THE KEYSTONE PROFESSIONAL

THE OFFICIAL PUBLICATION OF **ENGINEERS GEOSCIENTISTS MANITOBA**

2026 VOLUME NO. 1

INSIDE

THIS ISSUE

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Engineers Geoscientists Manitoba would like to hear from you. Please e-mail your comments to: **Info@EngGeoMB.ca**

Practitioners are also encouraged to submit articles and photos on topics that would be of interest to the membership.

Engineers Geoscientists Manitoba recognizes that Winnipeg is on Treaty 1 territory, the territory of the Anishinaabeg, the Nehiyaw, the Oji-Cree, the Dakota, and the Dene Peoples and on the homeland of the Métis Nation.

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ENGINEERS GEOSCIENTISTS MANITOBA

THE KEYSTONE PROFESSIONAL

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ENGINEERS GEOSCIENTISTS MANITOBA

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PRESIDENT'S MESSAGE

MIKE HOUVARDAS, P.ENG.

OPENING WINDOWS INTO THE FUTURE

One of the major undertakings of Council over the past and the coming year has been the comprehensive legislative initiative to review and reform *The Engineering and Geoscientific Professions Act*. Within this is included the review of the various fundamental definitions including those of professional engineering and geoscience, and their possible evolution given emerging technologies and practice environments.

The current Act defines the practices for professional engineering and geoscience as follows:

- "practice of professional engineering" means any act of planning, designing, composing, measuring, evaluating, inspecting, advising, reporting, directing or supervising, or managing any of the foregoing, that requires the application of engineering principles and that concerns the safeguarding of life, health, property, economic interests, the public interest or the environment;"
- "practice of professional geoscience" means any act of documenting, analyzing, evaluating, interpreting or reporting on the earth's materials or on resources, forms or processes, or managing any of the foregoing, that requires the application of the principles of geology, geophysics or geochemistry and that concerns the safeguarding of life, health, property, economic interests, the public interest or the environment;"

Over the years, I've had the opportunity to make presentations at high schools about careers in engineering, and have used a similar, abbreviated definition that engineering is the profession that applies scientific principles, mathematical methods, and empirical evidence to analyze, design, create, and apply technological solutions for the betterment of our built environment. Most of the definitions that I've heard before or since, for the most part, have been in that vein.

While discussions continue over modernized, clinical definitions, this got me thinking about my time in high school when one of our science teachers put it differently and taught us that engineering was much more than that.

I started high school in the late 70s and was fortunate to have attended Daniel McIntyre Collegiate. We had fantastic teachers. One of those was a retired, non-practicing electrical engineer.

His name was Mr. Spector. He taught us Physics and inspired at least five us in his class to go into engineering.

He had a funny, quirky delivery that made physics, well... *fun*. He had a number of sayings of which I can remember only a few, like, and I'm paraphrasing, *"the more you stay in school, the more you become they"*, referring to the often asked question, "*How do they know?"* Another was, *"people are learning more and more about less and less"*, a phrase that still comes to my mind when I read about some incredibly small corner of science that is being researched. However, the saying of his that I'm reminded of whenever there is discussion about the definition of engineering is that *"engineering allows one to see into the future"*. At the time, that statement was much too philosophical or romantic for this 17-year-old to fully understand but he went on to explain that when one properly applied science and math, it allowed one to know that something would work before they built it.

What he was also saying was what engineering is not. It is not trial and error, not intuition, or tradition, or gut feelings or hunches or guesswork. I made many structures and go-karts in my youth but had no idea that they would work, but when they failed, I'd try to make them stronger and more robust. I had no real idea what I was doing.

One of my first engineering-related summer jobs was working for a local company that had numerous drawers full of sketches of parts, accessories, and fittings for various pieces of farm equipment. Some were literally on napkins. It was my job to take these hand sketches and draft them into proper dimensioned, labeled details and catalogue them. One day, while drawing a gusset, I asked my supervisor how these had been designed. His answer really surprised me. He said that they had a 100% customer satisfaction guarantee and if any part failed, they'd replace it for free with another more robust part, until I assumed, the failures stopped. Their "engineering" method, to that point at least, was trial and error. That was not engineering. How much time and money could they have saved by understanding strength of materials and designing a part that would not fail, at least given the parameters that were known?

The question of what engineering is, also affects those who practice it. In Canada, the term Engineer is protected and it means something.

The understanding is that the individual that uses the title has demonstrated they have the required training, experience, and conduct to warrant the title and practice in their chosen field. Just as we are careful about our titles, so we should be about when systems are claimed to be engineered.

That is what Mr. Spector was referring to: that by applying the principles of science and mathematics, we design solutions, knowing in advance, with a reasonable sense of surety, that they will work, thereby opening small windows to see into the future. To this day, those of us that were lucky to have had him as our physics teacher still fondly remember his golden nuggets of wisdom.

Regarding the new Act, it is expected to be brought to legislature in 2027, therefore we are in a period where you can provide your input. Staff is bringing topics to the membership in installments in an engagement series called Act & React to gather targeted feedback from registrants and the public on core modernization topics. Additionally, there is an online forum – an interactive discussion platform hosted within the Association's database. The forum allows practitioners to comment on the Act Change Project, pose questions, and engage directly with the Act Change Project. This is your Association and your input is therefore valuable and necessary.

Feel free to contact myself or Council by sending an email regarding the Act change, or any other topic. Your feedback is important, always welcomed, and appreciated.

CEO'S MESSAGE

M. GREGOIRE, P.ENG., FEC

SWITCHING TO THE NEXT GEAR

BUILDING MOMENTUM: HIGHLIGHTS FROM THE PAST SIX MONTHS

Engineers Geoscientists Manitoba has been busy over the past half-year, advancing key initiatives in line with the new strategic plan, as well as laying the groundwork for future changes. From updates of our core regulatory functions to outreach and equity efforts, the work completed reflects our commitment to protecting the public and supporting our members.

REGULATORY MODERNIZATION AND LICENSING

One of the most significant milestones was the implementation of the updated Manual of Admissions in July. This change not only brought clarity and transparency to our registration processes, but also provides new pathways to licensure that have not previously existed in Manitoba. Feedback from the Fair Registration Practices Office confirmed that these updates meet expectations for fairness and clarity.

Since then, work has also been initiated on guidelines for the Specified Scope of Practice License, ensuring applicants have clear direction when defining their scope.

At the legislative level, discussions with provincial policy advisors and the Premier's office remain active as we explore a full rewrite of the *Engineering and Geoscientific Professions Act*—the first major update since 1998. This initiative will align with our next strategic plan and national harmonization efforts led by Engineers Canada. At the January Council meeting, a major milestone in this project was achieved – approval of the formal legislative proposal.

PROFESSIONAL DEVELOPMENT AND OUTREACH

November's Ingenium conference was a highlight of the fall, offering 15 live sessions, three on-demand sessions, and an in-person networking event. These opportunities help to ensure that our members' skills meet the evolving needs of the public. Beyond Ingenium, Engineers Geoscientists Manitoba's staff participated in career fairs, cultural events, and the Central Canada Mineral Exploration Convention, reinforcing the value of licensed professionals. Outreach also extended to Indigenous communities, with presentations to Manitoba First Nations educators on programs like ENGAP and Wawatay, aimed at inspiring future engineers and geoscientists.

EQUITY, DIVERSITY, AND INCLUSION

We have also continued to make progress on improving equitable representation of underrepresented groups in the professions. The EDI Guiding Principles Policy was developed to ensure regulatory documents reflect human rights standards and foster inclusivity. We also shared our Equity in Regulation Action Plan at the national level as a potential template for other regulators. The Women in Engineering and Geoscience Mentorship Program launched its 2025–2026 season with 134 participants, continuing many years of success for this important initiative.

OPERATIONAL EXCELLENCE AND IT SECURITY

Operational improvements included the creation of a new Engagement and Outreach Coordinator role. This role will help to improve Engineers Geoscientists Manitoba's connection with volunteers, students, and chapters. We've also continued to conduct annual surveys to inform KPIs and strategic alignment. Financial sustainability was reinforced through enhanced forecasting tools and consolidation of investment portfolios. On the technology front, our cybersecurity posture remains strong, with a Microsoft Secure Score of 81.63 - well above industry benchmarks.

COLLABORATION AND HARMONIZATION

Finally, we remain active in national efforts to harmonize licensing and accreditation by participating in Engineers Canada and Geoscientists Canada meetings. In this regard, Engineers Geoscientists Manitoba has made meaningful contributions to initiatives like the Realizing Futures of Engineering Accreditation Task Group and the communications group of geoscience regulators.

As we look ahead, these accomplishments set the stage for an exciting year that will see additional implementation of activities to move towards achievement of our strategic initiatives.

As always, your input is extremely valuable. Please reach out to let us know your thoughts on any aspect of Engineers Geoscientists Manitoba's work.

If you'd like to talk about any of the above topics or any other area of concern, please do not hesitate to contact me at MGregoire@EngGeoMB.ca.

EQUITY AND REPRESENTATION

INDIGENOUS LAND ACKNOWLEDGEMENT UPDATE

The Association recognizes that Territory Land Acknowledgements are a crucial act of respect and a critical step towards learning and relationship building with Indigenous populations. Engineers Canada has published the Indigenous Advisory Committee's Guide on Land Acknowledgements that outlines the background and significance of conducting them, as well as the context of delivering one.

Land Acknowledgements must be rooted in strong partnerships with both Indigenous and non-Indigenous organizations, groups, and communities. In the spirit of Truth and Reconciliation, it is important to acknowledge how the principles of land stewardship, design, resource management, and other sustainable approaches to land relate to Indigenous worldviews and the professions.

The Association's Land Acknowledgement (included below), which was updated by Nicole Everett, the Indigenous Professionals Initiative Coordinator, with input from the Indigenous Professionals Initiative Committee, encourages reflection, reconciliation, and provides context about the Traditional Territories of Treaty One that engineers and geoscientists are working on.

The Land Acknowledgement acknowledges the past and First Nations, Inuit, and Metis peoples' role as our province's pioneers in design, survival, and technology. The Association is committed to respecting and honouring their histories, cultures, and ongoing contributions to our professions.

As the provincial regulator who governs the professional and ethical competencies of practitioners of the professions, having such a Land Acknowledgement demonstrates the Association's ongoing commitment to building positive relationships with Indigenous Nations and acknowledges our respect for the Treaties.

The Indigenous Professionals Initiative committee held meetings through September to December 2025 to propose updates to the Land Acknowledgment along with further comments and edits outside of meetings via the Committee SharePoint site. Some suggested changes included:

- Proper naming of the Indigenous nations to: Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate, Dene, Inuit, and the national homeland of the Red River Métis.
- Acknowledgement of the past harms inflicted on First Nations, Inuit, and Metis communities from resource extraction and development projects.

The Association has a mandate to protect the public, and drawing attention to and denouncing the historical harms committed against First Nations, Inuit, and Metis communities is integral to this.

We recognize the severe underrepresentation of Indigenous engineers and geoscientists in our professions, especially First Nations and Inuit, and the urgent need to make our professions accessible and culturally safe for Indigenous engineers, geoscientists, interns, and students - present and future.

