



**ENGINEERS  
GEOSCIENTISTS  
MANITOBA**

# ANNUAL REPORT 2023 - 2024

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# ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

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The Association was established on March 27, 1920, by *The Engineering Profession Act* to regulate the profession of engineering in Manitoba. In 1998, the Manitoba Legislature expanded the Association's mandate to regulate professional geoscientists in Manitoba with *The Engineering and Geoscientific Professions Act*.

In 2015, the Association adopted the working name of Engineers Geoscientists Manitoba while retaining the legal name of The Association of Professional Engineers and Geoscientists of the Province of Manitoba.

Its purposes are to:

- Govern and regulate the practice of professional engineering and professional geoscience in Manitoba;
- Promote and increase, in the public interest, the knowledge, skill, and competency, of its members, and of all other persons governed or regulated by it, in all things relating to the professions of engineering and geoscience;
- Advocate where the public interest is at risk;
- Promote professional engineering and professional geoscience and the role of the Association; and,
- Carry out any duties and exercise any powers that are given to it by another enactment.

It is governed by a Council of elected professional engineers and professional geoscientists and appointed public representatives. The Council has the authority to exercise any and all powers conferred on Engineers Geoscientists Manitoba by *The Engineering and Geoscientific Professions Act* or any other Act. The Association is a constituent member of both Engineers Canada and Geoscientists Canada.

Engineers Geoscientists Manitoba is the leader in governance and regulation for the practice of professional engineering and professional geoscience in the province of Manitoba. The Association administers *The Engineering and Geoscientific Professions Act* by licensing professional engineers and geoscientists and setting standards for and regulating these professions in Manitoba so that the public interest is served and protected.

Rigorously educated, experienced, and committed to a Code of Ethics that puts the public interest first, licensed engineers can be identified by the "P.Eng." and licensed geoscientists by the "P.Geo." after their names.

## MISSION

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Engineers Geoscientists Manitoba is the leader and a facilitator of the process that ensures excellence in engineering, geoscience and applied technology for the public of Manitoba.

## VISION

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To serve and protect the public interest by governing and advancing the practices of professional engineering and professional geoscience in accordance with *The Engineering and Geoscientific Professions Act* of Manitoba.

# COUNCIL GOVERNANCE

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The Engineers Geoscientists Manitoba Council operates on the basis of Policy Governance®, also known as the Carver Model.

## **GLOBAL END:**

The interests of the public of Manitoba are protected as they relate to the practice of engineering and geoscience and that the results should be worth the resources expended.

Engineers Geoscientists Manitoba exists so that the public interest is protected and promoted through the professional excellence of Engineers and Geoscientists who have the privilege to self-regulate.

More specifically and in order of priority, this is further defined as the following second level Ends:

- E-1** Individuals who are practising engineering and geoscience are registered and licensed.
- E-2** Practitioners practice with competence and conduct themselves professionally.
- E-3** Unqualified persons do not practice.
- E-4** Stakeholders understand and value the contribution of the professions.
- E-5** Practitioners reflect the diversity of the public.
- E-6** Consumers have access to a reasonable supply of practitioners' services.

## ENGINEERS GEOSCIENTISTS MANITOBA 2023-2024 COUNCIL

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- **Kathryn Atamanchuk, P.Eng., FEC** (Elected Councillor, President)
- **Ian Smallwood, P.Eng.** (Elected Councillor, Past President)
- **David Amorim, P.Eng.** (Elected Councillor, Vice-President)
- **Jessica Adelman, P.Geo.** (Elected Councillor)
- **Mike Houvardas, P.Eng.** (Elected Councillor)
- **Carol Martiniuk, P.Geo.** (Elected Councillor)
- **Christina McDonald** (Appointed Councillor)
- **Crystal Paculan** (Appointed Councillor)
- **Alan Pollard, P.Eng.** (Elected Councillor)
- **Lisa Thomson, P.Eng.** (Elected Councillor)
- **Shipra Verma** (Appointed Councillor)
- **Kyle Ward EIT** (Elected Councillor)
- **Steven Wu, P.Eng., FEC** (Elected Councillor)



# PRESIDENT'S MESSAGE



It has been a very productive year for Engineers Geoscientists Manitoba, marked by several key milestones—from the appointment of a permanent CEO to surpassing the 10,000-practitioner threshold. Below are some of the most significant achievements of the past year.

One of the most noteworthy accomplishments was the completion of an extensive recruitment process to secure the next leader of our Association. In collaboration with Lively Consulting, the Recruitment Committee conducted a thorough and transparent search that led to the appointment of Michael Gregoire as CEO, Registrar, and Secretary. Michael brings over 16 years of experience within the organization, and his tenure as interim CEO, Registrar, and Secretary since January 2023 demonstrated his unwavering dedication, collaborative leadership, and commitment to the advancement of our professions. We are confident in his ability to lead us through the challenges and opportunities ahead.

Additionally, significant progress was made with the formation of four new Committees of Council. The Appeal Committee, established under the November 2023 Act changes, is positioned to play a pivotal role in ensuring fairness and transparency in the appeal process. The Governance Committee is working to modernize our governance processes, while the newly formed HR Committee has begun the important work of implementing fair and comprehensive performance

reviews for both the CEO and Council. The By-Law Committee, now a standing committee, will ensure institutional continuity as we work to refine our policies and processes.

In May, Engineers Geoscientists Manitoba had the honor of hosting the Engineers Canada AGM and the Geoscientists Canada AGM in Winnipeg. A key highlight of the Engineers Canada meetings was the signing of the National Statement of Collaboration by all 12 Canadian Regulators, a landmark agreement several years in the making that lays the foundation for harmonized best practices nationwide.



Council also undertook action to begin an Act re-write project. Our Act has not been fully revised since 1998, so this project provides an opportunity for us to integrate best practices and updated approaches to self-regulation. Special thanks to Scott Sarna, our Director of Government Relations, and his team for their outstanding preparatory work and their strong relationship with the government. We look forward to engaging with members and interest holders as this project advances.

As I reflect on the past year, I want to express my deep gratitude to our Councillors, who embraced additional responsibilities in supporting new Committees and Task Groups. Their unwavering dedication continues to inspire. A heartfelt thank you to Michael Gregoire and the Engineers Geoscientists Manitoba team for their continued support and open collaboration with Council. I also wish to extend my best wishes to Dawn Nedohin-Macek for concluding a successful six-year term as Manitoba Director with Engineers Canada and welcome Jitendra Paliwal as her successor. Lastly, I would like to recognize the hundreds of volunteers who generously contribute their time to our committees and Chapters. Your dedication is crucial to the success of Engineers Geoscientists Manitoba. As a self-regulated profession, we rely on your commitment to uphold our standards and help safeguard the public. Together, we are shaping the future of engineering and geoscience in Manitoba—building a stronger, more resilient profession for generations to come!

Sincerely,

*Kathryn Atamanchuk, P.Eng., FEC*  
President, Engineers Geoscience Manitoba

# MESSAGE FROM THE CEO & REGISTRAR



This fiscal year was one characterized by a balance of stabilization and evolution. Engineers Geoscientists Manitoba saw some changes that provided fortification to its foundation. Other initiatives continue to move the Association towards a more modern professional regulator.

On the stability front, actions undertaken by Engineers Geoscientists Manitoba can be placed into three categories. These include elements related to finances, improvement to the governance linkage between the CEO and Council, and security initiatives. Each has ensured that the Association has firm roots.

In terms of finances, 2023-2024 was another year that concluded with actual expenditures below budget and another clean bill of health from the auditors. The trend of fiscal strength is also projected to continue, as the budget approved by Council at the end of the year (for 2024-2025) is one that sees a modest increase to expenditures in line with the expected increase in revenues, which has allowed the dues to remain unchanged. It is worth noting that several years of fiscal health have resulted in a pool of investments that provide on-going revenue and that have contributed significantly to the Association's ability to operate sustainably.

We continue to strive to keep our information technology (IT) infrastructure sound, as well. On the advice of external IT consultants, staff finalized their first dedicated information security policy. This policy comes in addition to on-going training for staff and repeated penetration testing. The results indicate that we are at the top of organizations for security, and we intend to keep operating that way.

Mid-way through the year, the Association adopted a scorecard for the first time ever. This tool, based on the Balanced Scorecard system, allows Council to review the performance of the CEO and staff on an on-going basis, in relation to the strategic objectives they have set. This change was suggested through the 2022 governance review and has proven to be a worthy exercise for management and councillors alike.

Near the end of the fiscal year, Council made its determination in choosing a permanent CEO. This decision has brought back stability to the staff of the organization and is a welcome one after 18 months of uncertainty.

To balance out the stabilization of the organization, Engineers Geoscientists Manitoba continues to evolve. These actions are grouped into legislation, governance, and initiation of new projects. Through these multiple avenues, the Association is ensuring that it changes to meet new expectations from the public that we serve.

The Act is at the core of our work and provides direction on all our primary activities. Through it, the Manitoba government sets the direction that our by-laws and policies must follow. After several years of preparation, changes to the Act came into effect in November. These changes included:

- The establishment of an Appeal Committee, to review investigation and registration decisions,
- Allowing specified scope of practice licensees to hold a Certificate of Authorization, and,
- Empowering the Registrar to approve applications coming from another Canadian jurisdiction, thereby speeding up the process.

On the governance front, Council continued to make strides in improving how they operate. Based on the external report from 2022, Council has been continuously implementing changes. A key example is the establishment of a permanent Governance Committee, who will oversee the review and development of policies. Council also added an additional meeting to their calendar and now meet each November.

At the turn of the calendar year, we launched the Equity in Action plan. This three-year plan was implemented after significant research and engagement. It will allow Engineers Geoscientists Manitoba to continue to make progress towards ensuring that our membership best reflects the public that it serves.

In the spring, Engineers Canada launched its Collaboration and Harmonization initiative, which was signed onto by all the Canadian regulators. In the spirit of this initiative, Engineers Geoscientists Manitoba became a signatory to the national memorandum of understanding on CPD recognition. This MoU aims to reduce the duplication of reporting continuing professional development across Canada.

