

THE KEYSTONE PROFESSIONAL

THE OFFICIAL PUBLICATION OF **ENGINEERS GEOSCIENTISTS MANITOBA**

2026 VOLUME NO. 2



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Celebrating the Legacy of the Experience Review Committee

The Act Change Project: Moving from Consultation to Legislative Drafting

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**ENGINEERS
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MANITOBA**

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

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PRESIDENT'S MESSAGE

MIKE HOUVARDAS, P.ENG.

ENGINEERING VALUE: THINKING BEYOND THE LOWEST PRICE

Years ago, I read a quote that really resonated with me. Known as “The Common Law of Business Balance”, it is a commentary on price and value generally attributed to John Ruskin, a 19th century English writer, lecturer, art historian, art critic, draughtsman, and philanthropist.

The classic quote is as follows;

“There is hardly anything in the world that someone cannot make a little worse and sell a little cheaper, and those who consider price alone are that person’s lawful prey. It is unwise to pay too much, but it’s worse to pay too little. When you pay too much, you lose a little money — that is all. When you pay too little, you sometimes lose everything, because the thing you bought was incapable of doing the thing it was bought to do. The common law of business balance prohibits paying a little and getting a lot — it can’t be done. If you deal with the lowest bidder, it is well to add something for the risk you run, and if you do that you will have enough to pay for something better.”

The quote captures the folly of automatically choosing the lowest price and applies to professional services as much as to goods or materials. From the service provider’s perspective, it is also a reminder of what can reasonably be delivered within financial constraints.

Before becoming active at Engineers Geoscientists Manitoba, I served on the board of ACEC Manitoba. ACEC, the Association of Consulting Engineering Companies, focuses on advocacy for engineering and the business of engineering. Consulting has been the lens through which I’ve viewed engineering throughout my entire career. While EngGeoMB is our provincial engineering regulator, in many ways, the priorities are aligned. Advocacy at EngGeoMB must be in the context of the public interest, and this is where the circles in the Venn diagram overlap. I believe that the public cannot be properly served if the engineer is not properly remunerated.

A wise accountant once told me that if you work for nothing, you will have all the business you’ll ever want. How many of us have jumped at the next proposal, worried that if we didn’t, it would be our last? And how many have felt regret after landing said project? Regret or worry should not be the first emotion following a project award.



More than once in my career, I’ve been told, “ABC Engineering’s price for the project is \$X, if you can do it for \$Y (where $Y < X$), you can have the project”. At first this might seem like an opportunity. In reality, it is destructive. The price is being “shopped”, and any reduction will likely come out of profit.

Profit is often treated as a dirty word, but it is essential to a private business. It ensures survival, funds growth and innovation, rewards entrepreneurial risk, supports profit-sharing, and contributes to the economy through jobs and taxes. Profit cannot simply be what is left over after costs are subtracted; it must be built in.

ABC likely took the time to price the proposal properly and I’ve been asked to discount it. It’s also safe to say that if ABC’s price has been shopped, so will mine. It’s a race to the bottom. Both firms are being treated interchangeably as low-cost providers, and ultimately the industry suffers.

We’re all familiar with the life-cycle cost pyramid showing that design fees account for only 1-2% of a building’s life cycle cost. Yet decisions made during planning and design influence virtually everything that follows: construction cost, operating efficiency, maintenance, resilience, environmental performance, and the life of the asset. This applies to all engineering projects, not just buildings. A relatively small investment in professional expertise can influence decades of capital and operating expenditures. Skimping on design fees is therefore the least effective method of reducing project costs.

Engineering services should not be treated like supplying widgets, yet many service agreements continue to commodify our work. Other professions with similar business models, such as legal and accounting, generally reserve fixed fees for routine transactions like simple wills or individual tax returns, nowhere near the complexity of many

projects we work on. Yet engineers are often asked to provide fixed fees for complex projects that can span many years.

An internet search of legal fees shows rates easily exceeding those for engineering by 3X or more. Lawyers explain that it is difficult to give an accurate estimate of fees because so much depends on how a matter unfolds. Engineering projects are no different. Yet engineering firms are often expected to absorb the risk associated with uncertainty while delivering on a predetermined scope for a fixed price. The good news is there is no reason to be pessimistic, and by educating our clients and working together, we can all benefit.