The Association is committed to ensuring excellence in the professions by setting the expectations of cultural respect, engaging ethically, and raising awareness of colonial impacts through the Land Acknowledgement and Professional Development resources. The Association is also committed to expand its learning on free, prior, and informed consent on resource extraction and infrastructure projects, culturally safer engagement and consultation, duty to consult, and malpractice on engineering and geoscience projects – for staff and practitioners.

The "Our Future" campaign which launched in 2023 highlights Indigenous practitioners and points Indigenous youth to the Association and academic resources to pursue an education in the professions. The Association has long been aware of the systemic barriers and inequities that perpetuate today. The Land Acknowledgement can serve as a welcoming call to Indigenous youth to pursue the professions.

OFFICIAL LAND ACKNOWLEDGEMENT

Engineers Geoscientists Manitoba governs and regulates the practice of professional engineering and professional geoscience in Manitoba. The Association acknowledges and respects the Treaties. We acknowledge that engineering and geoscience projects have played roles in harms that have been inflicted on First Nations, Inuit, and Métis Nations from resource extraction and development. We dedicate ourselves to moving forward with First Nations, Inuit, and Métis Nations, and rights holders in a spirit of reconciliation and collaboration in the meaningful exercise of Indigenous rights.

These remain First Nations, Inuit, and Métis lands: the lands of the Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate, Dene, Inuit, and the national homeland of the Red River Métis. Their nations have welcomed many peoples who have arrived over generations and continue to make these lands home. First Nations, Inuit, and Métis have cared for the land, water, and relations, and developed innovative ways and methods to thrive in the harshest of conditions – the original engineers and geoscientists. We are committed to respecting and honouring their histories, cultures, and ongoing contributions to our professions.

2025 ANNUAL GENERAL MEETING

Engineers Geoscientists Manitoba held its 106th Annual General Meeting on Thursday, October 23, 2025, welcoming members both in person at the Caboto Centre and online. President David Amorim, P.Eng., opened the meeting with the Land Acknowledgment and confirmed quorum with 85 professional members in attendance. Additional practitioners, students, staff, and guests were present.

Members adopted the standing rules for future AGMs and approved the agenda and 2024 minutes. Greetings were shared from John Van der Put, President of Engineers Canada, and Matt Alexander, President of Geoscientists Canada, and the Association honoured members who had passed away over the year with a moment of silence.

President Amorim's report highlighted significant progress on Council's governance framework, development of the new strategic plan, and the ongoing work to modernize our governing legislation through the Act Change Project. CEO and Registrar Michael Gregoire, P.Eng., presented updates on major accomplishments, including the revised Manual of Admissions and the Association's new EDI Commitment Statement.

Election results were announced, welcoming three new councillors – Christian Bohm, P.Geo., Arshdeep Chauhan, EIT, and Richard Marshall, P.Eng., and the re-election of Steven Wu, P.Eng., for another term. All four proposed by-law changes passed with strong support. See the chart below for more information from the scrutineers report.

Members also received an update on the clean audit for 2025, and the appointment of Fort Group as auditor for the coming fiscal year was approved. The 2025–2026 budget was presented, confirming no increase to member dues for the 2026 year.

Council also reported on progress related to last year's climate focused member resolution, including the formation of a taskgroup exploring resources and guidance for the professions.

The meeting concluded with recognition of retiring councillors and the ceremonial passing of the gavel to incoming President Mike Houvardas, P.Eng. For his incoming speech, Houvardas reflected on his nearly 40 years in engineering and volunteer service, highlighting the importance of volunteering and member participation in elections. He outlined key priorities for the year ahead, including the Act Change Project and governance improvements, and thanked President Amorim, councillors, staff, and supporters as he begins his term. Closing remarks by Past President Amorim encouraging participation in the Ingenium seminars.

Every AGM offers valuable insight into the direction of EngGeoMB. It is a key opportunity for members to stay informed, ask questions, and contribute to the governance of the Association. All members are encouraged to attend online or in-person, engage, and help shape the future of the professions.

SCRUTINEERS REPORT

The ballots on the voting for the By-law changes were counted in accordance with By-law 16.6.10 Counting of Ballots, commencing at 12:10 p.m. on Friday, October 17, 2025.

Total number of professional members eligible to vote: 7,167
Total number of professional members that voted: 632
Percentage of professional members that voted: 8.8%

BY-LAW PROPOSALS	PASS/FAIL	FOR	AGAINST	ABSTAINED
By-law 4.20 Attendance	PASS	525	59	48
By-law 6.5 Public Interest Review Committee	PASS	515	67	50
By-law 12.1 Certificates	PASS	541	49	42
By-law 20.6.2 Written Submission	PASS	509	42	81

2025 AWARDS CEREMONY AND RECOGNITION LUNCH

On October 23, 2025, members, government representatives, industry partners, and guests gathered at the Centro Caboto Centre for the annual Engineers Geoscientists Manitoba Awards Ceremony and Recognition Lunch.

The event began with a reception where attendees could interact with a showcase of projects presented by University of Manitoba Faculty of Engineering student groups, followed by the awards program and luncheon that highlighted the remarkable achievements of professionals across the province.

Guests enjoyed fine dining accompanied by live entertainment from the Patrick Coyston Quintet, with Emcee Dean Jenkinson guiding the celebration. The luncheon honoured the accomplishments of this year's 10 award recipients, in addition to those receiving their Fellowship of Engineers Canada (FEC) desgnations, reflecting outstanding dedication, innovation, and service within the engineering and geoscience professions.

FEC DESIGNATIONS

FEC designations were presented to 17 recipients. The Engineers Canada Fellowship program honours individuals who have given noteworthy service to the engineering profession through their work with either Engineers Canada or the Provincial and Territorial engineering regulators. Engineers Geoscientists Manitoba proudly nominated the 2025 recipients as their volunteer service with the Association had passed 10 cumulative years each.

2025 RECIPIENTS

- David Amorim, P.Eng., FEC
- James Ashdown, P.Eng., FEC
- Jeffrey Bell, P.Eng., FEC
- Ryan Bernier, P.Eng., FEC
- Jason Bouchard, P.Eng., FEC
- Adam Coolidge, P.Eng., FEC
- Nelson Ferreira, P.Eng., FEC
- John Fox, P.Eng.(SM), FEC
- Andrew Gies, P.Eng., FEC
- Gordon Goldsborough, FEC (Hon)
- Ryan Johnston, P.Eng., FEC
- Kyle Lenton, P.Eng., FEC
- Alan Margolese, P.Eng., FEC
- Cameron Mazurek, P.Eng., FEC
- Matthew Singer, P.Eng., FEC
- Phaedra Taiarol, P.Eng., FEC
- Christopher Trenholm, P.Eng., FEC

This year's event was made possible through the generous support of sponsors, including Awards Luncheon Sponsor Canada Life, Premium Sponsors Amrize and Manulife, and Table Sponsors CTTAM, the Engineering Geoscience Education Foundation, and Stantec Consulting Ltd.

For the 2026 Awards Ceremony, the Association is asking for members to submit nominations. Your help supports the ongoing success of the awards program, and to ensure that Manitoba's most worthy engineers and geoscientists are recognized for their contributions to our professions and the public of Manitoba. More information regarding the Association award program can be found at www.EngGeoMB.ca/Awards.html.

Take a look at the following pages to learn more about the 2025 award winners! Join next year's celebration to help honour the individuals and teams shaping the future of our professions.

2025 TEAM ACHIEVEMENT AWARD

St. Vital Bridge Rehabilitation Project
City of Winnipeg

The St. Vital Bridge in Winnipeg, originally constructed in 1965 and rehabilitated in 1988, is a critical link in the city's transportation network, carrying approximately 44,000 vehicles daily. Spanning 280 metres over the Red River, the nine-span continuous steel plate girder bridge supports two carriageways with sidewalks and is founded on a mix of piles and spread footings. In 2021, the City of Winnipeg partnered with Morrison Hershfield (now Stantec) to plan and implement a comprehensive rehabilitation project to extend the bridge's service life by at least 50 years.

The rehabilitation scope included full deck removal and reconstruction, bridge widening, expansion joint and bearing replacement, girder strengthening with cover plates, and abutment resurfacing and protection. Roadway geometry was adjusted to accommodate the wider deck, along with improvements to transit operations, intersections, and active transportation. The bridge now features 3-metre shared-use paths and upgrades to 2.4 kilometres of pedestrian and cycling infrastructure, significantly enhancing accessibility and connectivity.

The project applied advanced engineering methods, including a sophisticated 3D structural model. This enabled a load-balancing approach to widen the superstructure without adding new girder lines. The design introduced 1.85-metre cantilevers extending beyond the existing girders—near the limits of conventional practice. Accurate modeling of the bridge's 45 variable girder cross-sections was essential to developing viable solutions. At a pier with known historical movement, geotechnical and structural modeling helped replicate pier behavior and develop an appropriate stabilization plan, based on site-specific slope movement data.

From a social perspective, the project improves safety and accessibility through enhanced active transportation routes and barrier-free design, aligned with the City's Accessibility Design Standards. Aesthetic improvements include planting more than 600 trees and creating welcoming public spaces—transforming the area for all users, not just motorists.

Economically, the $35 million rehabilitation cost is roughly one-third of a full replacement, demonstrating strong value. Reuse of existing structural components limited material needs and reduced environmental impact. Environmental stewardship was also shown through tree protection, species-at-risk relocation efforts (such as the Manitoba Mussel), and the long-term sustainability of extending the bridge's service life to potentially 110 years.

The project's complexity was high, involving six engineering disciplines and extensive stakeholder collaboration. It required rapid production of over 200 drawings and 300 specification pages in just six months, along with detailed coordination to manage traffic impacts, public concerns, and construction challenges. MH's ISO-certified quality and risk management systems ensured efficient, accountable delivery. This rehabilitation stands as a model for sustainably revitalizing aging infrastructure to meet modern needs.

In recognition of the engineering excellence demonstrated in the "St. Vital Bridge Rehabilitation Project", Engineers Geoscientists Manitoba is pleased to present the 2025 Team Achievement Award to the City of Winnipeg.

2025 INNOVATION AWARD

Powered Pan Carousel
Vidir Solutions

Engineers Geoscientists Manitoba is proud to present the 2025 Innovation Award to Vidir Solutions for their groundbreaking work on the Powered Pan Carousel a revolutionary advancement in vertical storage technology.

The Powered Pan Carousel represents a bold leap forward in engineering innovation, combining mechanical, electrical, structural, HVAC, and automation disciplines into a single, integrated solution. Designed to meet the growing demands of online grocery shopping and the Buy Online, Pick Up In Store (BOPIS) model, the Powered Pan Carousel enables efficient, climate-controlled storage of dry, refrigerated, and frozen goods—all within a compact footprint.

What sets the Powered Pan Carousel apart is its world-first rotating powered shelving system, which delivers electricity to each shelf without cable entanglement. This allows for the use of powered totes that maintain precise temperatures—ensuring food safety and quality. The system uses a unique magnetic switch to safely activate power only when a tote is correctly placed, enhancing user safety.

The Powered Pan Carousel also features smart inventory tracking through Vidir's Inventory Control software, enabling real-time monitoring of tote temperatures, lid openings, and order status. This significantly reduces retrieval times and improves operational efficiency.