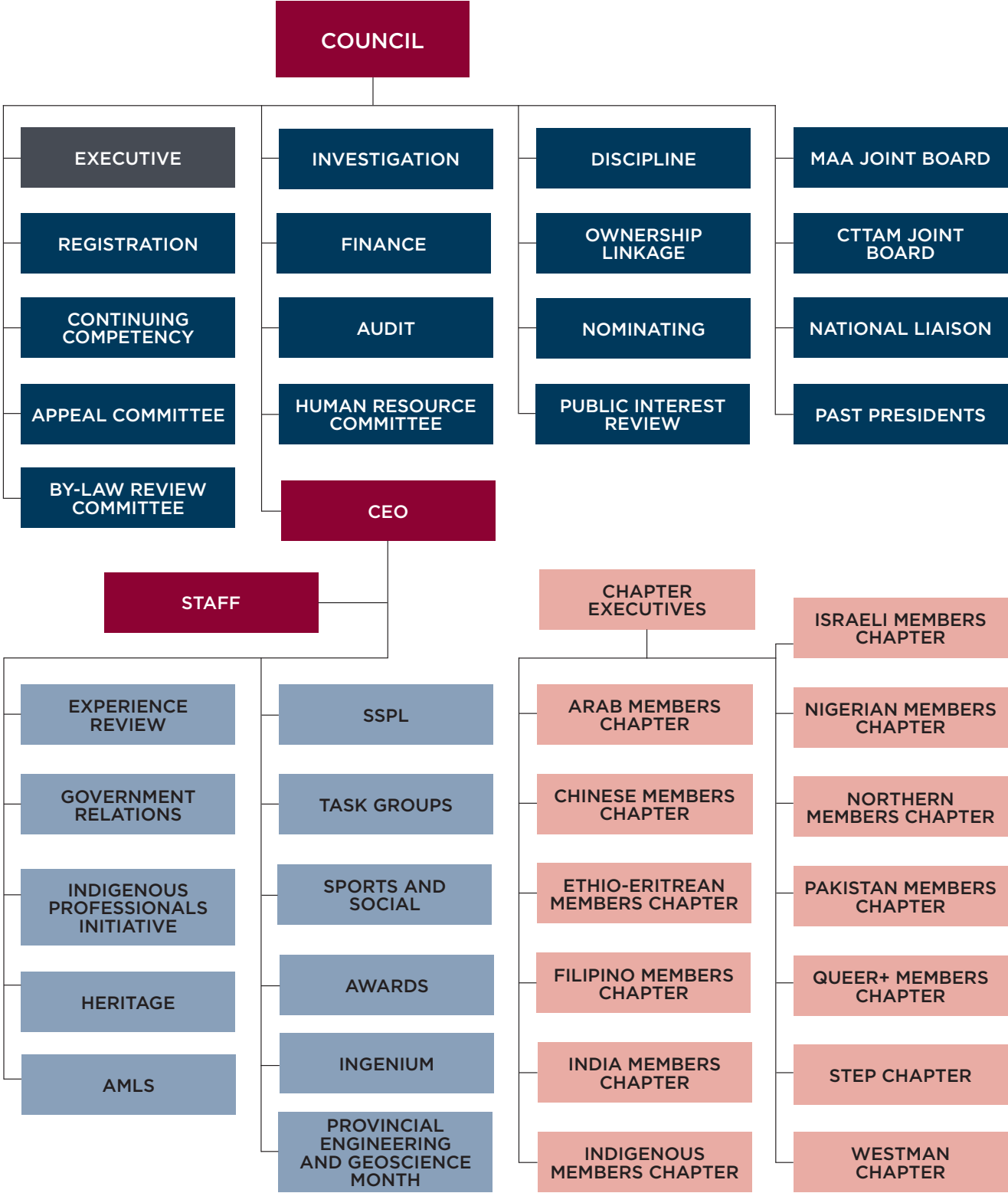
The spring also saw the launch of a project to potentially re-write the Act. After careful consideration, Council approved this project, which is expected to take several years to complete. This ambitious undertaking will look to review the Act in its entirety and allow the Association to contemplate new aspects of professional regulation.

To ensure the sustainability of the professions, and in turn the Association, we need to keep in step with the public's changing expectations. However, as we continue to evolve, we need to make sure that we have a stable foundation on which to build. The list of initiatives and changes noted above are numerous and significant. Coupled with other endeavours already in the works, they will help us to successfully create a balance that is fundamental to healthy operations.

Sincerely,

*Michael Gregoire, P.Eng., MBA, FEC*  
CEO, Registrar, and Secretary

# GOVERNANCE CHART



# 2023 - 2024 VOLUNTEERS

Thank you to those volunteers who served the 2023 - 2024 year on all Association Boards, Committees, and Task Groups. Know that your hard work and dedication are recognized and appreciated.

J. Abel, P.Eng.  
N. Aboutaleb  
S. Abu Nawwas, P.Eng.  
M. Abuzeid, EIT  
V. Adebayo, EIT  
J. Adelman, P.Geo.  
A. Adeoye, EIT  
J. Adriano, EIT  
J. Adu, P.Eng.  
A. Aftanas, P.Eng.(SM), FEC  
G. Agravante, EIT  
M. Ahmeduzzaman, P.Eng.  
J. Aina, P.Eng.  
V. Akbari, EIT  
A. Ali, P.Eng.  
D. Amorim, P.Eng.  
M. Anwar, EIT  
O. Aribisala  
B. Arthur, EIT  
O.J. Ashaye, EIT  
J. Ashdown, P.Eng.  
K. Atamanchuk, P.Eng., FEC  
G. Atmuri, P.Eng.  
R. Avery, P.Geo.  
M. Awang, P.Eng.  
D. Balcha, P.Eng.  
A. Ball, P.Eng.(SM), FEC  
V. Banthia, P.Eng.  
V. Banthia, P.Eng.  
B. Basra, P.Eng.  
D. Bell, P.Geo., FGC  
J. Bell, P.Eng.  
H. Belmezouar, EIT  
D. Benson, P.Geo.  
D. Bergen  
P. Bernatsky, P.Eng.  
R. Bernier, P.Eng.  
A. Beveridge, P.Eng.  
A. Birur, P.Eng. FEC  
D. Bjornson  
S. Blake  
J. Blatz, P.Eng., FEC  
G. Blazek, P.Eng.  
H. Boge, P.Eng.  
C. Bohm, P.Geo.  
T. Bohrn, P.Eng. FEC  
J. Bouchard, P.Eng.  
J. Braga, P.Eng.  
W. Brant, P.Eng., FEC  
N. Brar, P.Eng.  
A. Brawerman, P.Eng. FEC

S. Brennan  
W. Burgess, P.Eng.  
L. Cabasug, EIT  
C. Cabral, FEC (Hon.)  
J. Carvell  
H. Cea Canas, P.Eng.  
D. Chapman, P.Eng.(SM), FEC  
K. Charleson, P.Eng.  
V. Churilov, P.Eng.  
A. Cochrane, P.Eng.  
C. Concepcion, EIT  
G. Cook, P.Eng.(SM), FEC  
A. Coolidge, P.Eng.  
H. Cortens, P.Eng.  
S. Courcelles  
S. Cournoyer, P.Eng., FEC  
N. Crawford, P.Eng.  
J. Crowder, P.Eng., FEC  
M. Crowley, P.Eng.  
A. Cruickshank, P.Geo.  
K. Cumming, P.Eng., FEC  
L. Da Silva Fernandez, P.Eng.  
C. Dabrowski, P.Eng.  
J. Del Rosario, EIT  
P. Dhingra, P.Eng.  
N. Dhruve, EIT, FEC(Hon)  
S. Diachun, P.Eng.  
A. Dietrich, P.Eng., P.Geo.  
T. Dobrowney  
J. Doering, P.Eng., FEC  
S. Dong  
N. Douville, P.Eng., FEC  
D. Dreger, P.Eng. FEC  
L. Dupas, FEC (Hon.)  
J. Duque  
C. Dyck, P.Eng.(SM), FEC  
N. Ekrebe, P.Eng.  
D. Ennis, P.Eng.(SM), FEC  
B. Erkabu, P.Eng.  
T. Erskine, P.Eng.  
L. Esconde, EIT  
N. Everett  
L. Ezeogbulafor, EIT  
Y. Fang  
K. Fanstone, EIT  
G. Faveri, P.Eng.  
B. Fell, P.Eng.  
L. Ferchoff, P.Eng.(SM), FEC  
E. Fernandez, P.Eng.  
N. Ferreira, P.Eng.  
N. Fleury, P.Eng.

A. Fogg, P.Eng.  
R.J. Foliente, P.Eng.  
A. Fouillard, P.Eng.  
J. Fox, P.Eng.(SM)  
Y. Fraiter, P.Eng.  
M. Franz-Lien  
H. Freihammer, P.Eng., FEC  
S. Friel, P.Eng.  
M. Friesen, P.Eng., FEC  
K. Fritz, P.Eng. FEC  
S. Gallagher, P.Geo.  
B. Ganetsky, EIT  
A. Ghosh, EIT  
A. Gies, P.Eng.  
P. Gilhuly, P.Eng.  
H. Gill, P.Eng.  
T. Gitzel, P.Eng., FEC  
P. Gloux, P.Eng.  
R. Godse, P.Eng.(SM), FEC  
G. Goldsborough  
N. Gonzalez, P.Eng., FEC  
M. Gregoire, P.Eng., FEC  
M.N. Gunatilaka, P.Eng.  
J. Gunning, P.Eng., FEC  
K. Harb, P.Eng.  
W. Hassan, EIT  
H. Hassanzadeh  
Khakmardani, P.Eng.  
A. Hayward, P.Eng.  
R. Herrmann, P.Eng., FEC  
C. Heske, P.Eng.  
C. Hewitt, P.Eng., FEC  
M. Hiebert, P.Eng.  
F. Hillier  
R. Hoemsen, P.Eng., FEC  
M. Houvardas, P.Eng.  
R. Howard, P.Eng.(SM)  
C. Hucks  
L. Hunter, P.Eng.  
T. Ingelbeen, P.Eng.  
A. Intac-Leung, P.Eng.  
R. Jain, EIT  
R. Janz FEC(Hon)  
L. Ji, EIT  
R. Johnston, P.Eng.  
M. Jones, P.Eng.  
R. Jones, P.Eng.(SM), FEC  
B. Jose, P.Eng.  
S. Jozwiak, P.Eng.  
D. Kaethler, P.Eng.  
L. Kalah