As an example, the Government of Canada has stated ambitious plans requiring major infrastructure investments: advancing major projects, investing in community infrastructure, increasing defence spending and dual-use infrastructure, and the infrastructure needed to move Canadian goods, resources, and energy to new markets. These investments will also generate significant private-sector activity.

Consulting engineering is a tapestry of firms of different sizes, specialties, and ownership models. That diversity positions us well to take on the range of Canada's ambitions. There should be plenty to go around. The next proposal request is more than likely not going to be your last.

But we will need to work more effectively and more efficiently. We will need to attract, develop, and retain the next generation of talent. To do that, we must take an honest look at our business model.

The value of engineering services cannot be adequately measured by labour costs. Hourly rates measure the time to provide a service, but not the value created. Fixed fees provide predictable budgeting for clients but shift financial risk almost entirely to the service provider. They can lead to underestimated scope, reduced margins when additional work arises, incentives to cut quality to save time, and inflated pricing to cover unexpected risks. They are also easily "shopped around."

Neither approach adequately captures the value created for clients: the risks managed, costs avoided, efficiencies gained, useful life extended, and better outcomes made possible by good engineering. Nor do they adequately reflect the

professional, commercial, and reputational risks that firms assume delivering that value.

Like the infrastructure we create, the professional services required to create it must be valued as an investment to be leveraged, rather than a cost to be minimized. We need to become better at demonstrating the value we create and find ways to make that value a more meaningful basis for compensation and we need to get it right.

Historically, when our industry has adopted new technologies and improved productivity, we have too often passed the resulting savings on while retaining little to reinvest in the future of our firms and employees. New

technologies such as AI, cannot simply become another way for our industry to deliver more for less. Productivity gains must also enable firms to invest in their people, technology and future capacity.

If our industry is expected to innovate, develop its people, expand its capacity, and take on increasingly complex assignments, we will need more creative approaches about how engineering services are procured and compensated. It is unrealistic to expect the cheaper alternative to deliver the same quality, capability, and outcomes. Expectations cannot be separated from the resources required to achieve them.

This is not simply about the interests of engineering firms. It is about ensuring that our industry has the capacity to do what our clients, governments, and Canadian taxpayers will expect from us in the years ahead.

The lesson of Ruskin's "Common Law of Business Balance" remains as relevant today as ever, but we need to move the conversation away from simply, "What is the lowest price?" Marketing the value of engineering is not limited to Engineers Geoscientists Manitoba or ACEC. We need to tell our story collectively as an industry, and individually through our firms, projects and people. To demonstrate what our industry contributes, the problems we solve, the positive impact our work has on people and communities. ⊕



I'd like to thank ACEC Canada President and CEO, John Gamble P.Eng. for some of the information in this article.

CEO'S MESSAGE

M. GREGOIRE, P.ENG., FEC

STEADY AS SHE GOES

The first half of 2026 has seen operations move forward at a great pace on most fronts while two new major projects have received the green light to help Engineers Geoscientists Manitoba move towards its strategic goals. Work on admissions, diversity, and the Act Change Project is maintaining the momentum built-up last year. In parallel, we are looking at a significant shift on data management & security and the development of a new branding strategy.

Earlier this year, we passed a notable milestone in the legislative modernization initiative in the shape of official submission of the legislative proposal to the Province of Manitoba. Engineers Geoscientists Manitoba also continued with substantial stakeholder engagement efforts on this front. Through the Act & React engagement series, surveys, and direct discussions with key interest groups such as CTTAM, valuable feedback was gathered and incorporated into the process. Progress also included the development of an initial version of the drafting instructions, providing Council with a foundational document for review and further refinement.

Over the past year, Engineers Geoscientists Manitoba continued to advance both professional practice and inclusion initiatives. Key achievements included stakeholder engagement on legislative changes, development of an Equity, Diversity and Inclusion (EDI) Guiding Principles Policy, publication of a Ground Penetrating Radar Practice Note, and procurement of the Engineers Canada EDI e-learning module. Work also began on new professional development curriculum and e-learning modules focused on Truth and Reconciliation and EDI.