From an engineering standpoint, the Powered Pan Carousel is a marvel of complexity. It is the first 30-foot-tall carousel built with a bolt-on frame, allowing for easier transport and installation in tight spaces. It includes a redundant power system and an optional battery-powered cart to maintain operation during outages. Its advanced thermal management system, developed through detailed simulations and testing, ensures optimal airflow and cooling—even in high-density configurations.

The impact of the Powered Pan Carousel is already being felt. With two units deployed and 168 refrigerated positions in use, the system is helping retailers reduce food waste, save time, and improve customer satisfaction. It is a shining example of how engineering innovation can directly address real-world challenges.

For its exceptional creativity, technical complexity, and meaningful societal impact, Engineers Geoscientists Manitoba is proud to present the 2025 Innovation Awad to Vidir Solutions.

2025 CHAMPION OF ENGINEERING EDUCATION AWARD

Danny D. Mann, Ph.D., P.Eng.

Professor Danny Mann grew up in western Manitoba where he attended school in Roblin and was introduced to the profession of agriculture on the family farm. He received a B.Sc. degree in Agricultural Engineering (University of Manitoba, 1992), an M.Sc. degree in Biosystems Engineering (University of Manitoba, 1995), and a Ph.D. in Biosystems Engineering (University of Manitoba, 1998). Danny joined the Department of Biosystems Engineering in 1998 as an Assistant Professor, was promoted to the rank of Associate Professor in 2004, and was promoted to the rank of Professor in 2008. Administrative appointments include two years as Associate Head (2006-2008), one year as Acting Head (2008-2009), and Head since 2009. Danny has established an innovative research program that integrates human factors engineering with the design of autonomous agricultural machines.

Danny is a prior recipient of the CSBE Young Engineer of the Year Award (2006) and the CSBE Glen Downing Award (2011) in recognition of outstanding work in the area of power and machinery. Danny was named a CSBE Fellow in 2019 and received the CSBE Maple Leaf Award in 2022. In 2021, Danny was one of the inaugural recipients of the Biosystems Engineering Alumni of Influence Awards established to commemorate the 50th anniversary of the first Bachelor's degree in Agricultural Engineering being awarded by the University of Manitoba.

Danny is a long-time proponent of engineering education and has been a member of the Canadian Engineering Education Association since 2011. He contributed to curriculum development at undergraduate and graduate levels, and in 2020 worked with Price Faculty leadership to develop a Graduate Specialization in Engineering Education (GSEE) for doctoral students in Biosystems Engineering. The GSEE program has since expanded to M.Sc. students and remains the only graduate-level engineering education credential at the University of Manitoba. In 2020, Danny served as Editor for a special issue of the Canadian Biosystems Engineering journal on engineering education. He has contributed to the literature through 6 refereed publications, 5 refereed conference proceedings, 12 unrefereed proceedings, and 3 conference papers.

Danny has been recognized for both his teaching and his contributions to engineering education. These recognitions include the Biosystems Engineering Graduating Class Award for Excellence in Teaching on two occasions (2010 & 2019), the Graduate Student's Association Award for Excellence in Teaching (2007), the University of Manitoba Merit Award for Teaching and Service (2007), and the Excellence in Engineering Education Award from the Price Faculty of Engineering (2020). Such consistent recognition throughout the decades reflects both the sustained impact of his work and the esteem in which he is held by students and peers.

In recognition of his leadership and contribution for engineering education, Engineers Geoscientists Manitoba, together with the Price Faculty of Engineering at the University of Manitoba, are pleased to present the 2025 Champion of Engineering Education Award to Danny Mann, Ph.D., P.Eng.

2025 STUDENT ACHIEVEMENT AWARD

Design and Implementation of a Real-Time Space Environment Simulator for CubeSat Verification

When designing mission-critical systems to send to space, how can you be sure that everything will function exactly as intended?

Verification is a crucial aspect of a satellite project, providing confidence in a complex system, especially for satellites where physical access to hardware is impossible after deployment. However, proper methods can be out of reach for small teams and research groups developing CubeSats, which are often limited in time and funding. Making CubeSat verification more approachable was then decided by the team as a suitable capstone project, bringing to life the Real-Time Space Environment Simulator for CubeSat Verification.

The system consists of four modules: a space simulation model, an interface board (for connecting the simulator to the CubeSat), an Earth magnetic field emulator (to create a dynamic, physical magnetic field similar to the field felt in space) and a graphical user interface (allowing the user to monitor the CubeSat using live plots and a 3D visualization of the satellite in space). Additionally, the team created a pair of detumbling and pointing algorithms (used by a CubeSat to adjust its orientation in space) to test the effectiveness of the overall system.

Each module works together to produce a testing system capable of emulating a satellite's sensor readings and responding to any resulting actuation using a mix of simulated data and emulated magnetic fields. The system effectively makes the satellite believe it is in space. In this state, several orbital scenarios can be emulated to verify the proper functionality of the satellite's hardware and software, such as reducing spin induced by deployment (detumbling) and adjusting the satellite's orientation. During these scenarios, the user can concurrently monitor the satellite's response in real-time using a series of live plots and a 3D visualization of the satellite's current orbital position and attitude.

The system successfully verified the detumbling and pointing algorithms created during the project while running on the UMSATS's TSAT-6 CubeSat for over four hours. Accelerated testing done purely inside the simulator allowed for algorithm verification to be performed several times faster.

Future considerations for the simulator include facilitating testing to verify that a CubeSat's solar panel and battery configuration will power it during an orbital mission. The University of Manitoba's STARLab and UMSATS research groups are currently collaborating with the team to integrate their ongoing CubeSat projects into the simulator and verify their functionality, proving to be an invaluable tool for CubeSat testing.

2025 INTERN AWARD

Jiawei (Jovian) Yang, EIT

Jiawei (Jovian) Yang, EIT, is a Land and Resource Manager at Amrize Canada Inc. His work has focused on supporting land and regulatory operations across Manitoba and Saskatchewan, where he has helped maintain over 35 sites by coordinating essential permits, leases, and licenses. He has also assisted in preparing and managing leases, extraction, purchase and sale, and access agreements—gaining practical insight into how engineering, legal, and commercial elements intersect in land development and resource planning.

Building on this foundation, Jovian has developed technical capabilities through projects involving mine planning and site data analysis. He has conducted drone surveys and applied geospatial tools to support mapping, reserve quantification, and mining and rehabilitation planning—work that has enabled clearer, data-supported insights for operational decision-making. He also contributed to the due diligence process for major mineral acquisitions and coordinated drilling and coring programs to support internal evaluations and long-term resource strategy.

Jovian's involvement in rehabilitation projects has further broadened his engineering experience. He authored a successful funding proposal under the Quarry Rehabilitation on Private and Municipal Land Program, securing provincial support for a site in Manitoba. In Saskatchewan, he contributed to a pilot project exploring the reuse of water treatment residuals for rehabilitation by conducting background research and engaging with academic partners to help demonstrate feasibility to government stakeholders.

In addition to his project work, Jovian has shown long-standing commitment to the profession through nine years of volunteer service with Engineers Geoscientists Manitoba's Chinese Members Chapter, including two years as Chapter Chair. During his term, he strengthened internal governance by introducing annual budgeting and financial reviews and helped form a social media committee to enhance engagement. He supported professional development activities such as site tours and seminars and helped organize the Chapter's 10th-year anniversary gala—celebrating a decade of volunteerism and community building.

Jovian also promotes inclusivity and outreach in engineering. He volunteered in the Little Engineers Competition, which offered children hands-on exposure to engineering concepts, and supported community initiatives during his chair term, including volunteering at Siloam Mission and taking part in the Manitoba Marathon Relay. He currently serves on the Infrastructure Committee of the Balmoral Hall School Board of Governors, contributing to long-term facility planning that supports future learners.

In recognition of his exceptional achievements as an engineering intern, Engineers Geoscientists Manitoba is pleased to present the 2025 Intern Award to Jiawei Yang, EIT.

2025 OUTSTANDING SERVICE AWARD

Douglas Bell, P.Geo., FGC

Doug Bell, P.Geo., FGC, holds a B.Sc. (Hons.) in Geology from the University of Manitoba and an M.Sc. in Geology from the University of Alberta. With over 30 years of experience in geological, environmental, and hydrogeological work across Western Canada and the North, Doug has held roles in both private consulting and regulatory settings.

Throughout his career, Doug has contributed significantly to the advancement of professional geoscience. He participated in the foundational work that led to the registration of geoscientists in Manitoba through the Subcommittee for the Professional Registration of Geoscientists in Manitoba Joint Committee and later served eight years on the Engineers Geoscientists Manitoba (EGM) Registration Committee. He also contributed to the Environment and Sustainable Development Committee, introducing best practices to address environmental issues, and twice served on the Nominating Committee to support the inclusion of geoscientists in Council.

Doug has represented Manitoba on the Canadian Council of Ministers of the Environment Committee, contributing to national standards for environmental monitoring, and has helped develop technical guidance documents for Environment Canada. He has presented at conferences across Canada, sharing expertise on Arctic remediation and petroleum hydrocarbon assessment. In 2019, he received a Brownie Award from the Canadian Brownfield Network for his work on the redevelopment of Winnipeg's Park City Commons site.

Appointed as Manitoba's Director on the Geoscientists Canada board in 2019, Doug served on various committees, including the Securities Committee and Executive Committee, and was elected President in 2023–2024. During his tenure, he oversaw the hiring of a new CEO and the relocation of the organization's office from Vancouver to Ottawa to strengthen relationships with Engineers Canada and federal agencies. He is currently serving as Past President for 2024–2025.

Beyond technical leadership, Doug has mentored countless early-career professionals and promoted environmental awareness through talks at Red River College and the University of Manitoba. He has also supported the next generation of geoscientists by co-hosting Iron Ring ceremonies at the University of Manitoba year after year.

In recognition of his outstanding service to the profession, the Association, and the public, Engineers Geoscientists Manitoba is proud to present the 2025 Outstanding Service Award to Douglas D. Bell, M.Sc., P.Geo., FGC.

2025 EARLY ACHIEVEMENT AWARD

Jenna Roadley, M.Sc., P.Eng.

Jenna Roadley, M.Sc., P.Eng., is an accomplished geotechnical engineer whose career trajectory exemplifies excellence in engineering practice, mentorship, research, and community service.

Born and raised in Winnipeg, Jenna earned her Civil Engineering degree with honors at Bradley University, Illinois, where she also competed on the women's golf team. She has since pursued a diverse career in the private sector, public service, and software industry. Jenna began her career with TREK Geotechnical, working across Canada on major infrastructure projects in the civil, mining, and energy sectors. She contributed to the geotechnical scope and design for the Manning Canal rehabilitation, the Keewatinohk Converter Station, and multiple Bus Rapid Transit bridges for the City of Winnipeg. She later joined Manitoba Transportation and Infrastructure, where she served as a geotechnical reviewer on high-profile projects like the St. Mary's and McGillivray interchanges and led applied research into pavement deterioration on PTH 59S.

While in these roles, Jenna completed her Master of Science degree at the University of Manitoba. Her thesis on the performance of helical piles in Winnipeg's clay and till soils was praised for its practical relevance and methodological clarity. In addition to her own research, she regularly guest lectured in geotechnical engineering courses, providing hands-on instruction and real-world case studies that inspire students to explore the dynamic world beneath our feet.

