andrew, P.Eng. PMP – Walker Projects
- Sean Bayer, P.Eng. – KGS Group

Associate Member Liaison:

- Lee Jaboeuf – Nilex

Regretfully, several weeks after the close of nominations the Board accepted the resignation of Director Greg Daum, who effectively fulfilled the Board Liaison role to the Industry/Resources Committee. The nominations committee sought to appoint a director for this vacancy, and is pleased that Nick Wright, current Chair of the

Industry/Resources Committee, has agreed to fill this vacancy.

As well, two voting Directors – Trevor Knoll and myself (Jeffrey Halliday) – will be stepping down from the Board on June 7, 2018 after completing their terms.

Trevor Knoll was elected to the ACEC-SK Board of Directors in 2015 and has now completed his three-year term. During his time on the board, he served as board liaison to the ACEC-SK Buildings Committee. In this role, Mr. Knoll has worked to improve the Buildings committee governance structure and played a leading role in liaising with key stakeholders including; the Ministry of Central Services, the Saskatchewan Association of Architects, and the City of Saskatoon.

I will be stepping down after completing my final year on the board in the role of Past Chair. Starting as a Director in 2012, I am honored to have served ACEC-SK and its member firms. My time with the board has provided me with substantial opportunities for personal and professional growth. Thank you to my fellow board members, member firm representatives, and of course the ACEC-SK staff who have supported me and enhanced this valuable experience.

After serving several consecutive one year terms as Associate Member Liaison, Shane Baillargeon of IMAGINiT departed the board this year. Shane's unique perspective and talents helped ACEC-SK evolve to refresh our key annual events (Awards Gala and Golf Tournament) and develop our communications and public awareness strategies. We look forward to working with his successor, Lee Jaboeuf of Nilex, who we welcome back to the board after an absence of several year.

Returning Directors for 2018-2019 are:

- Paul Walsh, P.Eng. – Ground Engineering
- Bryce Hunter, P.Eng. – Stantec Consulting



NOMINATIONS COMMITTEE REPORT

- Nancy Inglis, P.Eng. – Associated Engineering
- Patrick Lalach, P.Eng. – CIMA+
- Ryan King, AECOM

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, has completed his three-year term as ACEC-Canada Liaison. At the October, 2017 ACEC-Canada meeting he accepted the national Treasurer role, and at the recommendation of the ACEC-SK Board of Directors, will serve a second three-year term representing Saskatchewan interests.

Matt Feige, P.Eng. of Bullee Consulting, is finishing the first full year of a two-year term as Young Professional Group Liaison.

This year we welcomed Tara Zrymiak, P.Eng. back after a short absence, and is completing her one-year term as APEGS Liaison to the ACEC-SK Board of Directors. We 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 business interests of the industry is very much appreciated.

Respectfully submitted,

Jeffrey Halliday, P.Eng., PMP

Chair of the Nominations Committee





I am pleased to present the financial report for the fiscal year ending March 31, 2018. Included in this report are:

- a) A letter outlining the results of the external review of the association's accounting records by Jacqueline Johnson of ACEC-SK member firm HDA Engineering Ltd.
- b) Balance sheet at fiscal year-end with comparison to the previous year
- c) Actual Income and Expenses for the fiscal year compared to previous year as well as a comparison to the approved 2017-2018 budget.

The Comparative Balance Sheet shows ACEC-SK remains on sound financial footing, with the organization's cash position not changing significantly from last year. Despite the major reduction in corporate member dues, continued strong non-dues revenue assisted with sustaining the organization in the most recent fiscal year.

The reserve funds remains equal to approximately half of the annual operating budget. Reserve funds continue to be invested conservatively.

While we successfully delivered many of this year's planned initiatives, the loss of a major member required revisiting non-dues revenue opportunities. As well, the delivery of joint initiatives in conjunction with stakeholder partners sometimes had to adapt to the partners' schedules, resulting in the delivery of some business development events sliding into the next fiscal year.

Despite some of these challenges, after year-end adjustments we are pleased to report a positive variance over the projected 2017-2018 deficit budget, ending the fiscal year with a \$4,159.78 loss.

Other items of note:

Diligent efforts continued to keep controllable expenses to a minimum. With fiscal restraint being experienced in the industry, the association budgeted conservatively in recognition of this contraction.