With the new Manual of Admissions approved last year, Engineers Geoscientists Manitoba took a big leap forward in ensuring that applicants have different pathways to licensure, while honouring the drive for national collaboration and harmonization. We continue to look for ways to communicate this policy to all parties affected, including students, applicants, assessors, and reviewers. We are also looking at ways to improve the process itself, through the development of guidelines and supporting documentation which will help to provide clarity and consistency.

Brand new this year is Engineers Geoscientists Manitoba's move to modernize management of the membership database by establishing

a roadmap for transitioning from a bespoke in-house system to a Software as a Service (SaaS) platform. Following an extensive review conducted with an external consultant, we have decided to move to a modern cloud-based solution to enhance functionality, strengthen cybersecurity, support reporting

and integration needs, and reduce key-person and infrastructure risks. The project will continue over the next 18 months with system configuration, documentation, data migration, testing, and user training, ultimately providing a more resilient, standardized, and scalable platform to support members and operations.

Looking more outwardly, Engineers Geoscientists Manitoba has begun development of the next communications strategy and public awareness campaign to ensure that the public, including members, recognize the value of professional engineers and geoscientists. This work has started with a brand alignment survey, engagement sessions, a competitive review of peer organizations, and a third-party audit of the Association's brand and awareness activities. Insights from this work has informed a baseline communications plan, recommendations for future investment, and approval of a Phase 1 media strategy, including channel planning and media placement. Upcoming work will focus on finalizing a three-year communications strategy, developing a brand playbook, enhancing interest holder engagement, and redesigning the Association's website to support a more consistent and impactful public presence.

Engineers Geoscientists Manitoba continues to move forward on several fronts to achieve its strategic imperatives. There is even more work underway beyond the work described above, so be sure to keep an eye on our News Notice to get all the details.

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

THE BENEFITS OF COMPETITIVE PARENTAL LEAVE POLICIES

From February through June 2026, the Manitoba 2030 Coalition chairs curated three professional development sessions on benefits of competitive leave policies.

In partnership with ACEC Manitoba's Technical Women in Consulting Engineering (TWICE) committee, **"The Business Case for Competitive Parental Leave Policies and Top-up: How Do Manitoba Engineering Consulting Firms Measure Up?"** presented the findings from TWICE's anonymous poll on parental-leaves and top-up policies of eight Manitoba engineering consulting firms. Comparisons amongst firms revealed significant differences:

- Leave top-up percentages and durations ranged from 70% for 4-6 weeks, to 100% for 25 weeks.
- Some firms only provide top-up to birthing parent, some split between maternity leave (or birth parent) and parental leave (any parent) and some provide all top-up as parental leave (any parent).

The business-case for competitive leave policies was presented: employers with better leave policies have a competitive edge, higher retention rates, and lower turnover costs. When men take a parental-leave, it evens the "playing field" for women and birthing parents. Research shows that increased diversity is also associated with increased revenues, productivity, and innovation.

Presenters and panelists Sarah Soprovich, P.Eng., Greg Propp, P.Eng., Lin Watt, P.Eng., and Graeme Loeppky, P.Eng., shared challenges and success in their workplaces when managing and taking leaves. They agreed that best practices for firms include reviewing and enhancing their parental-leave benefits.

"Beyond Compliance: The ROI of Exceeding Employee Expectations" described the "leaky talent" pipeline, explaining that when workplaces lack family-friendly policies, employees, especially those balancing



caregiving responsibilities, are more likely to leave, causing employers to lose valuable talent. With roughly 90% of leave takers being women, this has a profound effect on gender equity in the workplace. Male-dominated fields tend to have fewer family-friendly policies, increased work interruption bias, more rigid gender norms and expectations, and leadership prototypes.

Examples of family friendly policies include maternity/parental leave supplemental policies (beyond legislation), on-site childcare, flexible and remote work, bereavement leaves, and critical illness leave. Employers should use diverse voices in policy development, de-gender policies, provide broad definitions of family and pathways to family formation, consider who the policy might help or hurt, benchmark policies outside the sector, track usage and outcomes, and include a re-evaluation process. This session was presented by Dr. Rachael Pettigrew, a leading researcher on organizational culture, gender in the workplace, and family-friendly policies.