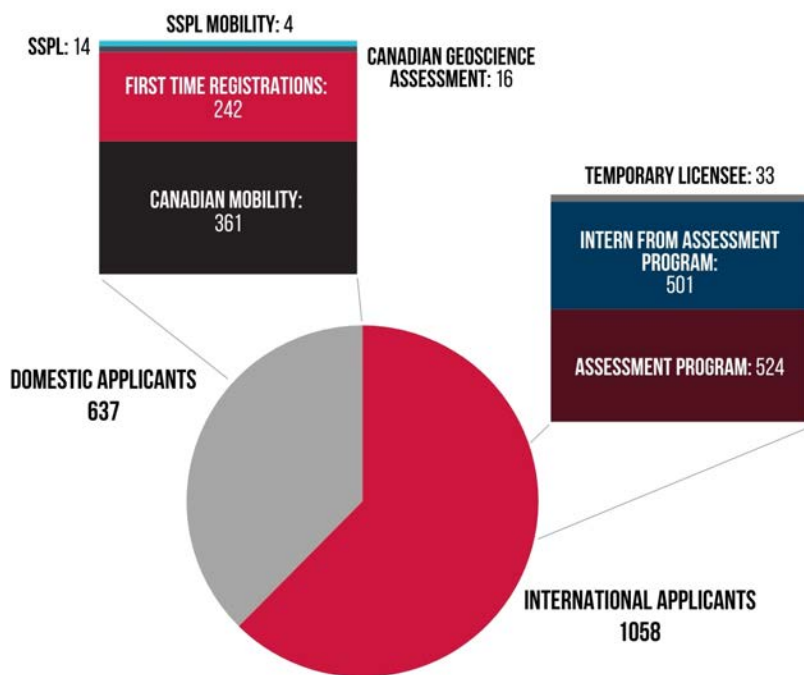


A. Kalicinski, P.Eng.	K. McCandless	R. Prokopanko	M. Sweetland
M. Kalkat, EIT	C. McDonald, Ph.D.	P. Pulak, P.Eng.	W. Tadesse, EIT
A. Kanan, P.Eng.	B. McIntosh, P.Eng., FEC	L. Quan, P.Eng.	K. Tan, P.Eng.
L. Kavanagh, P.Eng.(SM), FEC	R. Mckay	A. Raichura, P.Eng.	R. Tarun, EIT
G. Keatch	A. Measho, P.Eng.	C. Ramirez, P.Eng.	M.S. Thakar, EIT
G. King, P.Eng., FEC	L. Melvin, P.Eng., FEC	A. Razzaq, EIT	A. Thakur, P.Eng.
K. Kirk, P.Eng.	S. Melvin, P.Eng.	J. Reinsch	W. Thames, P.Eng.
J. Knysh, P.Eng.(SM)	K. Mills	J. Rempel, P.Eng., FEC	D. Thomson, P.Eng.
A. Koch, EIT	A. Moore, FEC (Hon.)	J. Rempel	L. Thomson, P.Eng.
H. Kouessi, P.Eng.	S. Moyer, EIT	L. Reznik, P.Eng.	H. Tolossa, P.Eng.
A. Koya, EIT	K. Mruss, P.Eng., FEC	C. Rivard, P.Eng.	M. Toma, P.Eng.
A. Kraj, P.Eng.	G. Muluye, P.Eng.	J. Roadley, P.Eng.	S. Toth, P.Eng.
T. Kunjumon, P.Eng.	L. Murphy, P.Geo.	R.J. Robillos, P.Eng.	S. Tremblay, P.Eng.
H. Kuyp, P.Eng.	J. Murray	C. Roque Pena, P.Eng.	C. Trenholm, P.Eng.
A. Lackmanec, EIT	N. Musana	B. Ross	K. Trotter, P.Eng.
K. Lamoureux, EIT	J. Myers, P.Geo.	C. Rousseau	H. Turanli, P.Eng.(SM), FEC
Y. Le, P.Eng.	A. Myska, P.Eng.(SM), FEC	A. Ruales Rios, P.Eng.	W. Turchyn, P.Eng.(SM), FEC
L. Le Léannec, P.Geo.	S. Nami, EIT	G. Rutherford, P.Eng.	M. Ugbor, EIT
J. Lee, P.Eng.	D. Nedohin-Macek, P.Eng., FEC	V. Ryall	D. Unett
K. Lenton, P.Eng.	A. Nelson	J. Ryan, P.Eng.	R. Vaid, P.Eng.
L. Letourneau	N.M.C. Nguyen, P.Eng.	N. Sad, EIT	P. Vandoorne, P.Eng.
K. Levesque, P.Eng.	M. Nicolas, P.Geo., FGC	M.W. Safklou, P.Eng.	S. Verma FCPA, FCA
F. Li, P.Eng.	J. Norman, P.Eng.	M. Samiee, P.Eng.	A. Vij, EIT
Y. Li, EIT	J. Nugent, P.Eng.	B. Samkari, P.Eng.	C. Vitt, P.Eng.
D.C. Limpahan, EIT	R. Nwabuzor	O. Sampson, P.Eng.	A. Vladimirsky, P.Eng.
R. Limpin, EIT	P. Nwachukwu, EIT	C. Sandhu, P.Eng.	Y. Wang, EIT
D. Little, P.Eng.	C. Obiefuna, P.Eng.	J. Santos, P.Eng.	K. Ward, EIT
Y. Liu, EIT	H.A. Oceu, P.Eng.	C. Sarna	P. Washchyshyn, P.Eng.(SM), FEC
Y. Liu, P.Eng.	D. O'Connor, P.Eng.(SM)	R.A. Sator, P.Eng.	K. Wassell Calitis, P.Geo.
G. Lodha, P.Geo.(SM), FGC	J. O'Driscoll, P.Eng.	M. Scerbo, P.Eng.	J. Watling, P.Eng., FEC
J. Loesel Sitar, P.Eng.	R. Officer, P.Eng.	M. Schenk, P.Eng.	C. Watters GIT
J. Lovelace, P.Eng.	O. Ola, P.Eng.	E. Schillberg, EIT	E. Watters, P.Eng.
B. Luce	G. Oladapo, P.Eng.	S. Sector, P.Eng.	M. Wetick, P.Eng.
T. Lytwyn, P.Eng.	S. Olushola, P.Eng.	M. Seewald, P.Eng.	S. Whaley, P.Eng., FEC
L. MacBride, P.Geo.	M. Orecklin, P.Eng.(SM)	M. Sefin, P.Eng.	G. Whiffen, P.Eng., FEC
C. MacInnes, P.Eng.(SM)	A. Osman, P.Eng.	T. Semenchuk, EIT	B. White, EIT
M. Mady, P.Eng.	R. O'Toole, P.Eng.(SM), FEC	S. Shelemy, P.Eng.	C. Whitton, P.Eng.
M. Maendel, P.Eng., FEC	C. Otto, P.Eng.	T. Sherepanov, P.Eng.	I. Wiebe
G. Maher, P.Eng., FEC	T. Ouellette, P.Eng., FEC	A. Silk, P.Eng., FEC	D. Wijeweera, P.Eng.
M. Malik, P.Eng.	A. Owoade, P.Eng.	K. Sim, P.Eng.	P. Williams, P.Eng.
T. Malkiewicz, P.Eng., FEC	C. Paculan	M. Singer, P.Eng.	J. Wires-Munro, P.Eng.
C. Mandock, P.Eng.	G. Page, P.Eng., FEC	E. Singh, P.Eng.	G. Wolk, P.Eng.
D. Mann, P.Eng.	J. Paliwal, P.Eng., FEC	I. Singh, EIT	W.K. Wong, P.Eng.
J. Mann, P.Geo., FGC	B. Pasco, EIT	J. Singh, P.Geo.	W. Wu, P.Eng., FEC
S. Mann	M.K. Pascual, EIT	P. Slota, P.Eng.	H. Xiong, P.Eng.
R. Mannem, P.Eng.	A. Pawlikewich, P.Eng., FEC	I. Smallwood, P.Eng. FEC	S. Xu, P.Eng.
K. Maranchuk, P.Eng.	J. Perez, EIT	T. Smeall, P.Eng.	J. Yang, EIT
A. March, P.Eng.	S. Peter, P.Eng., FEC	E. Smith, P.Eng.	R. Yang, P.Eng.
A. Margolese, P.Eng.	J. Peters MAA	G. Smith, P.Eng.	T. Yeasmin, P.Eng.
P. Marsden	R. Petursson, P.Eng., FEC	M. Smith, P.Geo.	Q. Yuan, P.Eng.
R. Marshall, P.Eng.	B. Phillips, P.Eng.	T. Soares Lara, P.Eng.	J. Zarate
C. Martiniuk, P.Geo.(SM)	E. Phillips, P.Eng.(SM), FEC	P. Soriano, P.Eng.	Y. Zhou, P.Eng.
N. Masood, EIT, FEC(Hon)	J. Pillipow, P.Eng. FEC	D. Spangelo, P.Eng.(SM), FEC	A. Zielinski
H. Masroor, P.Eng.	S. Plett, P.Eng.	T. St. Laurent, P.Eng., FEC	D. Zubert, P.Eng.
K. Mathers, P.Geo., FGC	A. Poetker, P.Eng., FEC	R. Starodub, P.Eng.(SM) FEC	K. Zurek, P.Eng.(SM), FEC
R. Maynard, P.Eng.	A. Pollard, P.Eng.(SM), FEC	L. Stepnuk, EIT	
C. Mazurek, P.Eng.	M. Polson, FEC (Hon.)	S. Suderman, P.Eng.	
A. McAllister, EIT	V. Popp, EIT	R. Sugden, P.Eng.	
	N. Privat, P.Eng.	S. Suri, P.Eng.	