We were very pleased that member retention remained stable this past year despite the economic downturn. ACEC-SK appreciated the continued support of its membership during this challenging period. Without this support, the association cannot continue to advocate about industry issues on behalf of the membership.

I also want to thank Jacqueline Johnson of ACEC-SK Member Firm, HDA Engineering Ltd., for her review of the financial records for this fiscal year.

Respectfully submitted,

Nancy Inglis, P.Eng.
Secretary-Treasurer





HDA ENGINEERING LTD.
Mechanical Engineering Consultants

1580 Angus Street, Regina, Saskatchewan S4T 1Z1

Email: hda@hdaeng.com

Fax: (306) 525-6369

Phone: (306) 525-9815

May 18, 2018

ACEC-SK

ACEC-SK
Suite 12, 2010 – 7th Avenue
Regina, Saskatchewan
S4R 1C2

Attention: Bev MacLeod

Reference: **ACEC – YEAR END BOOKS MARCH 2018**

Dear Bev:

Further to your request, we have reviewed the following areas of the general accounts for the ACEC-CES:

- Chequing account - reference to deposits and cheques written
- Reviewed financial statements
- Review of all journal entries
- Reviewed Accounts Payable and Accounts Receivable
- GST account and payments

All questions have been answered, and we are comfortable with the answers.

Our review finds the books to be, to the best of our knowledge, true and correct as they are entered.

If you have any questions please contact our office.

Yours very truly,

HDA ENGINEERING LTD.

A handwritten signature in black ink, appearing to read 'Jacquiline Johnson'.

Jacquiline N. Johnson
Bookkeeper/Partner

JNJ/jj

Grant Dawson P. Eng.

Ted Cooke P. Eng.



ASSOCIATION OF CONSULTING
ENGINEERING COMPANIES | SK

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

ASSET	<u>As at 31/03/18</u>	<u>As at 31/03/17</u>
Current Assets		
Cash	25.00	25.00
Chequing	27,153.17	45,213.47
Accounts Receivable	271,200.14	267,139.32
GIC's:Net	191,050.63	189,632.71
Computer Equipment	1994.48	
Prepaid Banquet Venue	2,500.00	2,500.00
Prepaid AGM & Golf Expenses	2,000.00	2,000.00
Prepaid Lease	5,150.00	4,050.00
Interest Earned	-1,166.63	-1,077.33
Prepaid Expenses	<u>2,375.00</u>	<u>1,500.00</u>
Prepaid Directory Expense:Net	1,500.00	1,500.00
Young Professional Funds Assignment	<u>2,356.32</u>	<u>2,356.32</u>
Total Current Assets	<u>504,638.11</u>	<u>513,339.49</u>
Capital Assets		
	0	0
Total Capital Assets	<u>0.00</u>	<u>0.00</u>
TOTAL ASSET	<u><u>504,638.11</u></u>	<u><u>513,339.49</u></u>

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

	As at 31/03/18	As at 31/03/17
LIABILITY		
Current Liabilities		
Accounts Payable	<u>24,307.87</u>	<u>20,251.41</u>
Total Accounts Payable	24,307.87	20,251.41
Penalty & Interest	-289.18	-289.18
EI Payable	324.74	-111.02
CPP Payable	703.05	-441.06
Income Tax Payable	-5,552.36	-6,954.83
WCB Payable	3,360.52	2,812.12
Vacation Payable	<u>10,496.21</u>	<u>14,454.20</u>
Total Employer Remittance	9,332.16	9,759.41
GST Collected on Sales	14,121.23	15,395.79
GST Paid on Purchases	<u>-23,788.09</u>	<u>-19,727.85</u>
GST Owing/Refund	-9,666.86	-4,332.06
Prepaid Dues ACEC	60,129.93	61,796.34
Prepaid Dues ACEC-SK Associate Member	16,508.04	10,508.04
Prepd Dues: ACEC-SK Corp Mbr Firms	<u>144,189.98</u>	<u>150,882.38</u>
Prepd Dues ACEC & ACEC-SK: Net	220,827.95	223,186.76
Deferred Income	0.00	0.00
Prepaid Lease	-1,100.00	-1,100.00
Prepaid Expenses	<u>-3,638.75</u>	<u>-3,638.75</u>
Total Current Liabilities	<u>239,773.19</u>	<u>243,837.59</u>
TOTAL LIABILITY	<u>239,773.19</u>	<u>243,837.59</u>
EQUITY		
Equities		
Opening Bal Equity	89,279.23	89,279.23
Retained Earnings	179,745.47	180,849.00
Current Earnings	<u>-4,159.78</u>	<u>-626.33</u>
Total Equities	<u>264,864.92</u>	<u>269,501.90</u>
TOTAL EQUITY	<u>264,864.92</u>	<u>269,501.90</u>
LIABILITIES AND EQUITY	<u>504,638.11</u>	<u>513,339.49</u>