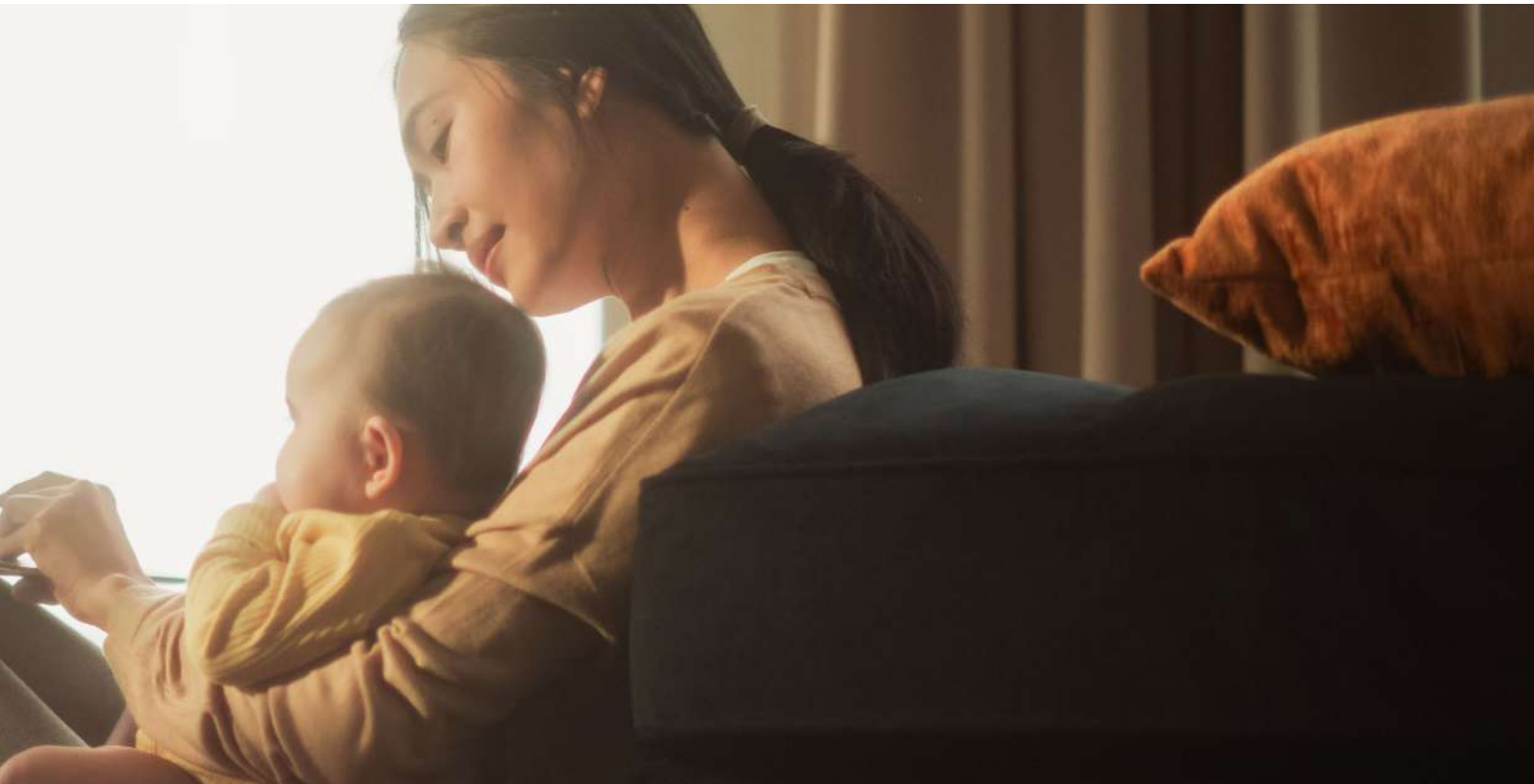
“Retaining Talent: Managing Maternity and Parental Leave Transitions” focused on the practical recommendations in the Engineers Canada’s Managing Transition guideline to support employees going on maternity or parental leave, such as pro-active planning and communication practices before, during, and returning from, leaves. Jessica Vandenberghe, P.Eng., FEC, developed and updated the guideline and presented this session.