# 2023 - 2024 MEMBER STATS

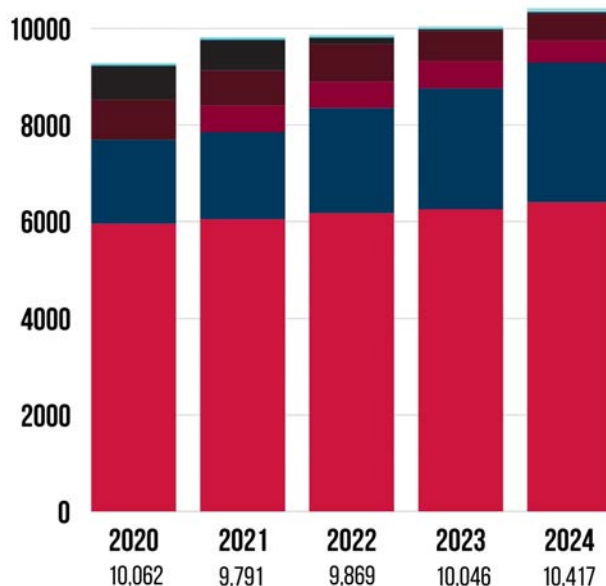
## NUMBER OF APPLICANTS COMING FROM INTERNATIONAL VS. DOMESTIC

July 1, 2023 - June 30, 2024



## NUMBER OF REGISTRANTS AND STUDENTS OVER 5 YEARS

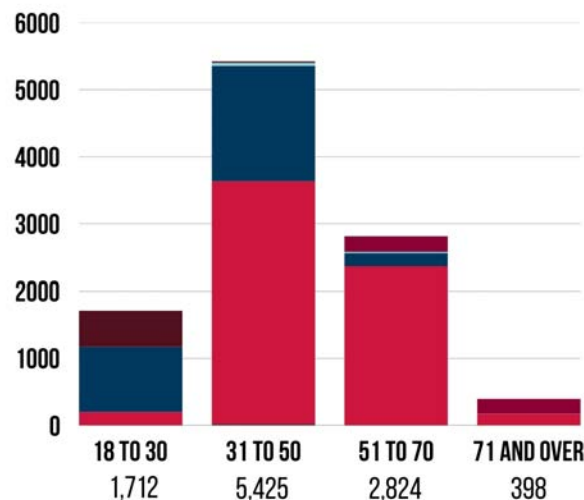
As of June 30



ASSESSMENT	ON LEAVE
FULL PRACTICING	SENIOR
INTERN	SPECIFIED SCOPE
LICENSEE	STUDENT

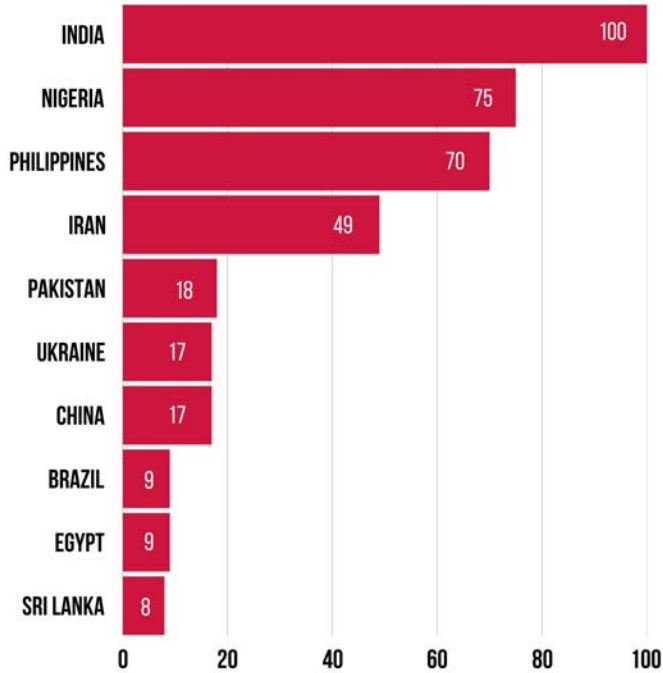
## NUMBER OF REGISTRANTS BY AGE

As of June 30, 2024



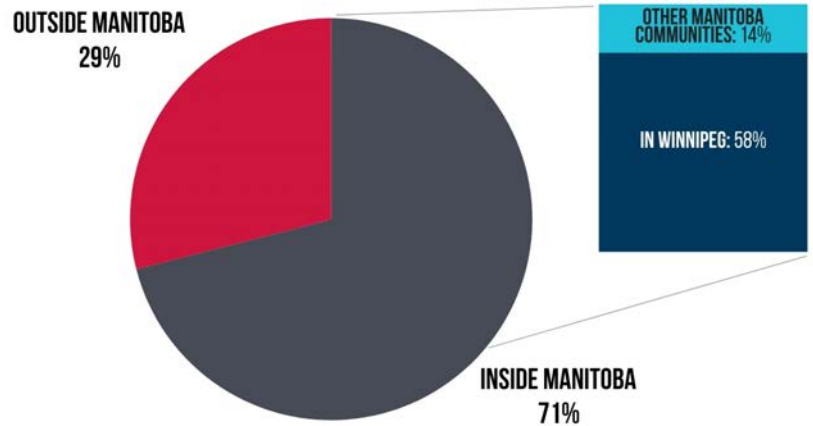
# TOP 10 COUNTRIES FOR INTERNATIONAL APPLICANTS

July 1, 2023 - June 30, 2024



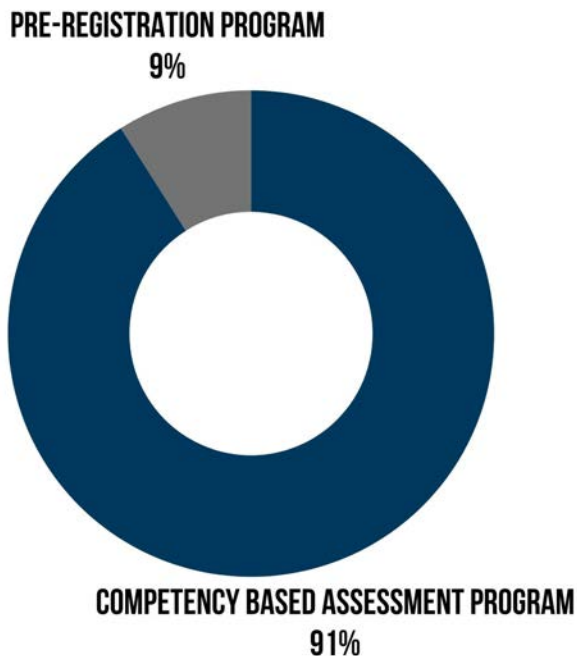
## CURRENT REGISTRANTS IN MANITOBA VS. OUTSIDE MANITOBA

As of June 30, 2024, based on home address



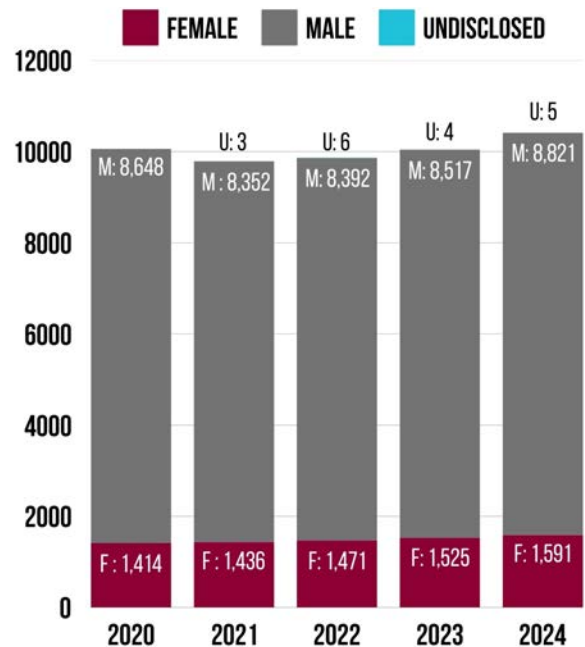
## CURRENT INTERNS IN PRE-REGISTRATION PROGRAM VS. COMPETENCY BASED ASSESSMENT PROGRAM

As of June 30, 2024



## NUMBER OF REGISTRANTS AND STUDENTS BY GENDER

As of June 30



# ADMISSIONS

## HIGH APPLICATION VOLUMES

The volume of first-time applicants processed and enrolled as interns increased by 17% in 2023-2024, with two-thirds internationally-educated. All first-time applicants enrolled as interns are required to complete competency-based assessment or complete the former Pre-Registration program to be eligible for professional registration. This year, total new registrations increased by 13% with 116 new first-time registrations through completing competency-based assessment.

## COMPETENCY-BASED ASSESSMENT (CBA)

CBA is the process to assess an applicant's competencies gained through work experience and readiness for professional registration. Over the year, Admissions offered three virtual How To Apply and CBA Overview sessions for prospective applicants, interns, and validators. Presentations were also delivered to the University of Manitoba and Brandon University as well as newcomer organizations. Efforts to recruit and train volunteer CBA assessors continued, which stands at 62 assessors. Three CBA assessor sessions were held to discuss and share best practices for conducting assessments.

In August 2023, interns gained access to the Working in Canada seminar, delivered through Engineers Geoscientists British Columbia through the competency reporting system. Various modules on topics such as codes, standards and regulations in Canada and culture and communication, can assist interns with building knowledge and demonstrating competencies specific to the Canadian environment.



## REMOVAL OF MANITOBA RESIDENCY

Amendments to The Fair Registration Practices in Regulated Professions Act and a new Labour Mobility Regulation, which came into effect in May 2024, requires applicants from other Canadian regulators be issued a decision within 30 days. The Association implemented strategies to ensure compliance, which will be reported starting in 2025.

The department participated in the province's preparation and release of the 2023 report on Implementation and Effectiveness of The Fair Registration Practices in Regulated Professions Act. The Association was featured as a success story with our two-step process for registration: 1) academic assessment and intern enrollment, followed by 2) the competency-based assessment process. The result has been more internationally-educated applicants eligible for intern enrollment and able to start the CBA process.

# PROFESSIONAL STANDARDS

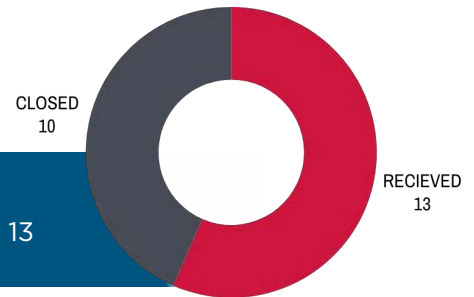
## PRODEV COMPLIANCE

- Number of Members up for Evaluation at December 31, 2023: 4673
- Number of Members Suspended: 43
- Number of Members Who Became Compliant: 20

## 99.51% COMPLIANCE RATE

**2022 - 2023**  
New Cases Opened: 20  
Cases Closed: 20

**2023 - 2024**  
New Complaints Received: 13  
Cases Closed: 10



## ONLINE LEARNING MODULES

Currently there are 7 modules available:

- Introduction to Professionalism
- Code of Ethics
- Good Character
- Using ProDev
- Conflicts of Interest
- Authenticating Documents
- Expert Witness

## INVESTIGATIONS & ENFORCEMENT

Enforcement at Engineers Geoscientists Manitoba includes investigations into improper use of the Engineer, Geoscientist, P.Eng., or P.Geo. titles as well as practicing professional engineering or geoscience without a license. The Association investigates both companies and individuals, and often relies on members of the public or practitioners to report instances of improper use or practice.

Enforcement also seeks to educate about improper use of titles and how to properly follow Engineers and Geoscientist Manitoba's legislation.





# EQUITY & REPRESENTATION

## 2024 PRACTITIONER SURVEY: EQUITY-RELATED DATA

The following summarizes the 2024 Practitioner Survey equity-related data based on **1029 responses**, representing approximately **10.5%** of practitioners.

The majority of respondents are seeing both Association and employers' efforts toward EDI as positive or very positive.

- 54% seeing positive or very positive impact from Association efforts / 62% seeing positive or very positive impact from employer efforts
- 37% seeing no impact from Association efforts / 34% seeing no impact from employer efforts
- 9% seeing negative or very negative impact from Association efforts / 4% seeing negative or very negative impact from employer efforts

One's experience in the professions varies by identity

- In 2024, respondents who identify as part of an equity-deserving group report having experienced unwelcome comments or conduct and/or receiving unequal or differential treatment over the past 10 years at double to triple the rate\* of those who do not identify as part of an equity-deserving group
- The proportion of respondents who identify as part of an equity-deserving group and indicated that they considered leaving the profession in 2023 due to unwelcome comments or conduct or unequal or differential treatment was at least twice as high\* as the proportion of those who do not identify as part of an equity-deserving group and indicated that they considered leaving the profession in 2023 due to unwelcome comments or conduct or unequal or differential treatment

Both the proportion of respondents who report that their employer presently has a policy or policy language and the proportion of respondents who report that their employer required them to participate in training or orientation related to Truth and Reconciliation, equitable supports for First Nations, Metis, or Inuit Peoples, resources for working with Indigenous Peoples and Communities, or related material in the past three years has increased as compared to 2023.