Deeply committed to giving back, Jenna has mentored high school and university students—particularly young women exploring STEM fields. She has participated in outreach events such as WISE Kid-Netic Energy's "Make Your Move" event and previously led STEM enrichment workshops for middle school students. She continues to share her personal experiences to support students entering the field. Her mentorship has been described as candid, encouraging, and empowering.

Jenna's service to the engineering profession includes over five years on Engineers Geoscientists Manitoba's Sports and Social Committee, and as an assessor for the competency-based licensing process. Nationally, she plays an active leadership role with the Canadian Geotechnical Society, including co-chairing the 2025 Young Professionals Conference and serving as section director for the Manitoba Chapter. Outside of engineering, Jenna's compassion shines through her volunteer work as a dog walker with the Winnipeg Humane Society and a former foster with K9 Advocates, having welcomed over 30 dogs into her home. She also coaches girls' volleyball and junior golf clinics to encourage confidence, teamwork, and a love for sport.

In recognition of her exceptional early career accomplishments, unwavering commitment to advancing the profession, and meaningful contributions to the community, Engineers Geoscientists Manitoba is proud to present the 2025 Early Achievement Award to Jenna Roadley, M.Sc., P.Eng.

2025 JUDITH WEISZMANN WOMEN IN ENGINEERING CHAMPION AWARD

Suman Suri, P.Eng.

Suman Suri, P.Eng., is a highly accomplished engineer whose remarkable journey, leadership, and dedication to gender equity have made a lasting impact on the engineering profession. Her advocacy for women and commitment to mentorship continue to transform the landscape for women in engineering.

Suman began her academic journey in India, earning a bachelor's degree in engineering from Punjab Technical University, followed by a Master's degree with Honors from Mumbai University. She spent nearly ten years as an Assistant Professor at Mumbai University, one of India's top institutions. During this time, she published more than ten papers in respected international journals and conferences. She also gave back to her community by working with students in Mumbai's underprivileged slum areas, helping to improve access to education.

After immigrating to Canada eight years ago, Suman faced many challenges but never gave up. While raising two young children and working full-time, she pursued her professional engineering goals with determination. She began her career humbly as a printer operator at a local fabric manufacturing company and was promoted to Assistant Production Manager within three years. Her technical excellence continued to shine in the electric bus industry, where, despite having no prior experience, she quickly became a key leader. In less than five years, she rose to Supervisor and now leads a team of ten engineers. Her ability to learn, adapt, and lead has set her apart in this highly specialized and evolving field.

Beyond her professional accomplishments, Suman is widely recognized as a champion for women in engineering. As the first woman Chair of the India Chapter, she led efforts to foster inclusion, achieving 50% female executive representation and organizing over 20 events focused on empowering women and developing leadership. She also mentors through the Women in Engineering and Geoscience Mentorship Program, guiding young engineers in their careers. Her advocacy extends to the workplace, where she initiated conversations with management and HR to address gender disparities and propose strategies for attracting more female engineers.

Suman's commitment to service extends beyond engineering. She teaches language classes at the Hindu Temple, supporting cultural education, and runs a badminton club, promoting inclusivity and an active lifestyle. Through all her initiatives, she embodies leadership, resilience, and community-building.

With her exceptional achievements and unwavering dedication to uplifting women in engineering, Suman Suri, P.Eng., is truly deserving of the Judith Weiszmann Women in Engineering Champion Award.

2025 LEADERSHIP AWARD

Glen N. Cook, P.Eng., FEC

Glen N. Cook, P.Eng.(SM), FEC, is being recognized with the Engineers Geoscientists Manitoba Leadership Award for his outstanding professional contributions and enduring commitment to preserving engineering and geoscience heritage in Manitoba.

Over a career spanning more than three decades at Manitoba Hydro, Glen provided critical leadership in the planning and development of major hydroelectric projects that continue to shape Manitoba's energy landscape. As the Studies Engineer for the Wuskwatim Generating Station, Glen played a central role in environmental assessment and stakeholder collaboration—work that led to one of the first hydro projects in the province to incorporate Indigenous ownership. His technical coordination and engagement helped ensure the project met regulatory and social license requirements, setting new standards for future developments. In his role as Section Head of the Nelson River Conawapa Project, Glen served as the Lead Planning Engineer for a proposed 1,485-megawatt hydroelectric generating station. His work laid the foundation for a facility that holds significant potential in contributing to climate change mitigation.

Beyond his professional achievements, Glen has been a dedicated member of the Heritage Committee since its inception in 2007. Glen assumed the chair responsibility in 2016 and has provided persistent leadership in the preservation and celebration of Manitoba's engineering legacy. Since retiring from Manitoba Hydro in 2018, Glen has had more time to channel his passion for history and education into leading the Engineers Geoscientists Manitoba Heritage Committee.

Central to this effort has been his leadership in maintaining and expanding the Engineering and Geoscience Heritage Website—a digital repository documenting over a century of Manitoba's engineering and geoscience projects and notable contributors. His work combines meticulous research, documentation, and collaboration with heritage groups like the Manitoba Historical Society. Several field visits to various heritage sites within Manitoba have been organized including to some remote areas of the province to visit northern projects like hydro sites and mine locations. He has made contributions to other media and literature, including contributions on books like Abandoned Manitoba by Gordon Goldsborough. Glen's work has ensured that the stories of our province's engineering milestones are accessible to professionals, students, and the public.

In recognition of the outstanding technical leadership and service to the community at large Engineers Geoscientists Manitoba is pleased to present the Leadership Award to Glen N. Cook, P.Eng.(SM), FEC.

2025 TECHNICAL EXCELLENCE AWARD

Doug Roberge, P.Eng.

Doug Roberge, M.Sc., P.Eng., is a Senior Airworthiness Engineer and a member of the Technical Airworthiness group at StandardAero. He holds a Master of Science degree in Mechanical Engineering from the University of Manitoba, where his research focused on the Thermomechanical Fatigue of Aluminum. His thesis, Experimental Crack Length Measurement under Variable Temperature using Thin Film AC Potential Difference Technique, advanced methods of fatigue testing in aerospace materials.

At StandardAero, Doug has distinguished himself as a visionary leader where he has held several leadership roles, including serving as Director of Engineering for the Helicopters business for over 12 years. In this position, he became the subject matter expert for maintenance, repair, and overhaul (MRO) of the Rolls- Royce M250 helicopter engine. He played a key role in the development and implementation of numerous repair solutions for aerospace components, including:

- Improved abradable coatings for M250 compressor cases.
- Advanced corrosion-protection coatings for hot-section parts.
- Laser cladding of IN718 engine components.
- Fluoride ion cleaning of nickel-based combustion liners.
- Diffusion brazing of turbine components.

Beyond his technical contributions, Doug has been instrumental in advancing the aerospace sector in Manitoba. He contributed to the creation of the MB Aerospace Technology Roadmap, where he chaired the working group on Simulation, Modelling, and Analysis. He has also been an active member of the Aerospace Engineering Liaison Group (AELG), a collaboration between Manitoba's aerospace industry and the University of Manitoba's Faculty of Engineering. In this capacity, Doug has helped align engineering education with industry needs and continues to serve as co-chair of an AELG subcommittee, providing strategic input on post-graduate education and research directions.

Doug's innovative work has also been recognized internally at StandardAero, where he received the CEO True Blue Award for leading a project that significantly reduced hydrogen embrittlement during electroplating processes. He is also a Transport Canada delegate since March 2016 for the approval of major repairs and supplemental type certificates. Additionally, his expertise is required during investigations in component failure analysis.

In recognition of his outstanding technical expertise, leadership, and visionary contributions to the fields of engineering and geoscience, Engineers Geoscientists Manitoba is proud to present the 2025 Technical Excellence Award to Doug Roberge, M.Sc., P.Eng.

MEET THE NEW ASSOCIATION PRESIDENT:
MIKE HOUVARDAS, P.ENG.

Mike Houvardas, P.Eng., describes himself with one striking word: Tinkerer.

Growing up in his family home, there were always things that he spent his time building, taking apart and putting back together, and while in grade school, he loved industrial arts, including woodshop, metal shop, small appliance repair, and even cooking.

"I was also good at science and math, so engineering seemed logical," says Houvardas. "Two of my early mentors were my grade four teacher at John M. King school who allowed me and a few others to go beyond the grade four math text - we actually almost finished the grade five as well that year - and my physics teacher at Daniel McIntyre who inspired at least five of us to pursue engineering as a career."

This inspiration led Houvardas to the University of Manitoba, an illustrious 29-year career at Tower Engineering full of achievements and experience, and now, the role as the newly elected EngGeoMB Association President for the 2025-2026 year.

Houvardas involvement in volunteering with the profession has included ACEC – where his firm won the ACEC Schreyer award in 2009 - and he served on their board for six years. He was still somewhat active with one of their committees when he was asked to consider running for Council by EngGeoMB past president Allan Silk.

"I thought it was the right thing to do at the time," says Houvardas. "I'm in a different place now in my career: the numbers don't lie, and the reality is that I am closer to the end than the beginning."

Perhaps inspired by his grade school mentors at John M. King and Daniel McIntyre, and aligning with the Association's mentorship program that supports skill development, community growth, and professional and personal goal achievement, he is passionate about passing on his knowledge and expertise to up-and-coming engineers. "In addition to working on the business, my motivation now is mentoring young people in the office - both engineers and non-engineers - with what I've learned over the years; both technical, and non-technical."

Houvardas describes his leadership style as 'servant', a term he and his business partners adopted from Simon Sinek, an American author, motivational speaker, and leadership expert. Servant leadership acts as a style where leading by serving fosters highly committed and productive teams, while keeping in mind that there still exists a hierarchy, especially when it includes responsibility for risk.

"I've worked with supervisors who were the first to run when an issue surfaced on a project. We don't do that," he states. "The 'boss' is the one at which the buck ultimately stops."

When asked about Council's primary vision during his term, the new Association president referred to the Act rewrite project where Council hopes to strengthen the local engineering and geoscience community. "The big project is the re-write of the Engineering and Geoscientific Professions Act. It won't be completed during my term

but will have advanced significantly. Aspects of The Act rewrite will strengthen definitions and advocacy. [This] is an important undertaking that I urge all members to participate in. This is their Association, and their input is important."

When it comes to what Houvardas believes is Council's most important responsibility to the public, the answer is simple: Public safety.

"Public safety encompasses competency and professionalism. Competency in-turn starts at the beginning, and includes quality education, internship, training, certification, and continuous learning. Professionalism means advocating for our clients, while serving the profession with dignity, excellence, and integrity," he says.

"In my opinion, everything else is secondary."

Outside of the engineering profession, Houvardas is an avid downhill skier and golfer. Harkening back to his time in grade school, he still enjoys woodworking when he has the time and enjoys reading, collecting Blackberries and playing guitar loudly when no one else is in the house.

In looking to the future, the newest EngGeoMB President completes his thoughts with what he hopes to look back on and say Council accomplished and the legacy he wishes to leave within the Association after his term:

"I'm not one for lofty ambitions, but I'd say that I am seen as having been honest and worked with the best intentions, acted with integrity and actions that reflect my values and learned experiences, both triumphs and failings, from a career as a working engineer in private practice," says Houvardas.