The Manitoba 2030 Coalition is a coalition of engineering and geoscience employers actively

“WHEN WORKPLACES LACK FAMILY-FRIENDLY POLICIES, EMPLOYEES... ARE MORE LIKELY TO LEAVE, CAUSING EMPLOYERS TO LOSE VALUABLE TALENT.”

working to advance gender equity within their respective workplaces and in the professions. The Coalition is currently chaired by Indra Kalinovich, P.Eng., and Roberta Radons, P.Eng. Engineers Geoscientists Manitoba continues to work with the Coalition in alignment with Council’s strategic plan imperatives:

- Our skilled and professional members will reflect the public that they serve.
- Systemic inequities in the professions will be identified and addressed.
- The fields of engineering and geoscience will be viewed as desirable professions for all of the public. ⊕





Where great minds
meet to form great ideas

VIRTUAL PROFESSIONAL DEVELOPMENT CONFERENCE

NOVEMBER 17-19, 2026

Ingenium returns this November with three days of presentations, discussion, and professional development focused on the future of engineering and geoscience.

Attendees will hear from keynote speakers, technical experts, and researchers who are contributing new ideas across the profession, while earning professional development hours and connecting with colleagues from across Manitoba.



THIS YEAR'S CONVERSATIONS



LEADERSHIP & WORKPLACE CULTURE

Psychological safety, cultural competence, recruitment strategies, professional practice, and building stronger teams.



TECHNOLOGY & INNOVATION

Artificial intelligence, digital coordination, automation, advanced modelling, and emerging engineering tools.



INFRASTRUCTURE & GROWTH

Cities, transportation, energy systems, construction materials, and resource development.



RESEARCH & EMERGING PERSPECTIVES

Technical research, student presentations, and new ideas driving the profession forward.

KEYNOTE SPEAKERS



NOGOL MADANI

The Power of Psychological Safety

Explore how trust, communication, and psychological safety strengthen collaboration, innovation, and team performance.



REHMAN ABDULREHMAN

Beyond Unconscious Bias: Perception, Inclusion & Success

Explore practical approaches to recognizing bias, strengthening cultural competence, and fostering more inclusive workplaces.



JANE HELBRECHT

Your Team Doesn't Suck. You Do.

A candid and engaging look at accountability, workplace culture, and the role each of us plays in creating successful teams.

EXPLORE THE PROGRAM

DISCOVER THIS YEAR'S SPEAKERS, SESSIONS, AND DISCUSSIONS.

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TUESDAY

NOVEMBER 17

09:00-10:00 AM

KEYNOTE:

Transforming Your Team for Success: The Power of Psychological Safety

Nogol Madani

10:30-11:30 AM

Multi-Functional Space-Air-Ground Networks for Canada's Emerging Engineering Challenges

Peng Hu, PhD, P.Eng.

12:00-01:00 PM

From Design to Delivery: How BIM, VDC, and Automation Are Transforming Engineering

Gursans Guven Isin, PhD, P.Eng.

01:30-02:30 PM

Professional Practice Compliance in Small Engineering Firms

Bruce Johnston, P.Eng., CP, MStructE

03:00-04:00 PM

How EMT Accurate Modeling Identifies Failures and Saves Assets

Mehrdad Rostami, PhD, P.Eng., SMIEEE

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WEDNESDAY

NOVEMBER 18

09:00-10:00 AM

The Soft Skills of Recruitment

Jaysa Toet, CPHR

10:30-11:30 AM

Removing Cost. Everywhere!

Dr. Caniggia Viana

12:00-01:00 PM

KEYNOTE:

Beyond Unconscious Bias: How Perception Shapes Engagement, Inclusion, and Success

Dr. Rehman Abdulrehman

01:30-02:30 PM

Talking to the Future: Using AI and Strategic Foresight to Explore the Future of Cities and Infrastructure in Manitoba

Diana Olynick, P.Eng., PMP

03:00-04:00 PM

The Future of Energy in Manitoba: AI, Data Centers, and the Next Generation Grid

Abolfazl Babaei, PhD, P.Eng., PMP

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THURSDAY

NOVEMBER 19

09:00-10:00 AM

Delivering Resilient Urban Infrastructure through Integrated Logistics and Digital Coordination: Lessons Applicable to Manitoba

Saeed Kia, MSc, MEng, MBA, P.Eng.