The demographic mix of survey respondents in 2024 demonstrated a lower proportion of Professional Engineers or Geoscientists, higher proportion of Interns, higher proportion of respondents within the first five years of registration with the Association, and higher proportion of internationally educated respondents than the mix of respondents in 2023. This may have had impact on the year over year changes in responses to each question.

## 30 BY 30 NATIONAL CONFERENCE

Two ECL committee members presented at the conference. The conference sold out with over 300 engineers and their colleagues in attendance. This success was largely attributed to the many years of guidance, work, and advocacy by ECL committee members, past and present Councillors, former Committee to Increase the Participation of Women in Engineering (CIPWIE) members, and the Manitoba 2030 Coalition.



*\* = Specific rates and proportions vary by which equity-deserving group or groups one identifies as being a part of.*

# GOVERNMENT RELATIONS

## LEGISLATIVE UPDATE – THE ENGINEERING AND GEOSCIENTIFIC PROFESSIONS ACT

The motivation for the Full Act rewrite stems from suitable timing, stakeholder interest, and identified areas for improvement. The process itself offers significant benefits, including building relationships with the provincial government, assessing the appetite for reform, and discussing improvements to the Association's legislative and regulatory model.

The Government Relations department and legal team continue working on the action plan and supporting documentation such as the Minister's Docket, that outlines "The Engineering and Geoscientific Professions Act Collaborative Legislative Process and Partnerships," the Environmental Scan and Potential Proposed Changes, and the Lobbying Report. The documentation will be presented to the Minister of Labour and Immigration, Malaya Marcelino, in the fall of 2024, and will include the information gathered from the special council meeting conducted on Tuesday, June 4, 2024.

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## 2024 MLA RECEPTION

On Thursday, May 16, 2024, Engineers Geoscientists Manitoba hosted its seventh annual MLA Reception in Winnipeg. This event provided an excellent opportunity for numerous insightful dialogues about the engineering and geoscientific professions.

- The Government of Manitoba officials in attendance were: Honourable Jamie Moses (Minister of Economic Development, Investment, Trade and Natural Resources), Honourable Adrien Sala (Minister of Finance), Honourable Renée Cable (Minister of Advanced Education and Training, and the Honourable Tracy Schmidt (Minister of Environment and Climate Change). In addition, 10 MLAs attended the event and several government staff.

In addition to the opportunities to interact with elected officials, the event fostered informal dialogue between practitioners and the Association Council members, committee members, Association staff, and engineering and geoscience university students. There were 81 attendees from these groups.

In preparation for the MLA Reception, the Association's Government Relations Department organized one online information session. These sessions aimed to equip members with a better understanding of the reception's purpose, the Association's current initiatives, the structure of the Government, and the etiquette for interacting with government officials. All participants were provided with an MLA Reception Information booklet. This comprehensive guide, coupled with photographs and biographies of the government officials who confirmed their attendance, helped to ensure that attendees were given support to attend and engage in a way that they felt most comfortable at the reception.

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## ENVIRONMENTAL AND CLIMATE CHANGE PROPOSAL

The Climate Change Strategic Plan (CCSP) was presented to Council in December 2023 to address how the Association could adapt to climate change in the short, medium, and long term. The CCSP aimed to focus the Association's efforts and establish a foundation for long-term initiatives to define its role in advocating for climate change issues. This project ensured that the Association could effectively govern and regulate professions amidst ongoing climate challenges.

Additionally, the CCSP aimed to equip registrants with the necessary tools and knowledge to fulfill their professional responsibilities in a changing environment. Beyond responding to climate change impacts and promoting reduced fossil fuel usage, it sought to clarify the Association's stance and obligations in this context. Anticipating future provincial and national discussions on these critical topics underscored the prudence of preparing the position well in advance.

Though the plan was not adopted as is, this topic will remain under consideration for future discussions.

# MEDIA CAMPAIGNS

## DRIVING THE NEXT GENERATION OF BIG IDEAS CAMPAIGN

The *Driving the Next Generation of Big Ideas* campaign successfully blended a mix of online, transit, and traditional media platforms, utilizing data-driven strategies to optimize reach across diverse audiences. Online ads were tailored for targeted demographics, transit advertisements captured commuters' attention with bold visuals, and radio spots delivered impactful, memorable messages. The campaign's success was driven by its meticulous planning and execution, ensuring maximum visibility and audience resonance across each platform.

### GOOGLE DISPLAY ADS

An 8-week Google display ads campaign was launched with daily monitoring to ensure optimal performance. The campaign was broken into three ad groups - Primary Audience, Secondary Audience (Eng), and Secondary Audience (Geo) - to control the budget allocation and implemented several strategic adjustments throughout the campaign based on data insights.

Compared to last year's 6-week campaign and achieved 7,438,086 million impressions and 2,949 clicks, this year's campaign saw substantial growth.

EngGeoMB received 23,600,298 million impressions and 11,028 clicks. The impressions per dollar increased by 19.0% from the previous campaign, indicating a more cost-effective reach, while the clicks per dollar improved by 40.2%, showing better cost efficiency in driving traffic.

Impressions per week rose by 137.9%, demonstrating higher visibility for each week of the campaign, while clicks per week increased by 180.5% to reflect the significant boost in weekly engagement.

Even when accounting for the budget and extended campaign length, it can be seen that this new campaign significantly outperformed the previous across all metrics.



### OUTDOOR

#### DIGITAL OUTDOOR: PATTISON HORIZONTAL DIGITAL BOARDS

14 Locations

6-Second Spot

564,480 Plays

#### DIGITAL OUTDOOR: PATTISON DIGITAL SUPERBOARDS

2 Locations

6-Second Spot

80,640 Plays

#### TRANSIT: PATTISON KINGS AND 70'S

30 Panels

4 Creative Executions Each

### RADIO

#### BELL MEDIA - VIRGIN 103.1, BOUNCE 99.9, AND IHEART RADIO (DIGITAL RADIO)

322 30-Second Spots

199,300 Weekly Reach

#### CORUS - CJOB

224 30-Second Spots

216 15-Second Weather Spots



## OUR FUTURE CAMPAIGN

The aim of the *Our Future* campaign was two-fold: to increase awareness of engineering to Indigenous students by highlighting Indigenous engineering practitioners and university students, and increase the visibility of Indigenous practitioners to the broader membership and public.

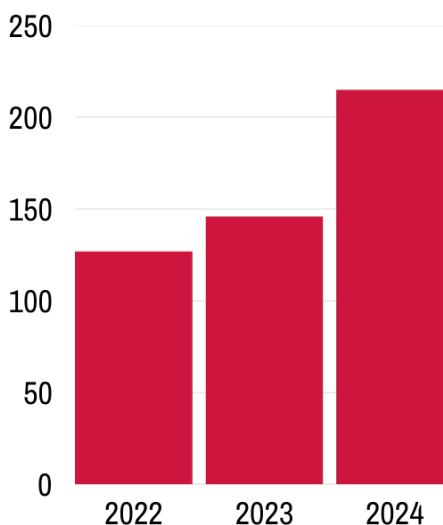
Instagram had the highest engagement of any platform which aligns with the fact it was targeting potential students. Women were notably more engaged with the campaign across all age ranges.

This campaign wrapped during the 2023 - 2024 year and will re-run in the future.

	IMPRESSIONS	REACH	FREQUENCY	LINK CLICKS
CAMPAIGN TOTALS	218,820	39,666	5.52	910



## MENTORSHIP INFORMATION



### CIRCULAR MENTORSHIP PROGRAM

The circular mentorship program, now in its third year, has experienced steady growth; a 39% increase since 2023.

The Circular Mentorship Program provides practitioners the opportunity to connect and collaborate with students, interns, and engineering and geoscience practitioners to achieve set professional and personal goals.

It has a structure which, if compared to a round table, has no assigned permanent mentor or mentee/s. Each member of the group can be the mentor or mentee as everyone has equal status and can share insights regardless of one's stage in the field of engineering or geoscience. We support the capacity of every participants' ability to bring something to the table and pass on wisdom.

For the 2024 year, the registration was extended to students, providing them with a glimpse of what lies ahead after

graduation. 203 participants were spread out to 55 mentorship groups.

86% of participants are from the engineering field with almost half are engineering interns. There are 54 groups comprising of engineers and 1 group of geoscientists.

75% of the registrants are earning an income while 25% are not earning any income and declared their status as unemployed, retired, or full-time student. Those who declared they were unemployed during registration are all engineering interns.

To foster participant development, EngGeoMB organizes four Professional Development events, each focused on a topic proposed by participants to enhance their goal attainment. The themes of the PD events were Work Ethics: Integrity as Your Ethical Compass, Leadership: Developing Leadership Adaptability by Adopting a Curious Mindset, Interpersonal Communication, and Time Management.

# 2023 AWARD RECIPIENTS

PRESENTED FRIDAY, OCTOBER 20, 2023

## **2023 TEAM ACHIEVEMENT AWARD**

### **WSP CANADA'S RESPONSE TO THE CITY OF IQALUIT WATER CRISIS**

In recognition of the engineering excellence demonstrated in the timely handling of the 2021 City of Iqaluit Water Crisis, Engineers Geoscientists Manitoba is pleased to present the 2023 Team Achievement Award to WSP and Aquatic Life Ltd.; Justin Rak-Banville, P. Eng., Dr. Charles Goss, Ian Moran, EIT, and Steven Simpson, EIT.

## **2023 DIVERSITY EMPLOYER AWARD**

### **TETRA TECH CANADA INC.**

In recognition of their commitment to advancing diversity within their organization, Engineers Geoscientists Manitoba is pleased to present the 2023 Diversity Employer Award to Tetra Tech Canada Inc.

## **2023 STUDENT ACHIEVEMENT AWARD**

### **ASSISTIVE SMART MIRROR: YUYAO DU, DORA MODRCIN, SYDNI REIMER, AND HESTER YIN**

In recognition of the innovation and excellence shown in their undergraduate engineering project, Engineers Geoscientists Manitoba is pleased to present the 2023 Student Achievement Award to Sydni Reimer, Dora Modrcin, Hester Yin, and Yuyao Du.

## **2023 INTERN AWARD**

### **IAN MORAN, EIT**

Through his many achievements, Ian has raised the profile of young engineers in the water sector. In recognition of his exceptional achievements as an engineering intern, Engineers Geoscientists Manitoba is pleased to present the 2023 Intern Award to Ian Moran, EIT.