"Among other things, [I hope] that this Council worked on an Act that served the public and the professions well, and that we made some tangible, positive contributions to the governance of the Association, and to the community at large."

2026 COUNCIL MEETING DATES

Council invites professional members, interns, students, and any resident of the province of Manitoba to come and observe upcoming Council meetings. For more information, please see the events listing online.

Thursday, March 12, 2026	Thursday, May 14, 2026	Thursday, June 11, 2026	Thursday, September 10, 2026

MEET THE NEW COUNCIL MEMBERS

Christian Bohm, P.Geo.

Elected Councillor
(2025 - 2027)

DEGREE(S) AND DISCIPLINE

I completed my BSc, MSc, and PhD in Geology at ETH Zürich, focusing on the tectonic and geochemical evolution of the Swiss Central Alps, with strong training in structural geology, isotope geochemistry, and Precambrian crustal evolution.

YEARS OF EXPERIENCE AND AREA OF PRACTICE/SECTOR OF WORK

My academic background is firmly rooted in geology. After a BSc in Geology, I completed an MSc on vein-hosted gold mineralization in the Swiss Central Alps, followed by a PhD at ETH Zürich using geochronology and isotope geochemistry to study the pre-Mesozoic evolution of the Alps, shaping my interest in Precambrian terranes and tectonic–mineral system links.

WHAT PUT YOU ON THE PATH TO GEOSCIENCE?

My path into geology was driven by a long-standing fascination with landscapes and the deep history they record. Fieldwork in the Alps during my student years made it clear that I wanted a career that combined rigorous science with time spent in the outdoors, trying to unravel complex geological histories in three dimensions. As my career progressed, working in the Canadian Shield reinforced how powerful geoscience can be in linking fundamental research, mineral exploration, and public policy, and that integration has been a key motivator ever since.

WHY I CHOOSE TO SERVE ON COUNCIL

I am a P.Geo. with Engineers Geoscientists Manitoba and a Qualified Person under Canadian securities regulations. I have served on the Association's Registration Committee for the past few years, reviewing P.Geo. applications and

gaining firsthand insight into professional licensure, regulation, and public protection. After 30 years in geoscience, I am seeking a Council role to give back to the profession. With experience across public geoscience, consulting, and academia, I aim to support evidence-based governance, strong professional standards, and a clear focus on the public interest.

MY BIGGEST ASSET

I bring strategic leadership from managing large, multidisciplinary geoscience programs in government, including teams of up to 50 staff, multi-million-dollar budgets, and successful federal–provincial collaborations. This experience supports effective priority-setting and resource alignment in a changing regulatory environment. I also offer board and governance experience through service with the Canadian Federation of Earth Sciences and national geoscience organizations, providing a strong foundation in policy development, stakeholder engagement, and consensus building. My career emphasizes science-based reporting, regulatory compliance, and due diligence, reinforcing integrity, transparency, and public-interest decision-making.

WHAT IS ONE THING THAT MOST PEOPLE DON'T KNOW ABOUT YOU?

Despite a career focused on rocks and maps, I have a strong interest in mentoring and education that extends beyond formal roles. As an adjunct professor at the University of Manitoba or working with junior geologists in the field, helping the next generation develop sound geological judgment and an ethical mindset has been a rewarding part of my work. Much satisfaction comes from watching students and early-career professionals grow into confident, independent practitioners.

Arshdeep Chauhan, EIT

Elected Councillor
(2025 - 2027)

DEGREE(S) AND DISCIPLINE

I pursued my education at the University of Manitoba in the Price Faculty of Engineering. I graduated in 2024 with a Bachelor of Science in Civil Engineering, specializing in structural engineering.

YEARS OF EXPERIENCE

I have 1.5 years of experience in structural engineering. After graduating, I worked as a Junior Project Manager at Pier Solutions, supporting municipal bridge and culvert rehabilitation projects and gaining hands-on construction experience. Notable work included bridge girder replacement for Manitoba Transportation and Infrastructure, DFA-funded culvert rehabilitations, and leading pile rehabilitation crews. In March 2025, I joined Dillon Consulting Limited as a Structural Engineer-in-Training with the Bridges and Structures team, where I support structural design and project management. My practice focuses on bridge engineering.

WHAT PUT YOU ON THE PATH TO ENGINEERING?

My interest in engineering began as a child after visiting a construction site with my father, sparking curiosity about how infrastructure is designed and built. In university, participation on the Steel Bridge Team deepened my interest in bridge engineering, exposing me to its technical and collaborative aspects. Bridges—symbols of connection, resilience, and public service—continue to inspire my career.

WHY I CHOOSE TO SERVE ON COUNCIL

My interest in Engineers Geoscientists Manitoba Council began at the 2023 AGM, where I saw Council's role in guiding the profession and upholding standards. This inspired me to get involved and contribute, supporting the engineering community, representing early-career professionals, and helping shape the future of the profession in Manitoba.

MY BIGGEST ASSET

As a recent graduate and engineer-in-training, I bring an early-career perspective that reflects the experiences and concerns of emerging professionals. I offer a forward-looking mindset and a strong willingness to learn, collaborate, and contribute. I am particularly interested in supporting discussions around technological advancement, climate resilience, and evolving societal expectations, while ensuring that public safety and professional integrity remain central to the Association's work.

WHAT IS ONE THING THAT MOST PEOPLE DON'T KNOW ABOUT YOU?

Outside of my professional work, I am a co-founder and co-host of 204 Rise, a Winnipeg-based podcast that highlights emerging talent across music, art, and business. The podcast reflects my interest in community building and celebrating innovation within Manitoba.

Richard Marshall, P.Eng.

Elected Councillor
(2025 - 2027)

DEGREE(S) AND DISCIPLINE

My undergrad degree is a Bachelor of Science in Civil Engineering, from the Ohio State University, 1982. I majored in Construction Management with a minor in Structural Engineering. In 2016, I decided to pursue a Masters, and graduated with a Master of Environment and Business from the University of Waterloo in 2019. My focus for the Masters is in sustainability; my thesis involves life cycle costing of buildings.

YEARS OF EXPERIENCE

46 years. I've always worked in Construction Management, 13 years in the US and 33 years in Canada. In the US, I worked in Ohio and California. I've been based in Winnipeg since 1993, but I've managed projects in SK, AB, and ON also. I've held most roles in Construction; Estimator, Chief Estimator, Project Manager, Senior Project Manager, Design Manager, and now Director of Design and Innovation. Throughout my career, I've mostly worked in collaborative delivery, design-build, and construction management. I have experience across a wide range, including industrial, institutional, hospitality, retail, and multi-unit residential construction.

WHAT PUT YOU ON THE PATH TO ENGINEERING?

By the time I was a senior in high school I had decided to pursue engineering. After starting at Ohio State, we were introduced to various disciplines, and civil seemed the most interesting to me. And then I landed a part-time job at a small contractor, and I decided to focus on construction management.

WHY I CHOOSE TO SERVE ON COUNCIL

I've been involved as a competency-based assessor for several years. I decided to run for Council because I feel that the Association needs to engage more with government. There's going to be massive investments in infrastructure coming in the next decade, and engineers and geoscientists need a seat at the table advising government.

MY BIGGEST ASSET

I have 18 years of volunteer experience in Codes development, nationally and provincially. I've chaired numerous committees and task groups. I understand strategy development and governance.

WHAT IS ONE THING THAT MOST PEOPLE DON'T KNOW ABOUT YOU?

One fun fact is that I met my wife on an airplane on vacation. We were seated next to each other. We started a relationship and we've now been together for 36 years.

SAVE THE DATE

2026 ANNUAL GENERAL BUSINESS MEETING

The ***2026 Annual General Meeting*** of Engineers Geoscientists Manitoba is scheduled to be held at 1:00 p.m. on **Thursday, October 22, 2026**, at the **Victoria Inn,** in **Brandon, Manitoba**. Virtual attendance will also be available. Interns, professional members, and councillors are entitled to be present; any other person may be admitted by invitation of the President or with the consent of those present who are entitled to vote, as per By-law 13.5.

Registration is required to attend this event for voting authentication, and will open in the summer. Reports and supporting documents for the Annual General Meeting will be posted on the AGM webpage in due course.

COMPETENCY BASED ASSESSMENT: THE ROLE AND IMPORTANCE OF VALIDATORS

Competency-Based Assessment (CBA) is the approach used by Engineers Geoscientists Manitoba and most Canadian regulators to assess engineering and geoscience experience and competencies for first-time professional registration and specified scope of practice licensure. Part of the CBA process is the validation stage. This is when an Intern or Specified Scope of License (SSPL) applicant submits their self assessment of competencies to their nominated validators to confirm work experience and competency.

WHO IS A VALIDATOR?

A validator is a supervisor, employer, colleague/client/consultant and ideally a P.Eng. or P.Geo. supervisor. Validators should have direct, first-hand, personal knowledge of the applicant's work. In the CBA process, an applicant needs four validators and two must be professional registrants or equivalent.

WHAT IS THE VALIDATOR'S ROLE?

The validator's role is to confirm work experience in the 34 engineering competencies or 29 geoscience competencies. The validator provides competency level ratings and comments for each competency that is assigned by the Intern or SSPL applicant. They also provide overall feedback on readiness for registration and licensure. Validators can also request revisions from the applicant if the reported experience or competency does not meet the minimum competence rating.

WHAT IS THE VALIDATION PROCESS?

EngGeoMB uses the Competency Assessment online reporting system for all CBA activities. Validators are sent an email notification with a link for the validation request when an intern or applicant nominates them as a validator. That link takes validators directly to the validation stage in the CBA system to confirm the applicant's work experience. Validators also have the option to accept or decline the role. A validator can decline the role if they are not familiar with the competencies assigned to them to validate.

VALIDATOR TIPS:

It's important that validators have open and honest communication with the intern or SSPL applicant. Validators should review and confirm that sufficient details are provided, and that competency ratings are appropriate and align with their comments. Validators are encouraged to provide comments about applicants, as this assists the Association's CBA assessors and Registration Committee in determining readiness for registration and licensure.

Validators play a critical role in the CBA process and make a valuable contribution to the development of competent interns and SSPL applicants on their journey to professional registration and licensure.

For more information on the role of the validator and CBA, please review available guidance at: **www.EngGeoMB.ca/CBA**

For questions or inquiries about presentations to firms about CBA and the role of the validator contact Admissions at: **Apply@EngGeoMB.ca**

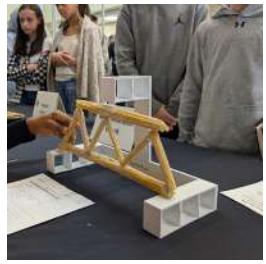
MARCH IS

PROVINCIAL ENGINEERING AND GEOSCIENCE MONTH

March is Engineering and Geoscience Month. It is a time to recognize the work of engineering and geoscience and the role these disciplines play in Manitoba and across Canada. Each year, this month provides an opportunity to highlight professional practice, public responsibility, and the impact of this work on daily life. This year, Engineers Geoscientists Manitoba (EngGeoMB) will mark the month with a full program of activities for both the public and members. The program includes youth outreach, hands-on learning, and opportunities for professional exchange.