10:30-11:30 AM

Digital Inspection in Action: Real Manufacturing Projects and Lessons Learned

Priyanka Tuteja, MSc & Baltej Singh Rupal, PhD, P.Eng.

12:00-01:00 PM

Prospecting for Critical Minerals in Manitoba

Mostafa Fayek, PhD, P.Geo.

01:30-02:30 PM

Fatigue effect on HPFRCC in slant shear tests

Abdelrahman Mabrouk, MSc, EIT

03:00-04:00 PM

KEYNOTE:

Your Team Doesn't Suck. You Do.

Jane Helbrecht

REGISTRATION INCLUDES

- ✓ Live virtual sessions
- ✓ Pre-conference content
- ✓ Keynotes and presentations
- ✓ Networking reception admission
- ✓ Session recordings for 90 days
- ✓ Professional development hours

NETWORKING RECEPTION

The reception brings together speakers, attendees, and industry professionals to connect, exchange ideas, and continue the conversations sparked throughout the conference.



THURSDAY, NOVEMBER 19
5:30 PM



870 PEMBINA HIGHWAY,
WINNIPEG, MB



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Registration is now open. Visit www.EngGeoMB.ca/Ingenium/ for program details, speaker information, and conference registration.

ONLINE LEARNING MODULES



Members of Engineers Geoscientists Manitoba have access to **eight complimentary e-learning modules** through their member profile that cover a wide range of topics. These modules are a great way to learn about a new topic or refresh your knowledge, while earning hours towards your ProDev targets.

Each module focuses on one subject, includes information and knowledge checks, and takes around thirty minutes to an hour to complete. Plus, once you've completed the module, your ProDev time is automatically logged on your profile.

You can expand your knowledge with our Environment & Sustainability module or find guidance with our Conflicts of Interest module. Plus, new modules are on the way, so keep an eye on the News Notice for when they are released!



INTRODUCTION TO PROFESSIONALISM

The introductory module takes a look at professionalism at the highest level. Users will gain a better understanding of the initial registration requirements, and continuous professional practice responsibilities. These concepts will help practitioners to answer the fundamental question, "How do I avoid being found guilty of professional misconduct?"



CODE OF ETHICS

The Code of Ethics module assists members in understanding this foundational piece of our legislation. When the Code of Ethics was updated in 2018, it was simplified from its previous form. However, it still maintains most of the underlying principles. Now, the content is further reviewed and supported with real-world cases so that an engineer or geoscientist may have a better grasp of the complex professional scenarios to avoid stepping over the line.



GOOD CHARACTER

Good character is a requirement of engineers and geoscientists in Manitoba and of every regulator across Canada. Character is defined as the combination of qualities which distinguishes one individual from another. This module explains why character is important within the engineering and geoscientific professions, in the best interest of the public, what types of behaviours are considered good or bad character, and how Engineers Geoscientists Manitoba assesses the character of applicants and practitioners.



EXPERT WITNESS

Professionals should be aware of the many legal or quasi-legal situations that they may be requested to provide their professional services. They may be asked to testify on behalf of a client, or before a court or tribunal. This module explains the different situations that a practitioner might find themselves in, and what their duties and responsibilities are as an expert witness.



CONFLICTS OF INTEREST

As professionals, engineers and geoscientists must act to maintain the trust of each client individually and of the public collectively. Conflicts of interest arise in situations where the judgments and actions of individuals or institutions could be affected by multiple or competing interests. This module will help practitioners identify, avoid, and manage conflicts of interest.



AUTHENTICATING DOCUMENTS

Authenticating a document identifies work that has been performed by, or under, a professional and that constitutes the practice of professional engineering or professional geoscience. Learn more about how to use manual seals and digital signatures to authenticate documents, as well as best practices for when and how to seal professional work, as required by The Engineering and Geoscientific Professions Act and the by-laws.