## **2023 EARLY ACHIEVEMENT AWARD**

### **SARAH SOPROVICH, P.ENG.**

In recognition of exceptional achievement at the start of their career, Engineers Geoscientists Manitoba is pleased to present the 2023 Early Achievement Award to Sarah Soprovich, P.Eng.

## **2023 CHAMPION OF ENGINEERING EDUCATION AWARD**

### **GRANT KOROPATNICK, FEC**

In recognition of his leadership and support for engineering education, Engineers Geoscientists Manitoba, together with the Price Faculty of Engineering at the University of Manitoba, are pleased to present the 2023 Champion of Engineering Education Award to Grant Koropatnick, FEC.

## **2023 JUDITH WEISZMANN WOMEN IN ENGINEERING CHAMPION AWARD**

### **NATALIE WILSON, P.ENG.**

In recognition of her exceptional engineering accomplishments, her role as a trailblazing leader, and her unwavering commitment to advancing and supporting women in the field of engineering, Engineers Geoscientists Manitoba is pleased to present the 2023 Judith Weiszmann Women in Engineering Champion Award to Natalie Wilson, P.Eng.

## **2023 OUTSTANDING SERVICE AWARD**

### **LINDSAY MELVIN, P.ENG., FEC**

The contributions captured here are only some of the many ways Lindsay has provided service, mentorship, and leadership throughout her career. In recognition of her commitment to the Association, the profession, and the public, Engineers Geoscientists Manitoba is pleased to present the 2023 Outstanding Service Award to Lindsay Melvin, P.Eng., FEC.

## **2023 TECHNICAL EXCELLENCE AWARD**

### **EFREM TEKLEMARIAM, P.ENG., FEC**

In recognition of his outstanding leadership and technical contributions to the field of hydropower engineering, Engineers Geoscientists Manitoba is pleased to award the 2023 Technical Excellence Award to Efrem Teklemariam, P.Eng., FEC.



# I.T. SECURITY REPORT

The Association understands the importance of information technology and digital systems, and their role in enabling the association to carry out its purpose. While providing many benefits including improving efficiencies, communications, and improving the experience of members and stakeholders; there are risks that must be considered.

Over the past year, the Association has maintained its efforts towards continuous IT systems improvement and the prioritization of protecting the information collected, stored or transmitted of anyone with whom the association interacts.

In the year, the association has developed and adopted a new “Information Security Policy” and “Equipment Use and Care Policy” to guide the association and help protect organizational information and assets.

An independent cybersecurity firm performed two rounds of vulnerability assessments, and one round of penetration testing. No critical issues were identified. A range of recommendations to provide additional protection were made and these recommendations were implemented by staff.

In addition to a range of tools to protect against scams, viruses, unauthorized access etc., the association uses a system that allows it to monitor and maintain its critical IT assets as well as its users. This system allows staff to centrally configure, maintain and monitor computers and other devices for configuration issues, policy non-compliance, and manage vulnerabilities as they arise. This system also allows for remote location tracking, locking, and wiping of devices in the event of loss or theft.

Critical IT assets, and staff primary devices, are securely wiped and retired and replaced with new as they reach end-of-life. Keeping hardware current and using up-to-date software and systems has ensured reliable and secure performance while maintaining best practices from an IT security standpoint.

In addition to ensuring IT assets, policies and controls are rigorous and robust, the association also continued its focus on staff training to improve employees’ ability to identify risks and act appropriately; this includes annual cybersecurity training on common threats such as risks with public WiFi, phishing emails, and other common entry points for malicious actors.

The Association’s efforts were validated when the Association’s cyber insurance policy was successfully renewed in the spring of 2024. During the renewal process, the provider required that the association complete an in-depth questionnaire on IT security items. The insurer also performed a high-level scan of internet facing assets and found no issues.

These efforts have kept the Association systems and data secure and uncompromised; the association has experienced no data breaches, stolen or lost data in the past year, or years prior.



# INDEPENDENT AUDITOR'S REPORT

To the Members of Association of Professional Engineers and Geoscientists of the Province of Manitoba o/a Engineers Geoscientists Manitoba:

## OPINION

We have audited the financial statements of the Association of Professional Engineers and Geoscientists of the Province of Manitoba o/a Engineers Geoscientists Manitoba (the "Association"), which comprise the statement of financial position as at June 30, 2024, and the statement of operations, changes in net assets, and cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at June 30, 2024, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

## BASIS FOR OPINION

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## RESPONSIBILITIES OF MANAGEMENT & THOSE CHARGED WITH GOVERNANCE FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

## AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant findings, including any significant deficiencies in internal control that we identify during our audit.

Fort Group  
Chartered Professional Accountants

## STATEMENT OF FINANCIAL POSITION

June 30, 2024

### ASSETS

#### CURRENT ASSETS

	2024	2023
Cash	\$ 2,319,203	1,888,931
Accounts receivables	55,069	106,084
Government remittances receivable	23,957	13,967
Prepaid expenses	99,802	103,060
Current portion of long-term investments (Note 3)	<u>1,082,172</u>	<u>735,424</u>
	3,580,203	2,847,466

#### LONG-TERM INVESTMENTS (Note 3)

4,483,710 3,825,024

#### CAPITAL ASSETS (Note 4)

1,142,621 1,250,326

\$ 9,206,534 7,922,816

### LIABILITIES

#### CURRENT LIABILITIES

Accounts payable and accrued liabilities (Note 5)	\$ 622,256	329,748
Deferred revenue (Note 6)	<u>2,447,795</u>	<u>2,327,579</u>
	<u>3,070,051</u>	<u>2,657,327</u>

#### NET ASSETS

Unrestricted	3,325,641	2,336,435
Invested in capital assets	1,142,621	1,250,326
Internally restricted	<u>1,668,221</u>	<u>1,678,728</u>
	<u>6,136,483</u>	<u>5,265,489</u>
	\$ <u>9,206,534</u>	<u>7,922,816</u>

# STATEMENT OF OPERATIONS

	2024	2023
<b>REVENUE</b>		
Annual dues (Note 7)	\$ 3,907,573	3,768,481
Annual certificates and licenses	519,328	506,788
Application assessment and administration	241,843	213,328
Meetings and events	142,684	132,624
Examination fees	118,300	84,240
Other	53,791	56,220
Cost recoveries	49,402	79,500
Province of Manitoba grants	-	148,000
	<u>5,032,921</u>	<u>4,989,181</u>
<b>EXPENSES</b>		
Advertising and promotion	117,206	114,943
Amortization of capital assets	143,092	152,204
Bank and financial charges	131,605	120,703
Certificates and seals	33,313	40,235
Contract and consulting	445,647	496,759
EngCan and GeoCan annual membership	94,606	97,695
Equipment rent and lease	36,809	31,681
Honoraria, awards and incentives	50,539	46,469
Insurance	21,414	20,108
Legal and accounting fees	357,587	512,149
Licenses dues and subscriptions	16,898	13,185
Loss on disposal of capital assets	2,437	857
Loss on forfeitures	-	2,685
Meeting, venue and speaker costs	230,007	191,686
Miscellaneous	6,573	5,386
Office lease and occupancy costs	433,570	444,398
Office supplies and small tools	19,990	17,815
Payroll taxes, insurance and processing fees	121,037	131,607
Postage and delivery	45,879	34,483
Printing and reproduction	12,716	19,816
Salaries and benefits	2,106,472	2,059,661
Secondary professional liability insurance program	41,251	38,064
Sponsorships funding and support	217,335	156,350
Staff and governance training	64,980	19,200
Telecommunications, computers and internet	51,700	49,699
Travel	32,226	22,085
	<u>4,834,889</u>	<u>4,839,923</u>
<b>EXCESS OF REVENUE OVER EXPENSES BEFORE INVESTMENT REVENUE (EXPENSES)</b>	<u>198,032</u>	<u>149,258</u>
<b>INVESTMENT REVENUE (EXPENSES)</b>		
Realized gains, interest and dividends	403,621	309,245
Unrealized gains	329,120	230,735
Investment transaction and portfolio management fees	(59,779)	(54,701)
	<u>672,962</u>	<u>485,279</u>
<b>EXCESS OF REVENUE OVER EXPENSES</b>	<u>\$ 870,994</u>	<u>634,537</u>

# STATEMENT OF CHANGES IN NET ASSETS

## INTERNALLY RESTRICTED: 2024

	Unrestricted	Invested in Capital Assets	Committee Reserve	Long-Term Reserve	Hearings	Discipline By-law	Association Centennial	Indigenous Outreach	Governance Review	2024
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>\$2,336,435</b>	<b>\$1,250,326</b>		<b>\$1,200,000</b>	<b>\$25,000</b>	<b>\$250,000</b>	<b>\$93,358</b>	<b>\$35,233</b>	<b>\$75,137</b>	<b>\$5,265,489</b>
Excess (deficiency) of revenue over expenses for the year	\$1,028,167	(\$146,666)	-	-	-	-	-	(\$10,233)	(\$274)	\$870,994
Acquisition of capital assets	(\$38,961)	\$38,961	-	-	-	-	-	-	-	-
<b>NET ASSETS, END OF YEAR</b>	<b>\$3,325,641</b>	<b>\$1,142,621</b>	<b>-</b>	<b>\$1,200,000</b>	<b>\$25,000</b>	<b>\$250,000</b>	<b>\$93,358</b>	<b>\$25,000</b>	<b>\$74,863</b>	<b>\$6,136,483</b>

## INTERNALLY RESTRICTED: 2023

	Unrestricted	Invested in Capital Assets	Committee Reserve	Long-Term Reserve	Hearings	Discipline By-law	Association Centennial	Indigenous Outreach	Governance Review	2023
<b>NET ASSETS, BEGINNING OF YEAR</b>	<b>\$1,606,141</b>	<b>\$1,340,526</b>	<b>\$6,757</b>	<b>\$1,200,000</b>	<b>\$25,000</b>	<b>\$250,000</b>	<b>\$92,158</b>	<b>\$35,233</b>	<b>\$75,137</b>	<b>\$4,630,952</b>
Excess (deficiency) of revenue over expenses for the year	\$793,902	(\$153,808)	(\$6,757)	-	-	-	\$1,200	-	-	\$634,537
Acquisition of capital assets	(\$63,608)	\$63,608	-	-	-	-	-	-	-	-
<b>NET ASSETS, END OF YEAR</b>	<b>\$2,336,435</b>	<b>\$1,250,326</b>	<b>-</b>	<b>\$1,200,000</b>	<b>\$25,000</b>	<b>\$250,000</b>	<b>\$93,358</b>	<b>\$35,233</b>	<b>\$75,137</b>	<b>\$5,265,489</b>