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

2017-2018 Initiatives Based on Approved Work Plan	Actuals to March 31, 2018	Approved 2017-2018 Budget
REVENUE		
Dues:*		
ACEC-SK Associate Member Dues*	\$ 7,500.00	\$ 10,500.00
ACEC-SK Corporate Member Dues*	\$ 145,200.46	\$ 160,739.82
Total Dues	\$ 152,700.46	\$ 171,239.82
Dues Flow-Through**		
ACEC-Canada Dues**	\$ 52,279.11	\$ 52,725.00
Total Dues Flow-Through	\$ 52,279.11	\$ 52,725.00
Total Dues	\$ 204,979.57	\$ 223,964.82
Professional Development and Events:		
Awards Registrations	\$ 11,575.00	\$ 12,750.00
Awards Sponsorship	\$ 36,900.00	\$ 18,500.00
Awards - Brian Eckel Project Submission Fees	\$ 5,500.00	\$ 6,050.00
Total Awards Income	\$ 53,975.00	\$ 37,300.00
WSA Forum	\$ -	\$ 5,000.00
Forum with SaskEnergy	\$ 2,925.00	\$ 3,500.00
Forum with SaskPower	\$ 3,450.00	\$ 4,500.00
Stoon Bldg Cmte - Geotech Conference	\$ 15,385.00	\$ 6,000.00
Golf Registrations	\$ 14,770.00	\$ 15,500.00
Golf Sponsorship	\$ 10,268.00	\$ 10,000.00
Total Golf Income	\$ 25,038.00	\$ 25,500.00
Business Conference Registrations x 2	\$ 33,333.00	\$ 12,500.00
Half-Day Business Conference Sponsor x 1	\$ 4,450.00	\$ 5,000.00
Total Conference Income	\$ 37,783.00	\$ 17,500.00
Drainage Session	\$ -	\$ 6,000.00
Forum with Coop Refinery	\$ -	\$ 3,500.00
Bd Orientation & Training Recovery	\$ -	\$ 1,000.00
Total Prof Dev & Events	\$ 138,556.00	\$ 109,800.00

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

2017-2018 Initiatives Based on Approved Work Plan	Actuals to March 31, 2018	Approved 2017-2018 Budget
REVENUE (cont'd)		
New/Renewed Initiatives		
MLA Day	\$ -	\$ 6,000.00
PST Education Sessions for Members	\$ 2,992.50	\$ -
Priority SK Best Value Procurement Training	\$ -	\$ 3,600.00
PSMJ	\$ 20,255.00	\$ -
Total New/Renewed Initiatives	\$ 23,247.50	\$ 9,600.00
Interest Income		
	\$ 1,328.62	\$ 450.00
Website Income		
Website Advertising	\$ -	\$ 2,500.00
Newsletter Advertising	\$ -	
Total Website Income	\$ -	\$ 2,500.00
Partnership/Affinity Program Income		
Supreme*	\$ 4,474.41	\$ 8,000.00
Express Air	\$ -	
TD	\$ 3,500.00	\$ 3,500.00
Total Partnership/Affinity Income	\$ 7,974.41	\$ 11,500.00
Young Professional Income		
	\$ 4,800.21	\$ 4,000.00
TOTAL REVENUE	\$ 380,886.31	\$ 361,814.82