As part of the month's activities, Provincial Engineering and Geoscience Week (PEGW) takes place from Sunday, March 15 to Sunday, March 22. PEGW focuses on introducing children and youth to engineering and geoscience through practical and engaging activities. The week begins on Sunday, March 15, with **children's activities at Kildonan Place Shopping Centre**. Families will be able to take part in hands-on activities that introduce basic engineering and geoscience concepts in an accessible way.

On Monday, March 16, the annual **Spaghetti Bridge Competition** begins at Kildonan Place. This long-running event challenges students to design and build trusses using dry spaghetti and glue while applying engineering principles. Bridge testing will continue throughout the week at the following locations:

Tuesday, March 17: Niverville High School
Wednesday, March 18: Bruce Middle School
Thursday, March 19: Samuel Burland School
Friday, March 20: Virtual bridge breaking via Zoom

PEGW concludes with **Cities of the Future** movie screenings on Saturday, March 21 in Brandon and Winnipeg, and Sunday, March 22 in Winnipeg. The film shows large-scale engineering projects from around the world, from transit systems and flood protection to urban design. It shows engineering in action and how cities are being built to face real future challenges.

Alongside community programming, this year the month also includes activities focused on professional development. EngGeoMB will host a series of **Lunch-and-Learn workshops**. Following the workshops, a networking event will offer an opportunity for professional exchange among members. Watch the online event calendar for more information about these events.

WHY THIS MONTH MATTERS

Engineering and geoscience are part of everyday life in Manitoba.
Work in these fields supports infrastructure, public safety, resource management, and environmental protection.

This month creates space to highlight that work, encourage public awareness, and support early interest in engineering and geoscience as career paths. Through outreach activities and professional events, EngGeoMB continues to promote professional standards and public understanding across the province.

ACT CHANGE PROJECT MOVES CLOSER TO SUBMITTING A LEGISLATIVE PROPOSAL TO THE MANITOBA GOVERNMENT

When Council initiated an Act Change Project in 2024 to update *The Engineering and Geoscientific Professions Act*, it was in recognition that the legislation governing the Association and the professions of engineering and geoscience needed to be modernized. Other aims identified were to strengthen the Act's regulatory authority and public accountability, and harmonize it with other legislation governing engineers and geoscientists across Canada.

LEGISLATIVE PROPOSAL DEVELOPMENT AND FINALIZATION

The development of the Legislative Proposal has proceeded through a staged and iterative process designed to ensure thorough analysis, quality control, and informed decision-making at each step.

Following Council's approval of the initial Legislative Objectives in June 2025, several objectives were subjected to additional research and refinement. This work included targeted legal analysis and policy review to further assess scope, implications, and alignment with contemporary regulatory trends. Refined objectives were reviewed by the Government Relations Advisory Committee and subsequently returned to Council for consideration, with particular focus on themes related to technological change, advocacy and regulatory authority, proactive regulatory tools, and governance.

In December 2025, Council approved a set of Supplementary Legislative Objectives addressing administrative and procedural matters identified through earlier review. These objectives included publication pending appeal, confidentiality during investigations and discipline, penalty structures, and clarification of Certificate of Authorization requirements.

Collectively, the Legislative Objectives and Supplementary Legislative Objectives were grounded in extensive consultation undertaken throughout 2024 and 2025. Engagement activities included focus groups and dyadic interviews with practitioners, students, educators, employers, and adjacent professional groups. This engagement was complemented by legal counsel's interjurisdictional scan of comparable Canadian legislation

and emerging trends in the governance of self-regulating professions.

The Legislative Proposal will be submitted to Manitoba Labour and Immigration, the department responsible for the Act, for review and engagement as part of the government's legislative development process.

Once the Legislative Proposal is approved, the Association's legal counsel can prepare a set of drafting instructions to guide the Manitoba Government in formally developing a bill to be presented to the Legislative Assembly.

ENGAGEMENT: CURRENT ACTIVITIES AND PLANS

The Act Change Project has begun engaging directly with all practitioners regarding specific Act changes under consideration by Council that would benefit from practitioner input with an "Act and React" series of monthly topics.

The series kicked off in November with the topic of Artificial Intelligence that had a brief description of the issue and a few short survey questions. Through News Notices, a website news story, direct email blasts, and posting on the EngGeoMB Online Forum, practitioners were asked to describe how AI is used in their work, think about how it affects their day-to-day practice, and asked what role they believe the Association should play in regulating or providing guidance on AI.

In December, the next topic of professional practice management plans (PPMPs) was raised with practitioners in the same Act and React format. Practitioners were surveyed regarding their experience in working with professional PPMPs, their level of support for requiring certificate of authorization holders and sole practitioners to develop and maintain a PPMP, and any further questions or thoughts they would like to add on the topic.

Given the strong response to Act and React from practitioners, all questions and feedback are currently being consolidated, recorded, and tracked. The issues raised are being reviewed and the most appropriate approach to responding is being determined, including options for addressing common themes in a clearer and more consistent manner across future communications. In addition to practitioner engagement, in 2026 further adjacent professional association engagement is planned to ensure our adjacent professions are aware of our planned Act changes.

Public polling is being planned through Probe Research to assess public confidence in how the professions are regulated and how the public interest is being protected, consistent with the Act's purpose.

The polling will also help gauge public awareness of the regulatory framework and perspectives on potential Act changes that may affect the public interest.

NEWS+NOTES

2025 FILIPINO MEMBERS CHAPTER BOWLING FUNDRAISING EVENT

The Filipino Chapter invited members, their families, and friends to their Bowling Fundraiser at Chateau Lanes in Winnipeg on **September 27, 2025**. The event was organized to raise funds in support of the chapter's scholars and activities.

Scholarship recipients included engineering students from the University of Manitoba and Interns who were Filipino immigrants pursuing their professional engineering or geoscience designations in Manitoba.

OCTOBER 2025: NEW MEMBER LUNCH

On **October 21, 2025**, the Association welcomed new members to The Norwood Hotel for a complimentary lunch and networking opportunities.

Guests were invited to take pictures with the president and celebrate their newly acquired professional licence in Manitoba. We look forward to the next new member lunch events in 2026!

INDIA MEMBERS CHAPTER: PDU-EXPLORING PRECAST CONCRETE PRESENTATION

The India Members Chapter presented a technical session exploring the benefits, manufacturing processes, quality standards, and certifications of the precast concrete industry, on **November 18, 2025**.

The presentation, titled *Exploring Precast Concrete*, provided an in-depth look at the precast concrete industry, focusing on its benefits and attributes, including versatility, efficiency, and resilience across applications. It explained how precast components are manufactured in plant settings, emphasizing the importance of quality management and certifications.

BY-LAW 18.2 LIABILITY INSURANCE REQUIREMENTS FOR PROFESSIONAL MEMBERS AND LICENSEES - NEW INSURANCE POLICY NOW IN EFFECT

Effective January 1, 2026, the changes to By-law 18.2 that passed at the 2024 Annual General Meeting make it a requirement for all professional members, temporary licensees, and specified scope of practice licensees (SSPL) who are practising individually ("sole proprietors"), to hold professional liability insurance. This change aims to better protect the public, clients, and practitioners. Sole proprietors had until December 31, 2025, to comply with the new requirements and will be required to hold the same insurance as Certificate of Authorization holders, the details of which are set by Council.

The wording for By-law 18.2 Professional Members, Temporary Licensees, and Specified Scope of Practice Licensees is as follows:

(a) Prior to engaging in the practice of professional engineering and/or professional geoscience in the Province of Manitoba, each professional member, temporary licensee, and specified scope of practice licensee shall have professional liability insurance coverage by virtue of an insurance policy issued in the name of the professional member, temporary licensee, or specified scope of practice licensee, or his or her employer.

(b) Each professional member, temporary licensee, or specified scope of practice licensee shall, no later than 10 days from the date of notification of any change to his or her status as an insured or the scope of insurance coverage, notify each current client of same.

NEW CHAPTER!

IRANIAN MEMBERS CHAPTER

The formation of the Iranian Chapter of Engineers Geoscientists Manitoba was approved by Council at its November 2025 meeting. The chapter will focus on the practice of engineering and geoscience by practitioners who have an interest in, or connections to, professionals with Iranian backgrounds in Manitoba.

2026 CURLING FUNSPIEL

On **January 21, 2026**, EngGeoMB hosted the annual Curling Funspiel! Teams gathered at the St. Vital Curling Club for a fun afternoon, prizes, and their name on the trophy.

Congratulations to Glacial Aggregates Inc. for clinching the trophy and to Conviron who won the Best Dressed prize!

INGENIUM 2025 IN-PERSON EVENT

After three days of 15 live virtual sessions, the Ingenium Professional Development Seminars invited attendees to an evening of connection where professionals, presenters, students, and innovators turned virtual interactions into real-world relationships on **November 20, 2025**.

This year's conference turned the spotlight Local - focusing on Manitoba's unique challenges, innovations, and opportunities.

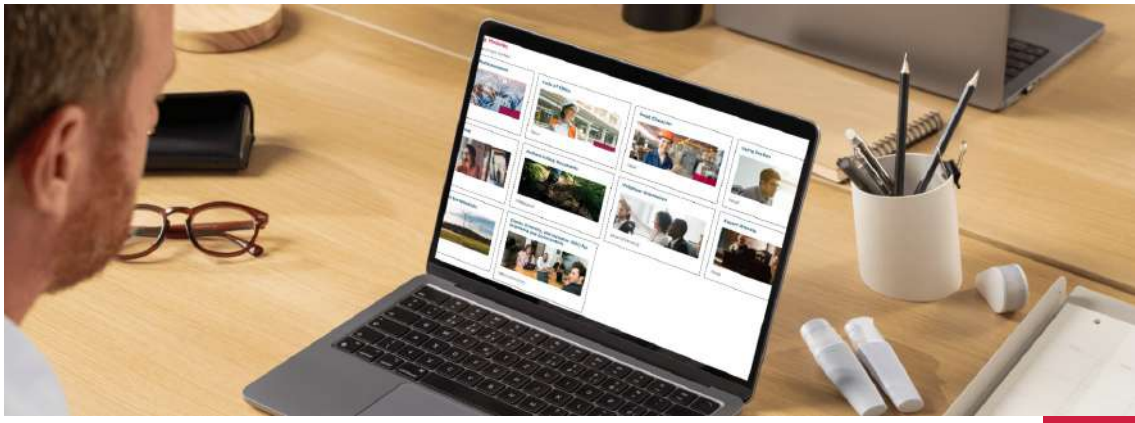
FILIPINO MEMBERS CHAPTER ANNUAL HOLIDAY GALA AND FUNDRAISING EVENT

Themed *Forged in Excellence*, the chapter hosted an evening of celebration, community, and giving at their Annual Holiday Gala and Fundraising Event on **November 29, 2025**, at the Philippine Canadian Centre of Manitoba.

NEW VOLUNTEER ORIENTATION MODULE NOW AVAILABLE

Engineers Geoscientists Manitoba has launched a new online Volunteer Orientation training module for all current and future volunteers. Developed in response to volunteer feedback, this 30–45 minute e-learning module introduces the Association's mission, organizational structure, and volunteer roles, while covering key procedures, guidelines, and compliance requirements, including the updated Privacy and IT Security forms.