USING PRODEV

ProDev is Engineers Geoscientists Manitoba's continuing professional development program. ProDev provides a tool for members to plan and assess their on-going development as a professional. It also establishes a standard for the professions, to improve the public's trust. This module will describe the program requirements including submitting and interpreting professional activity data, distinguishing between activity categories, and identifying how to proceed with abatements and declaring exemptions.



ENVIRONMENT AND SUSTAINABILITY

Engineers Geoscientists Manitoba professionals make decisions and provide leadership in the development, implementation, operational life spans, and decommissioning of engineering and geoscience projects, products, processes, and systems. This module explores a practitioner's responsibility to the public to provide solutions that adhere to the basic pillars of sustainability (environmental, social, and economic).

SCAN THE QR CODE: REFRESH YOUR PROFESSIONAL KNOWLEDGE

Stay up to date on the standards, ethics, and responsibilities that guide professional practice in Manitoba. These short e-learning modules cover professionalism, the Code of Ethics, ProDev, conflicts of interest, document authentication, sustainability, and more.

Take a few minutes to strengthen your professional practice and help protect the public.

Have Questions?

Contact Engineers Geoscientists Manitoba for more information.



GOVERNMENT RELATIONS

THE ACT CHANGE PROJECT: MOVING FROM CONSULTATION TO LEGISLATIVE DRAFTING

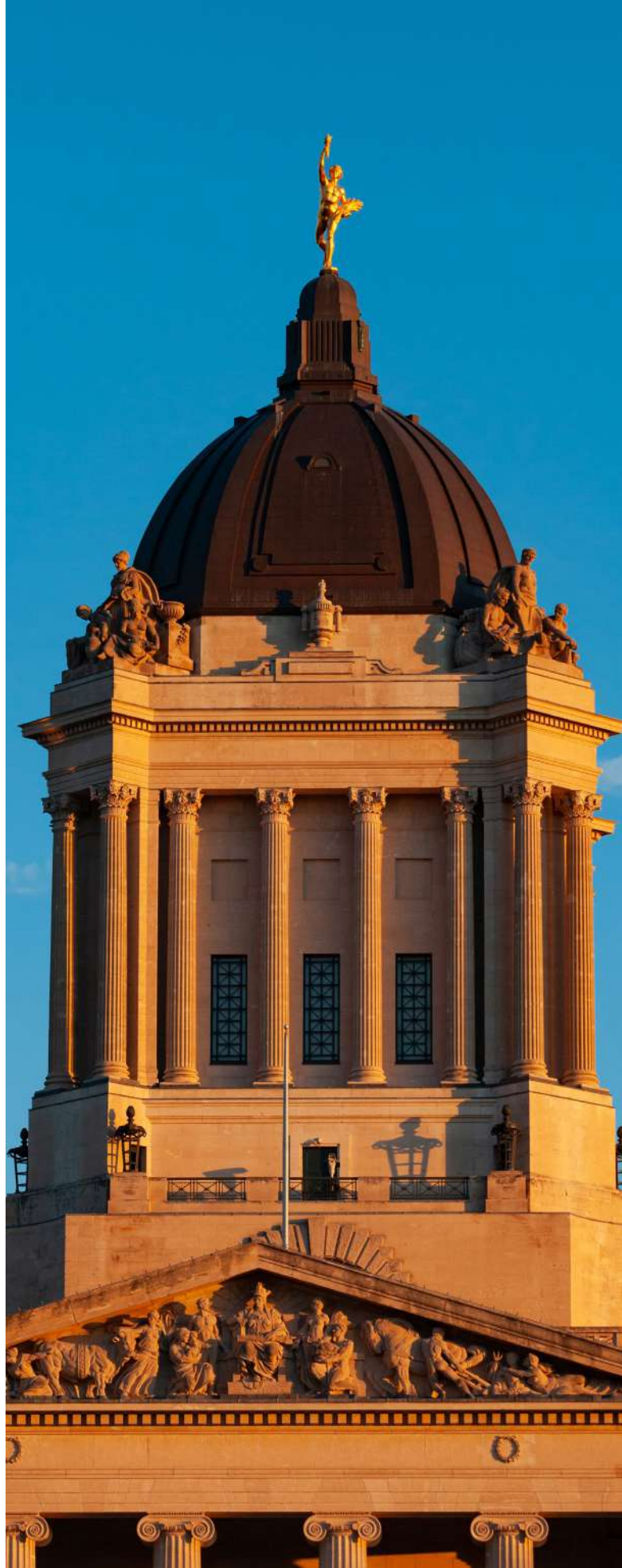
Over the past two years, Engineers Geoscientists Manitoba (EngGeoMB) has been working on an essential initiative for Manitoba's engineering and geoscience professions: the Act Change Project. The modernization effort recognizes that professional practice, technology, and public expectations have evolved significantly since the current legislation was enacted nearly 30 years ago.