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

2017-2018 Initiatives Based on Approved Work Plan	Actuals to March 31, 2018	Approved 2017-2018 Budget
EXPENSES		
Core Operating Costs		
Administrative		
Bad Debit Written Off	\$6,744.85	\$750.00
Bank Charges	\$188.44	\$400.00
Insurance	\$1,762.00	\$1,425.00
Internet Connection	\$635.40	\$625.00
Office Equipment	\$433.38	\$0.00
Office Services	\$17,299.78	\$18,050.00
Office Supplies	\$3,193.47	\$3,200.00
Office Software	\$1,666.37	\$1,750.00
Postage & Delivery	\$287.40	\$350.00
Professional Advice	\$400.00	\$500.00
Telephone: Office Line & Cell Phone Allowance	\$1,787.27	\$2,250.00
Website Refresh	\$4,214.25	\$2,000.00
Website Hosting & Domain License	\$1,265.38	\$725.00
Total Administrative	\$39,877.99	\$32,025.00
Salary/Wages/Contract		
	\$157,365.13	\$169,540.46
Employer Overhead Expense		
EI Expense	\$ 3,101.43	\$ 3,310.00
CPP Expense	\$ 6,541.22	\$ 5,925.00
WCB Expense	\$ 548.40	\$ 390.00
E.D. Professional Development	\$ -	\$ 800.00
	\$	
Total Employer Overhead Expense	10,191.05	\$10,425.00
Total Core Operating Costs	\$ 207,434.17	\$ 211,990.46

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

2017-2018 Initiatives Based on Approved Work Plan	Actuals to March 31, 2018	Approved 2017-2018 Budget
Expenses (cont'd)		
Dues Flow-Through		
ACEC-Canada Dues	\$ 52,279.11	\$52,725.00
Total Dues Flow-Through	\$ 52,279.11	\$ 52,725.00
Professional Development and Events:		
Catering	\$ 15,525.81	
A-V & Décor	\$ 4,994.16	
Signage/Programs/Trophies/Admin/Judges	\$ 4,835.05	
Total Awards Expense	\$ 25,355.02	\$ 23,000.00
WSA Forum	\$ -	\$ 2,500.00
SaskEnergy Forum	\$ 1,456.26	\$ 1,750.00
SaskPower Forum	\$ 1,601.39	\$ 2,000.00
Geotechnical Conference	\$ 4,330.19	\$ 2,500.00
Golf Tournament Expenses	\$ 12,101.19	\$ 15,100.00
Half-Day Business Conference Expenses & AGM	\$ 4,794.25	\$ 6,500.00
Regionalization Sessions Expenses	\$ 7,244.24	\$ 3,000.00
Mining Forum Expenses (Refinery)	\$ -	\$ 1,600.00
PST Education Sessions Expenses	\$ 2,660.14	\$ -
Bd Orientation & Training Expenses	\$ -	\$ 1,000.00
PSMJ	\$ 17,579.86	\$ -
Design Build Conference	\$ 9,896.99	
Total P.D. & Events Income	\$ 87,019.53	\$ 58,950.00
New/Renewed Initiatives:		
MLA Day	\$ -	\$ 3,000.00
Priority SK Best Value Procurement Training	\$ -	\$ 1,500.00
Total New/Renewed Initiatives	\$ -	\$ 4,500.00

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

2017-2018 Initiatives Based on Approved Work Plan	Actuals to March 31, 2018	Approved 2017-2018 Budget
Expenses (cont'd)		
Image & Identity Expenses		
Advertising (incl Yellow Pages)	\$ 3,899.16	\$4,300.00
Comp Attendance at Events	\$ 2,100.00	\$2,100.00
Misc Mtgs - Golf, Political	\$ 160.00	\$800.00
Videos - Awards	\$ 15,484.00	\$11,500.00
Promotional Materials	\$ 4,347.81	\$1,750.00
Trade Show/Career Fairs	\$ 1,075.00	\$2,250.00
Memberships	\$ 1,535.00	\$1,600.00
Total Image & Identity	\$ 28,600.97	\$24,300.00
Committee Expenses		
	\$ 785.01	\$ 4,500.00
Total Committee Expenses	\$ 785.01	\$ 4,500.00
Travel		
National	\$ 4,085.29	\$ 8,500.00
Provincial	\$ 2,720.66	\$ 3,500.00
Total Travel	\$ 6,805.95	\$ 12,000.00
Young Professional Expenses		
	\$ 2,121.35	\$ 2,000.00
Total Young Professional Expenses		\$ 2,000.00
TOTAL EXPENSES	\$ 385,046.09	\$ 370,965.46
NET INCOME (LOSS)	-\$ 4,159.78	-\$ 9,150.64



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As at March 31, 2018

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