The module is now available to all existing volunteers through their member profile and will be mandatory for all new volunteers going forward. This initiative helps ensure consistent standards, supports volunteer success, and strengthens the quality and integrity of our programs.



MEMBER UPDATE

JULY - DECEMBER 2025

NEW MEMBERS

B.M.H. Abdelaziz
M.E. Ablang
J.S. Acosta Sarmiento
A.O. Adebayo
F. Ahmadloo
O. Aina
I.J. Aiteobhor
M. Amani Kotamjani
M.Y. Amegadzie
R.A. Anderson Murray
L.D. Apuugum
E. Arbab
J.C.P. Arenas
S. Arseneault
A. Arutyunov
E.R. Asnicar
G. Asry
R.D.J. Asuncion
A.O. Ayoola
L.K. Bal
T.T. Ball
P. Bampanga
L.A. Bandel-Komorofsky
M.E. Bankey
B. Barbod
A.S. Basakay
C.H.M. Baylis
G.R. Bendus
N.K. Bennett
A. Bhardwaj
J.S. Bhullar
T.G. Blampied
O.N.H. Bobmanuel
J.D.M.N. Bodino
A.R. Bosc
B. Breukelman
R.P. Buchs
N.A. Bunda
L.C. Burden
B.E. Butler
H.M.U. Butt
H.M. Bye
P.J. Campbell
T.J. Ceccanese
J.R. Chadwick
N.W.B. Chan
V.M. Chandavarkar
H.Y. Cheng
J.W.L. Choa
M.K. Chowdhury
A.E. Churchill
M. Cipolletti
B.S. Coonan
S.A. Cortens
J.D. Crocker
M. D'Ottavio
R.A. Da Silva
B.A.A. Dahroug
S. Damodharan
T.S. Das
S. Debnath
B.J. deBoer
M. Della Libera
A.S. Desalegne
S.R. Deshpande
F. Desjardins
T.M. Dickerson
Y. Ding
M. Dobosz
D.M. Dreolini
T.V. Dueck
E. Eke
A.N.S. Eldeeb
H.O. Elewuro
B.H. Emmons
A.D. Esan
M. Esmaeili
R.T. Evans
R.T. Eze
J.M. Feiger
D. Fernandes de Oliveira
J.E. Flynn
J. Fong
J.E. Fowlie
P.V. Franco Bernal
R.D. Fraser
A. Gadepalli
G. Gagne
J.R. Gallop
R. Ganesan
D. Gaudette
M.A.M. Georgious
J. Ghasempour
A. Gholamzadehabolfazl
A. Ghosh
T.N. Gibbes
G.O. Gonzalez
J.M. Groenewold
D.J. Guenther
S.D. Guest
P. Guo
S. Gurram
J.E. Haakons
E. Habibova
N. Hachem
L. Haji Mohammad Taghi
K.J. Haldane-Wilsone
Z. Hammadi
J. Han
J.M. Han
N.R. Hanneson
M.T. Hardert
H.J. Harpster
A. Hassan Zadeh Zenozi
M. Hayat
A.L.B. Hayes
J.J. Hedrich
C.C. Henry
P. Herczakowski
H. Heukelman
R.W. Hildenbrandt
M.T. Holmes
Y. Hong
B.D. Hoogsteen
V. Horditsa
S.M. Hosseini
L.W. Howell
D. Huang
D.O. Idoko
B.J. Illchuk
J.A. Jackson
S. Jagoo
P.J. Jajarmi
C.R. Janzen
Q. Jiang
M.S. Johal
S.P. Johnson
A.R. Johnston
S. Kachhap
B.M. Kallert
U.J. Kalu
K.Y. Kebede
T.Y. Kehasse
S.J. Kim
R.T. Kizeke
D. Konkov
M.D. Koop
S.K. Kumahor
A. Kumar
J.M. Kurtenbach
L.H. Kwak
M.J. Lang
J.M. Lapp
T.K. Lawal
K.D.R. Lees
C.D. Lenzin
E.C. Leroux
D.A.L. Leslie
Y.T. Liang
D.C. Limpahan
Y. Liu
B.L.V.C. Liyanage
J.C. Londono Pelaez
S.M. Lou-Hing
S.A. Macchione
J. Mahmoud
S. Majstorovic
K.K.C. Mak
S. Malhotra
E.S. Malo
A.N. Manawadu
G.Z. Mani
J.T. Mansoff
A. Marashi
T.L. Marra
A.M. Masserey
S.J. Materu
J.W. Matthews
M.B. Mavani
S.M. McAdam
A.E. McCann
Z.A. McCarthy
K.C. McCorquodale-Bauer
J.A. Meadows
J.R. Mecham
D.R. Medrano Jimenez
B.C. Mendez Urquidez
S.F.A. Mignacca
J.H. Mills
M.A. Mohamed
K. Mohammed
R.L. Molson
A.R. Montes Pacheco
L.R. Monzon
M.P. Moore
I.J. Moran
Y. Morgan
M.H. Mubarak
A. Muhammad
W.M. Muneer
M. Muthahir
S. Nami
J.D. Nardai
F. Nasserzadeh Sharifi
L.C. Nazar
L.G. Neche
H.N. Nguyen
I. Nogrady
F. Nzotungwanimana
S.A. O'Hagan
M.G. Oladokun
O. Olaye
M.J. Olfert
P.O. Onakpoya
A.M. Ong
J.L. Osback
P.A. Oshust
F.C. Ouellette
E.Q. Panciera
E. Panjeshahi
M.G. Papadimitropoulos
S. Park
S. Parmar
A.H. Patel
R.C. Paulus
K.S. Penner
J.R. Peters
P. Pinel
A. Pohary
I. Polyzois
I.J. Przyslupski
T.K. Purcell
L.H. Pylko
M. Rafei
M.A. Ragasa
A.O. Raji
C.A. Rawsthorne
N.T. Reinsch
J.C. Ricker
D.J. Riley
D.V.M. Rocan-Drysdale
C.J. Rowat
B.J. Rutten
S.A. Sadowy
A. Safian
S. Saha
E.M.R. Saleh
N. Samoylenko
K.R. Sanders
Y. Santos
C.F. Sarbu
J.D. Schaffer
D.W. Schmidt
C.J. Schnaider
L.P. Semasinghe
I.M. Serban
R. Shah
S. Shahriari
T.O. Shittu
J.P. Shurvell
M.D. Simpson
A.M. Singh
H. Singh
I. Singh
A. Sischin
M.E. Situm
J.M. Smit
G. Sonaimuthu
Y. Song
A.J. Soto Montes
S.E.M. Soucy
M.D. St Denis
M. Stevanov
C.T.N. Stocki
F.V. Szymanski
B.G. Taddesse
L.X. Tan
A. Tarasov
C.R. Tarry
O. Tehinse
M.J.Y.J. Tessier
C.A. Thomas
S.J. Thomasson
K.F. Thompson
E.N. Tobin
N.A.B. Toga
H.E.B. Toomath
K.W. Topping
D.J.P. Tremblay
B.G. Tucker
K. Vaillancourt
M.A. van der Velden
J. Velez Bernal
J.J. Verana
C.X. Wang
R. Wang
J.H. Warhaft
S.J. White
R.S. Wieler
R.J.M.R.D. Wiesenberg
T.G. Williams
P.A. Winn
P.T.L. Wong
I.R. Woodcock
M.R. Woodworth
N.F. Wu
S.E. Wyssling
Y. Xu
J.P. Yakielashek
A. Yazdanpanah
R.S.F.S. Yonathan
A. Zahedi
H. Zeng
C.A. Zrobek
S. Zu

SPECIFIED SCOPE OF PRACTICE LICENSEES

D.A. Gossen
R.P. Hoffart
A.R. Paulson
K.L. Williams

US TEMPORARY LICENSEES

S. Amatya
M. Amunarriz
I. Aramburu
K. Bodell
J.R. Church
M.T. Conser
M.R. Edwards
N.J. Edwards
M.J. Engels
N.T. Grove
S. Hassan
D.W. Hughes
J. Iragorri
A. Juarez
L. Lam
J.C. Marroquin Del Mar
R.R. Naik
S. Park
G.A.B. Shepperd
J.Y. Wang
J. Wen

IN MEMORIAM

Daniel Danyluk
Arnaldo G. Carlos
Rodney Leonard Joseph Girouard
Steven Henry Spry
Ralph Dean Rempel
Gary Lawrence Bunio