# STATEMENT OF CASH FLOWS

Year Ended June 30, 2024

<b>CASH PROVIDED BY (USED IN):</b>	<b>2024</b>	<b>2023</b>
<b>OPERATING ACTIVITIES</b>		
Excess of revenue over expenses for the year	\$ 870,994	634,537
Add non-cash item(s):		
Amortization of capital assets	143,092	152,204
Unrealized gain on investments	(329,120)	(230,735)
Loss on disposal of capital assets	<u>2,437</u>	<u>857</u>
	687,403	556,863
Change in non-cash working capital:		
Accounts receivables	51,015	44,553
Government remittances receivable	(9,990)	14,643
Prepaid expenses	3,258	10,414
Payables and accruals	292,508	(133,640)
Deferred revenue	<u>120,216</u>	<u>65,252</u>
	<u>1,144,410</u>	<u>558,085</u>
<b>INVESTING ACTIVITIES</b>		
Purchase of investments	(676,314)	(483,958)
Purchase of capital assets	(38,961)	(63,608)
Proceeds from the disposition of capital assets	<u>1,137</u>	<u>747</u>
	<u>(714,138)</u>	<u>(546,819)</u>
<b>CHANGE IN CASH</b>	430,272	11,266
<b>CASH, BEGINNING OF YEAR</b>	<u>1,888,931</u>	<u>1,877,665</u>
<b>CASH, END OF YEAR</b>	<u>\$ 2,319,203</u>	<u>1,888,931</u>

# NOTES TO THE FINANCIAL STATEMENTS

Year ended June 30, 2024

## 1. ACCOUNTING ENTITY

The Association of Professional Engineers and Geoscientists of the Province of Manitoba operating as Engineers Geoscientists Manitoba (the "Association") is incorporated under the laws of the Province of Manitoba and is engaged in the administration of the Engineering and Geoscientific Professions Act of Manitoba (the "Act").

The Association is a not-for-profit organization exempt from taxes under the Income Tax Act.

## 2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

An underlying assumption of the preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations is that the entity will continue for the foreseeable future and will be able to realize its assets and discharge liabilities in the normal course of operations.

The financial statements include the following significant accounting policies:

### (A) DESCRIPTION OF FUNDS

The Association utilizes the following funds to manage and report its activities.

#### **UNRESTRICTED FUND**

The Unrestricted (General) fund accounts for the Association's program delivery and administrative activities. These net assets report unrestricted resources available to the Association.

#### **INVESTED IN CAPITAL ASSETS FUND**

Invested in capital assets net assets report the assets, liabilities, revenue and expenses related to the Association's capital assets.

#### **INTERNALLY RESTRICTED NET ASSETS**

##### COMMITTEE RESERVE FUND

The Committee reserves net assets report appropriations to fund specified committee and subcommittee activities. Appropriations to and from the fund are made at the discretion of Management. The opening balance was the net surplus from a past MCWESTT conference and was reserved for the organizing committee's use in hosting a future conference. In January 2023, Management discussed the potential for future use, and it was determined that there were no further plans to host a conference. Management decided to wrap up the fund.

##### LONG-TERM RESERVE FUND

Long-term reserve net assets report appropriations to fund future unforeseen or extraordinary events. Appropriations to and from these net assets occur at the Council's discretion.

##### HEARING FUND

The Hearing fund reports appropriations for expenses incurred for the conduct of hearings relative to appeals on rejected applications for membership as described under PART 6, Sections 20 through 23 of the Act.

##### DISCIPLINE BY-LAW FUND

The Discipline by-law fund was established by Council for the purpose of administering and enforcing the discipline provision of its by-laws. The net assets may be maintained by assessing general membership an amount set by Council. Appropriations from the net assets are to fund investigations conducted by the Investigation Committee and formal hearings of the Discipline Committee and appeals therefrom.

##### ASSOCIATION CENTENNIAL FUND

The Association centennial net assets report appropriations to fund the Association's centennial year events. Appropriations to and from the net assets occur at Council's discretion. The increase of \$1,200 was a result of a vendor credit that was issued during the 2023 fiscal year, because of an error made on the design of a magnetic calendar which had been expensed in a prior year.

##### INDIGENOUS OUTREACH FUND

Council approved a dues increase in the 2018-2019 fiscal year, which was allocated for the purpose of initiating a new Indigenous outreach program.

In May 2020, The Finance Committee deemed it appropriate to segregate the unspent budget into a fund restricted for the originally intended purpose of increasing Indigenous participation and inclusion in the professions. The funds are reserved for special initiatives outside of the program's regular annual operating budget.

During the year, the fund collected back advertising costs of \$25,000 from the prior year as a result of a service provider not fulfilling their obligations for the Indigenous Role Model Campaign. It was decided by Council that the recovery would be reserved for future Indigenous initiatives. Council also approved a one-time disbursement from the fund in the amount of \$35,233 to the Engineering Access Program at the University of Manitoba which seeks to aid Indigenous people in entering the profession of engineering.

#### GOVERNANCE REVIEW

At the request of Council, this fund was established through the Finance Committee in the spring of 2021 to set aside the estimated amount required to review the governance structure of the Association. During the year, the fund incurred costs totalling \$274 related to governance task group meetings.

### **(B) REVENUE RECOGNITION**

The Association follows the deferral method of accounting for contributions. Externally restricted contributions are recognized as revenue in the year in which related expenses are incurred.

Unrestricted contributions are recognized as revenue when they are received or receivable, and when collectible is reasonably assured.

Member and intern annual dues and specified scope of practice annual licenses are based on the calendar year and are recognized into income on straight-line basis from January 1 through December 31.

Student annual dues are based on the academic year and are recognized into income on straight-line basis from October 1 through September 30.

Certificates of authorization annual fees are based on the certification year as defined by the Association and are recognized into income on a straight-line basis from May 1 through April 30.

Temporary license annual fees are valid for one year from the date of issuance and are recognized into income on a straight-line basis over 12 months from the original date of issuance.

Deferred revenue represents the portion of the annual dues, certificates and licenses which have not been recorded as revenue and will be recorded as revenue in the subsequent fiscal year.

Other revenue, including application fees, examination fees and meetings and events revenue, is recognized when the service is performed, the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income is recognized in the period in which it was earned.

### **(C) CAPITAL ASSETS**

Capital assets are recorded at cost less accumulated amortization. Amortization is based on the estimated useful life of the asset is calculated as follows with a proration in the year of acquisition:

Computer equipment	33% declining basis
Computer software	33% declining basis
Office furniture and equipment	10% declining basis
Leasehold improvements	10% declining basis

### **(D) FINANCIAL INSTRUMENTS**

Financial instruments held by the Association include cash, accounts receivable, investments and accounts payable and accrued liabilities. The Association initially measures its financial instruments at fair value and subsequently measures its financial instruments at amortized cost (except investments). Amortized cost is the amount at which the financial instrument is measured at initial recognition, less principal repayments, plus or minus the cumulative of any difference between that initial amount and the maturity amount, and minus any reduction for impairment.

The Association subsequently measures investments at fair value without any adjustments for transaction costs that may incur on sale or other disposal, with gains and losses recognized in operations.

**(E) USE OF ESTIMATES**

The preparation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year.

Estimates include the amounts payable for services not billed yet at the time these financial statements were approved and the estimated useful life of capital assets. Actual results could differ from management's best estimates as additional information becomes available in the future.

**(F) FOREIGN CURRENCY TRANSLATION**

Monetary assets and liabilities denominated in foreign currencies are translated into Canadian dollars at the year-end exchange rate. Revenue and expenses are translated at the rate in effect on the settlement date. Foreign exchange gains and losses are recorded in the statement of operations.

**(G) CONTRIBUTED SERVICES AND DONATED MATERIALS**

The Association relies on the voluntary service of many Members, Interns and others who work and collaborate to bring valuable expertise, knowledge and innovation to the Association. Without the time and effort put in by these volunteers, the Association would be far less effective at delivering on its mandate. As these volunteers provide services at varying capacities and levels, and since the Association does not normally purchase similar services, the fair value of the services donated by these volunteers is difficult to determine and are therefore not recognized in the financial statements.

Contributions of donated materials are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials are used in the normal course of the Association's operations and would otherwise have been purchased.

**3. INVESTMENTS**

	<b>2024</b>	<b>2023</b>
Bonds and guaranteed income certificates	\$ 2,113,914	1,755,700
Securities		
Canadian	1,802,563	1,246,987
Foreign	<u>1,649,405</u>	<u>1,557,761</u>
	5,565,882	4,560,448
Less: maturing within 12 months	<u>(1,082,172)</u>	<u>(735,424)</u>
	<u>\$ 4,483,710</u>	<u>3,825,024</u>

Bonds and guaranteed investment certificates bear interest ranging from 1.63% to 5.76% (2023 - 1.24% to 5.41%) with maturities from September 2024 to July 2029 (2023 - November 2023 to July 2029).

**4. CAPITAL ASSETS**

	<b>2024</b>		<b>2023</b>	
	<b>Cost</b>	<b>Accumulated Amortization</b>	<b>Cost</b>	<b>Accumulated Amortization</b>
Computer equipment	\$ 451,790	403,887	471,129	417,853
Computer software	162,218	156,782	162,218	154,066
Office furniture and equipment	682,679	393,977	671,820	362,734
Leasehold improvements	<u>1,673,171</u>	<u>872,591</u>	<u>1,664,220</u>	<u>784,408</u>
	<u>2,969,858</u>	<u>1,827,237</u>	<u>2,969,387</u>	<u>1,719,061</u>
Net book value	<u>\$ 1,142,621</u>		<u>1,250,326</u>	

During the year, the Association received \$1,137 in proceeds from the disposition of capital assets with an original cost of \$38,488 and accumulated amortization of \$34,914, resulting in a realized loss on the disposition of capital assets in the amount of \$2,437.