INTERNS

H.M.A. Abdelaty
I.R.A. Abdelhady
M.R. Abel
A.A.M. Aboelnaga
L. Abou Rashid
N.M.M.M. Aboutaleb
O.B. Adegoke
O.V. Aderinto
M. Afshar Delkhah
V. Agrawal
K.H. Agyei-Agyemang
A.A.A. Ahmed
A.D. Ajagbe
A.A.A. Al-Zaghir
M. Alaei Varnosfaderani
E.R.D.L. Alejo
B. Aljada
M. Allameh
C.R. Allard
M.F.R. Alora
R. Aman
F.L. Amenta
M. Ansari
I.M.I. Aqdiam
H.G. Arnason
M.W. Arnold
H.A. Assefa
A. Ataeijafari
B.L.S. Au
C. Avrelus
Z. Azadpour
J.P. Bajus
M.J.F. Balahibo
A.J. Balbin
V. Bansal
M. Basharat
B.E.M. Beaudette
D.E. Berg
J.M. Bhalala
A.R. Bhardwaj
T. Bhatia
F. Bin Alam
D.B. Bird
D.B.N. Bodino
A. Briand
K.E. Buckingham
C.R. Buternowsky
K.A.R. Calista
S.E.B. Campbell
D.E.A. Chakhmouradian
G.S. Chana
A. Chaulagain
B.S. Chen
J. Cheng
A. Chiapas Garcia
A. Chong
O.D. Chukwuka
J.M. Cockwell
V.L. Cormier
J.A. Coulter
C.I. Creighton
S.R. Crew
T.S.Y. Dardona
K.J. Darji
D. De Luca
A.R. DeGagne
J.M. Desousa
W.T. Desta
S.S. Dignazio
R. Dimbrovskyi
J.K. Djiogang Tefouet
T. Dobariya
L.C. Donald
D.R.N. Donato
Y.V. Du
V.N. Duester
H.R. Dyck
E.G.P. Ediriweera
A.C. Edwards
N.O. Ejaife
N. Ejtehadi
A. Elhassan
O.E.Y. Elnemr
P. Encarnacion
C. Erkinbaev
I.O. Erunkulu
A.O. Esan
C. Etienne
J. Eung
W.O. Ezeana
E.O. Fasina
G.E.H. Fortier
J.S.L. Frankel
K.E. Freiling
J.E.S. Friesen
J.F. Friesen
M.G.D. Fryatt
S. Fu
C.A. Futros
S.H. Gao
A.A. Garofalo
I.P.B. Geluz
M. Ghasemi
J.W. Gibson
C.R.D. Gilbert
H.S. Gill
G.A. Glusgold
K.P. Gonzales
G.R. Greenhill
N.N. Gunasekara
M. Halakoo
K.P.K. Hawthorne
S. Hayat
A.M. Hill
S.S. Hora
M.S. Hosen
P.G. Hur
A. Huynh
J.A. Ilyas
A.A.E. Imam
T.E. Iyasere
S. Jae
N.L. Janz
R. Johnson
J.T. Joseph
R.R. Karkar
H. Kaur
G. Khatiwada
M.Y. Kim
T. Kim
V.S. Korat
J.J. Kostelnyk
C.A. Ladino Hernandez
M.J.D.M.T. Laluk
M.J. Lavoie
A. Lee
S.G. Leslie
S.I.N.P. Linde Gedara Widanage
G.D. Lindsay
T. Litvin
Y.C. Liu
M.M. Lobato de Faria
D.D.J. Lourenço
C.J.P. Lozano
B.R. Lubkey
H.P.S. Maan
J.L. Maghirang Goot
S. Mahajan
K. Malhotra
R.I. Mantilla
S.R. Matricardi
C.N.J. Maxwell
N.R. McFaddin
C.W. Mckay
K.L. McTavish
M. Meghdadi
D.C. Meribe
J.A.B. Minkley
G.K. Modi
M.H. Mohanna
A. Mokhtari
G.W. Molla
A.D. Momoh
C.S.P. Morrow
C.D. Munro
T. Mupudzi
L.V. Murray
K.A. Nahian
G.H. Nash
M. Nasir
M.L. Neumann
N.T.Q. Nguyen
D. Nuilan
S.E. Nyathi
I.R. Okere
S. Oli
D.L.A. Pachkowsky
A.B. Padron
J.D. Panchal
A.A. Param
V.M. Parekh
M. Parsamehr
J.H. Patel
K.N. Patel
M.P. Patel
J. Patty
P.S.A. Peiris
Z.J.P. Penner
M.K. Perera
S.H.P.H. Perera Jayawardena
A. Polovinka
A.T.D. Prouse
L.R. Proven
K.A.G. Purcha
A. Rahat
E. Ramezani Dobani
G.C. Ranasinghe
K.P. Rathod
D.J. Ricard
L.P. Roadley
L.J. Rotich
B.J. Russell
J.E. Safiniuk
M. Saggu
R. Saif
M.M.E. Sanchez
T. Sati
A.J. Schinkel
M.D. Schmidt
S.F. Scott
M.M. Sebabili
A. Seidu
K.R. Semenko
N. Shafiei
S. Sharma
M.I.A. Shekeew
M.B.B. Shirtliff
A. Singh
A.S. Singh
G. Singh
H. Singh
K. Singh
A.R. Smyth
E.J. Sobkowich
M.B.S. Speiser
M.M.D. Starosilec
M. Sudermann
M.A. Tandoc
T. Terulun
J.C. Tinker
M. Tkach
R.P.M. Tricotteaux
S.A. Urbano
J.S. Uribe Mendoza
A. Usov
R.J. Vangoolen
K.V. Vasin
B. Veerana Gowda Patil
B.R. Vermette
D. Villegas Posada
D. Vora
T.E. Waldner
H.J. Waytt
H.D.N. Weerawardane
K.A.S. Wiebe
B.D. Willms
D.A. Xavier
F.A. Yahya
T. Yang
A.Z.S. Zaky
R.D.M. Zalitach
N.R. Zemluk
L. Zhan
H. Zhao
M.R. Zhian

CERTIFICATES OF AUTHORIZATION

10144731 Manitoba Ltd.
16016774 Canada Inc. o/a BVGlazing
Aecon Industrial Management Corp
Allester Engineering Interior Ltd.
Ambipar Response Canada Inc.
Amrize Canada Inc.
Apica Consultants Inc.
BAH Enterprises Inc.
BdB Consulting Engineers Ltd.
Benchmark Building Science Ltd.
BMT Canada Ltd.
BRT Consulting Limited
C.Y. Loh Associates Ltd.
Chemelex Canada Ltd.
Consultec Ltd.
CoreStates, Inc.
CSR GeoSurveys Ltd.
D-Elements Designing Services Inc.
Decast Ltd.
Delcor Engineering Inc.
Delta T Consultants Ltd.
Dennerik Engineering Ltd.
DK Engineering Solutions Ltd.
ECO Engineering Ltd.
Ecora Consultants Ltd.
Elevate Geotechnical Consulting Ltd.
ENA2 Innovative Consulting Inc.
ER Steel Inc.
EVNA Engineering & Consulting Ltd.
GA Engineering Consultants Ltd.
GEO Stabilization International Inc.
GHL Consultants ULC
Gravity Engineering Inc.
Green Gas Inc.
GS Engineering Inc.
GTek Engineering Inc.
GTek Engineering Inc.
Gygax Engineering Associates Ltd.
H. Bye Construction Limited o/a H. Bye Engineering
Hixson Architecture Engineering Canada Inc.
HMS Corporation
HP Engineering Inc.
Jenike & Johanson Limited
Jennmar Canada, Ltd.
JPH Consulting Ltd.
JRS Engineering Ltd.
Kalkatic Engineering Ltd.
Kent Canada Limited
KJA Consultants Inc.
Kleinschmidt Associates Canada Inc.
Krahn Engineering (2023) Ltd.
Leading Edge Building Engineers Inc.
Marquis Engineering Inc.
McCallum Sather Architects Inc.
Mihko Engineering Ltd.
Motus Consult Ltd.
NCSG Engineering Ltd.
NewFields Canada Inc.
Norstar Industries Ltd.
North45 Engineering Inc.
Pathway Environmental Solutions Inc.
Paura & Associates Inc.
Proficient Engineering Inc.
Resound Structural Engineering Ltd.
Rustan Consulting Inc.
Rybka Ellard Willson Incorporated
Salas O'Brien Canada Inc.
Scottech Engineering Ltd.
Seguin Morris Inc.
Shield EA Ltd.
Simcoe Geoscience Ltd.
SL Rack Inc.
Stratus Fire Safety Inc.
TAC Structural Inc.
TBT Engineering Limited
The Odan/Detech Group Inc.
Titan AEX Inc.
TOMKEE Engineering Inc.
Toomath and Company Inc.
Torro Technologies Ltd.
Tree of Knowledge (TOK) Engineering Ltd.
TREK Engineering Inc.
Tri-Wave Construction Ltd.
Trigenex Inc.
Vector Corrosion Technologies Ltd.
Versapile Inc.
Wolsey Structural Engineering, Ltd.
Wyssling Consulting PLLC
Z.A. McCarthy Engineering Services Ltd.
Zhong-Jia Compressor Packages and Piping Ltd.
ZyTech Engineering Inc.

NOTICE

Under the Engineering and Geoscientific Professions Act and the Association's Discipline By-law

This is notice that on December 19, 2025 Rolando A. Syjuco, P.Eng. consented to the registration of a conviction and issuance on a charge of professional misconduct or unskilled practice in accordance with section 35(1)(f) of *The Engineering and Geoscientific Professions Act*.

Rolando Syjuco was the subject of an Order, dated September 5, 2025, by Engineers Geoscientists British Columbia (EGBC), regarding

a) his involvement in relation to the engineering services he provided between 2017 and 2020 regarding the structural design of a residence in Ladysmith, British Columbia, and

b) his failure to obtain documented independent reviews of structural designs prior to construction in relation to projects in Ladysmith, BC, Richmond, BC, and two projects in MapleRidge, BC.

The full text of the Order can be found on the website: www.EngGeoMB.ca

In addition, Rolando Syjuco failed to notify Engineers Geoscientists Manitoba of the disciplinary actions imposed by EGBC, as required under By-law 15.9.

Having received Rolando Syjuco's consent, Engineers Geoscientists Manitoba's Investigation Committee has registered a conviction and imposed the following penalties:

1. Rolando Syjuco is suspended for a period effective November 12, 2025 to January 12, 2026,
2. Rolando Syjuco is required to report on the compliance of the Engineers and Geoscientists BC Consent Order,
3. In parallel with the requirements of the EGBC Consent Order, any work undertaken by Rolando Syjuco in Manitoba must be supervised by a professional engineer until the Investigation Committee is satisfied with a report from the supervising professional engineer that he is competent to undertake engineering work.

Additionally, in accordance with section 36.2(1) of *The Engineering and Geoscientific Professions Act*, the full text or a summary of this notice will be published in the Association's print and electronic publications, including the Association's website.

Michael Gregoire, P.Eng., FEC
CEO & Registrar

Full text of published decisions can be found on the Engineers Geoscientists Manitoba website: www.EngGeoMB.ca/Discipline.html

CLOSING NOTES

AUTHENTICATION AND SEALING: *A PROFESSIONAL RESPONSIBILITY*

BY A. RUALES

Among the activities that define professional engineering and geoscience, authentication, often referred to as sealing, is one of the most significant. It is more than just a procedural requirement or administrative formality, it is a clear declaration of professional responsibility to clients, regulators, and the public.

As outlined in the Association's Authentication of Hardcopy and Electronic Professional Documents Guideline, authentication confirms *"professional responsibility for technical or professional matters. It is intended that formal confirmation of responsibility be a key step in the quality control procedures employed by an individual or an organization authorized to practice professional engineering or professional geoscience."* This applies to any document that constitutes the practice of professional engineering or geoscience, including drawings, plans, specifications, reports, manuals, and letters containing professional content. Authentication identifies who is accountable for the work and provides confidence that it meets the standards expected of licensed professionals.

Equally important is knowing when not to authenticate. Members must not seal incomplete drafts, or preliminary documents. Documents that are issued for limited or restricted purposes, such as budgeting, planning, or information only, must be clearly identified and appropriately labelled. Once a document is authenticated, it is considered final for its intended purpose. Any subsequent changes require a new authentication process so that responsibility for all modifications remains clear and traceable.

The guideline also reinforces member responsibilities related to manual seals and digital signatures. Both are issued by and remain the property of Engineers Geoscientists Manitoba and must always be kept secure and under the exclusive control of the member. In today's professional environment, digital signatures are increasingly used. It is important to remember that they may only be applied with the member's explicit knowledge and confirmatory action; automated or delegated use is not permitted. In other words, authentication must rely on secure, trusted digital signing providers and not on copied or reused seal images. Maintaining control over one's seal or digital signature is essential to preserving document integrity and protecting public trust.

For members providing professional services through companies, the Certificate of Authorization (CofA) seal also plays a critical role. When engineering or geoscience services are delivered to external parties, the company's CofA stamp must appear on documents alongside the member's seal. Together, these marks indicate accountability at both the individual and organizational level.

Finally, authenticated documents, whether electronic or hardcopy, must be retained in a manner that preserves their integrity for as long as liability for the work exists. Appropriate systems should be in place to prevent unauthorized alterations, misuse of seals, or loss of records.

The full *Authentication of Hardcopy and Electronic Professional Documents Guideline* is available on the Engineers Geoscientists Manitoba website:

https://www.EngGeoMB.ca/PDF/Guidelines/AuthenticationOfProfessionalDocuments.pdf

Authentication is a cornerstone of professional practice. Used correctly, it protects the public interest, supports quality and accountability, and strengthens trust in the professions. Members with questions or seeking clarification are encouraged to contact Engineers Geoscientists Manitoba at Info@EngGeoMB.ca.

> *"AUTHENTICATED DOCUMENTS, WHETHER **ELECTRONIC** OR **HARDCOPY**, MUST BE RETAINED IN A MANNER THAT PRESERVES **THEIR INTEGRITY** FOR AS LONG AS LIABILITY FOR THE WORK EXISTS"*

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