## 5. ACCOUNTS PAYABLE

	2024	2023
Accounts payable	\$ 392,665	122,525
Accrued liabilities	182,134	173,960
Deposits payable	-	1,500
Other payables	24,154	19,929
Credit card payable	<u>23,303</u>	<u>11,834</u>
	<u>\$ 622,256</u>	<u>329,748</u>

## 6. DEFERRED REVENUE

Deferred revenue is comprised of deferred annual dues, which are yearly membership fees recognized into revenue over the course of the membership year, and deferred exam fees, which are collected for exams that will occur in the future. Deferred revenue is comprised of the following:

	Balance 2023	Revenue Received	Revenue Recognized	Balance 2024
Annual dues	\$ 2,307,559	4,023,109	(3,907,573)	2,423,095
Exam fees	<u>20,020</u>	<u>122,980</u>	<u>(118,300)</u>	<u>24,700</u>
	<u>\$ 2,327,579</u>	<u>4,146,089</u>	<u>(4,025,873)</u>	<u>2,447,795</u>

## 7. ANNUAL DUES

Annual dues are made up of the following:

	2024	2023
Interns	\$ 685,085	596,464
Practicing	3,206,943	3,156,088
Seniors	3,829	2,723
Students	<u>11,716</u>	<u>13,206</u>
	<u>\$ 3,907,573</u>	<u>3,768,481</u>

## 8. COMMITMENTS

The Association has entered into lease agreements for its office premises, photocopiers, postage equipment and internet services which have expiry dates up to January 2027. Commitments for the next 5 years are as follows:

2025	\$ 262,697
2026	259,985
2027	151,412
2028	8,099
2029	<u>6,750</u>
	<u>\$ 688,943</u>



## 9. FINANCIAL RISK MANAGEMENT

### (A) CREDIT RISK

Credit risk is the risk that the Association will incur a loss due to the failure by its debtors to meet their contractual obligations. Financial instruments that potentially subject the Association to significant concentrations of credit risk consist primarily of cash and investments. The Association is not exposed to significant credit risk as cash is held in operating accounts, receivables are typically paid when due, and investments at June 30, 2024, are managed with a major Canadian financial institution.

### (B) LIQUIDITY RISK

Liquidity risk is the risk that the Association will not be able to meet its obligations as they fall due. The Association maintains adequate levels of working capital to ensure all its obligations can be met when they fall due by maintaining a portion of its investments in highly liquid investments.

### (C) INTEREST RATE RISK

Interest rate cash flow risk is the risk that changes in market interest rates may have an effect on the cash flows associated with some financial instruments. Interest rate price risk is the risk that changes in market interest rates may have an effect on the fair value of other financial instruments. It is management's opinion that the Association is exposed to interest rate risk associated with its cash and investments; however, this risk is low.

### (D) FOREIGN EXCHANGE RISK

Foreign exchange risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Association is exposed to foreign exchange risk since it holds a portion of its investments in foreign equities. The Association does not use derivative instruments to reduce its exposure to foreign exchange.

### (E) OTHER PRICE RISK

Other price risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk of currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investments in equities for which the value fluctuates with the quoted market price. The Association mitigates this risk by investing in diversified, low volatility bond and equity funds.

## 10. COMPARATIVE FIGURES

Certain of the comparative figures have been reclassified to reflect the financial statement presentation adopted for the current year.

## CHANGES IN MEMBERS' ROLL AND MEMBERS IN TRAINING

### Members on Roll

Members on Roll, June 30, 2023 (Note 1)		6,837
Reinstatements	19	
Reinstatements - mobility	64	
Registration - mobility	326	
Transferred from intern	<u>213</u>	<u>622</u>
		7,459
Deceased	9	
Withdrawn	435	
Written off	142	
Cancelled	<u>1</u>	<u>587</u>
Members on Roll, June 30, 2024		<u><u>6,872</u></u>

### Interns on Roll

Interns on Roll, June 30, 2023 (Note 1)		2,506
Reinstatements	35	
New from applications	247	
New from assessment	<u>490</u>	<u>772</u>
		3,278
Deceased	1	
Transferred to member	213	
Withdrawn	69	
Written off	97	
Cancelled	<u>2</u>	<u>382</u>
Interns on Roll, June 30, 2024		<u><u>2,896</u></u>

### Temporary Licenses on Roll

Licensees on Roll, June 30, 2023		12
New from applications		<u>27</u>
		39
Expired	12	
Transferred to member	<u>3</u>	<u>15</u>
Licensees on Roll, June 30, 2024		<u><u>24</u></u>

### Specified Scope of Practice Licensees on Roll

Specified Scope of Practice Licensees on Roll, June 30, 2023		29
Reinstatements	1	
New from applications	3	
New from applications - mobility	<u>4</u>	<u>8</u>
		37
Withdrawn	1	
Transferred to assessment	<u>1</u>	<u>2</u>
Specified Scope of Practice Licensees on Roll, June 30, 2024		<u><u>35</u></u>

**Note 1: Includes retroactive adjustments to prior year made in the current year.**

# IN THE COMMUNITY

## 2023 ASSOCIATION CHAPTER PICNIC

EngGeoMB Chapters joined together for a fun-filled day at Assiniboine Park on August 12, 2023, for their annual Summer Picnic: The perfect opportunity to unwind, connect with fellow engineers and geoscientists, and enjoy the great outdoors!



## 2024 CURLING FUNSPIEL

On January 10, 2024, EngGeoMB hosted the annual Curling Funspiel. Eighteen teams gathered at the St. Vital Curling Club in search of a fun afternoon, prizes, and their name on the trophy.

The Sports Committee thanks all participants for joining this year's Funspiel and helping to raise over \$5,000 to support geoscience students at the University of Manitoba.

## 2024 PROVINCIAL ENGINEERING AND GEOSCIENCE WEEK

Since 1995, Engineers Geoscientists Manitoba has partnered with Harvest Manitoba to not only make this event a smashing success, but also give back to the charity that helps to distribute food to homes all over the province. This year, the Association is proud to announce a donation of \$29,968.40 to Harvest Manitoba.

"Harvest Manitoba is once again honoured to be the charity of choice for the annual Spaghetti Bridge Competition," said Vince Barletta, President and CEO of Harvest Manitoba. "Great initiatives such as these go a long way to feed Manitobans experiencing food insecurity. Thanks again!"



## 2024 MAKING LINKS ENGINEERING CLASSIC (MLEC)

On Thursday, June 20, the 2024 Making Links Engineering Classic golf day was held at Quarry Oaks in Steinbach. Another full tournament of players joined us on the links for a day of golf, prizes, and an opportunity to network with fellow professionals.

The Making Links Engineering Classic was proposed to help make an investment in the future of the profession. This event has not only been a place for players to join the Association on the links for a day of golf, prizes, and opportunities to network with fellow professionals, but has also acted as a fundraising opportunity for the Price Faculty of Engineering at the University of Manitoba.

To date, the Association has donated over \$325,000 to the U of M through the tournament proceeds.



## CHARITABLE GIVING

### CANCERCARE MANITOBA FOUNDATION

Challenge for Life Sponsorship	\$10,000
Guardian Angel Benefit	\$3,500
Donation in memory V. Tanner	\$500
Donation in lieu of S. Verma honorarium	\$500

### HARVEST MANITOBA

Spaghetti Bridge Donation	\$29,968
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#### CHARITABLE GIVING TOTAL

**\$39,968**

## CHAPTER SUPPORT

Arab Members Chapter	\$2,958
Chinese Members Chapter	\$4,897
Ethio-Eritrean Members Chapter	\$822
Filipino Members Chapter	\$9,070
India Members Chapter	\$7,000
Indigenous Members Chapter	\$1,577
Israeli Members Chapter	\$756
Nigerian Members Chapter	\$3,714
Queer Plus Chapter	\$500
STEP Chapter	\$624
Westman Members Chapter	\$3,582

#### CHAPTER SUPPORT TOTAL

**\$35,500**

## EDUCATIONAL SUPPORT

**BRANDON UNIVERSITY GEOLOGY CLUB** (*STUDENT DUES AND BASE FUNDING*) \$435

**UOFM GEOCLUB STUDENT ASSOCIATION** (*STUDENT DUES AND BASE FUNDING*) \$2,179

**UNIVERSITY OF MANITOBA ENGINEERING SOCIETY** (*STUDENT DUES AND BASE FUNDING*) \$21,106

### UNIVERSITY OF MANITOBA

Scholarship Top-ups ( <i>Entrance, First Year, Geosciences</i> )	\$3,000
Donation of net proceeds from MLEC	\$20,500
Donation of net proceeds from Curling Funspiel ( <i>GeoClub Student Association</i> )	\$5,526
WISE Kid-Netic Energy Sponsorship	\$10,000

#### UNIVERSITY OF MANITOBA TOTAL

**\$39,026**

### UNIVERSITY OF MANITOBA ENGAP

2023-2024 Scholarship/Bursary initiative	\$1,800
.calSES for students	\$5,000
ENGAP Bursaries (one-time from restricted)	\$35,233
ENGAP Graduation	\$600

#### UNIVERSITY OF MANITOBA ENGAP TOTAL

**\$42,633**

#### EDUCATIONAL SUPPORT TOTAL

**\$73,668**

## SPONSORSHIPS AND FUNDING

### ASSOCIATION OF CONSULTING ENGINEERING COMPANIES MANITOBA

ACEC-MB Awards of Excellence: Engineering Action Sponsor	\$3,500
TWICE Platinum Sponsor	\$2,000

### BRANDON CAREER SYMPOSIUM INC.

Career Fair Sponsorship	\$619
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### CERTIFIED TECHNICIANS AND TECHNOLOGISTS ASSOCIATION OF MANITOBA

2023 Annual Golf Tournament: Hole Sponsorship and Team	\$750
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### ENGINEERS CANADA

30by30 Conference: Table Sponsorship	\$2,000
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### GEOLOGICAL ASSOCIATION OF CANADA

Booth Sponsor	\$2,000
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### MANITOBA BUILDING OFFICIALS ASSOCIATION

Sponsorship: Friend of MBOA	\$500
2024 Spring Training Event: Supporting Sponsor	\$500

### ONE HOUSE MANY NATIONS

Indigenous Youth Housing	\$2,000
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### RITUAL OF THE CALLING OF AN ENGINEER

2023 Fall Iron Ring Ceremony Reception Sponsor	\$7,500
2024 Spring Iron Ring Ceremony Reception Sponsor	\$7,500

### VERNA J. KIRKNESS EDUCATION FOUNDATION

Engineering Week on Campus	\$2,000
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### WESTERN MANITOBA SCIENCE FAIR

2024 Western Manitoba Science Fair: Gold Sponsorship	\$500
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<b><u>SPONSORSHIP AND FUNDING TOTAL</u></b>	<b><u>\$73,668</u></b>
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## FAMILY LEGACY BURSARY

A. Domenico	\$1,000
A. Paliwal	\$1,000
C. Fleury	\$1,000
J. Magura	\$1,000
S. Wayngarten	\$1,000

<b><u>FAMILY LEGACY BURSARY TOTAL</u></b>	<b><u>\$5,000</u></b>
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## MSSS PRIZE RECIPIENTS

A. Chandrasekaran	\$150
A. Thananjeyan	\$200
A. Kaur Gill	\$150
A. Kaur Kooner	\$100
C. Prieto	\$325
E. Strachan	\$325
H. Arora	\$150
H. Prieto	\$200
K. Kaur	\$100
L. Medina Pinto	\$100
N. Martin	\$200
S. Narain	\$150
T. Bennett	\$10
V. Sandhu	\$150
X. Schweitzer	\$100

<b><u>MSSS PRIZE RECIPIENTS TOTAL</u></b>	<b><u>\$2,500</u></b>
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## CONTACT US

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