The goal of the Project is to update *The Engineering and Geoscientific Professions Act* to match how professionals work today, while continuing to strengthen public protection, accountability, and confidence in self-regulation.

The proposed changes are intended to help ensure Manitoba's regulatory framework remains effective, responsive, and aligned with the evolving role engineers and geoscientists play in serving the public and supporting the province's future growth.

Since the last *Keystone Professional* update in February, the Act Change Project has achieved important milestones, including approval of the Legislative Proposal (LP) and its submission to the Government of Manitoba. The LP was the result of two years of analysis, research, and engagement.

The LP is a key step toward advancing this major legislative renewal and establishing a framework that better supports contemporary practice, emerging technologies, and effective professional regulation. EngGeoMB continues to work closely with the Government to support the process and the next steps in legislative development.



Engagement continues to be a main focus of the Project work. Practitioners have provided important insights, thoughtful comments, and raised questions on artificial intelligence, professional practice management plans, audit reviews, registration processes, diversity of perspectives, and professional practice definitions; through interviews, focus groups, open houses, and the Act and React engagement series. Practitioner engagement is vital and continues to inform policy development as the Project moves forward.

As part of this engagement, EngGeoMB hosted two public open houses in April that provided an opportunity for members of the public and practitioners to learn more about the Project, ask questions, and discuss changes. It also provided an opportunity for expanded discussions with adjacent professional organizations and industry partners, which helped identify areas of common interest, pathways for collaboration, and questions that may arise as legislative changes continue to be developed.

With the LP now submitted, the Project has entered a new phase focused on preparing for legislative drafting. Engineers Geoscientists Manitoba continues to work closely with legal counsel and government officials as this work progresses. As the project moves forward, our focus continues to be building a modern legislative framework that supports professional excellence, strengthens public protection, and improves regulatory effectiveness. The proposed changes are intended to ensure Manitoba's engineering and geoscience professions remain well positioned to meet future challenges, adapt to emerging technologies, and continue serving the public interest while maintaining the public's confidence in professional self-regulation. ⊕

For more information about the Act Change Project, why modernization matters, and to find background information and policy, see the Government Relations webpage at <https://www.EngGeoMB.ca/GovernmentRelations.html>

2026 ANNUAL GENERAL BUSINESS MEETING

The **2026 Annual General Meeting** of Engineers Geoscientists Manitoba will 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; assessment candidates, licensees, and students are also invited by the President to observe.

Be part of the conversation shaping the future of engineering and geoscience in Manitoba. Hear highlights from the past year, gain insight into upcoming priorities and regulatory changes, meet new Council members, and have your voice heard. Join us in person or online, earn PDHs, and take advantage of a complimentary PD session and lunch for in-person attendees.

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

REGISTER TODAY: <https://www.EngGeoMB.ca/AGM.html>

**“ENGGEOMB CONTINUES TO
WORK CLOSELY WITH THE
GOVERNMENT TO SUPPORT
THE *PROCESS* AND THE
NEXT STEPS IN LEGISLATIVE
DEVELOPMENT.”**

MAKING *Links*

RECAP • JUNE 18, 2026

22 YEARS OF DRIVING
CONNECTIONS.



220
GOLFERS



55
TEAMS



\$20,960
RAISED

“

Thank you for your amazing support of the Making Links tournament, which directly supports the Price Faculty of Engineering. ... Your support of the tournament has made a real difference to the student experience in the Price Faculty of Engineering. ... This year's proceeds will be invested in the new Engineering Makerspace, a 1,500 sq. ft. facility for students to design, create, and prototype mechanical, electrical, and electronics projects. ... Thank you again for spending your day in support of the Price Faculty of Engineering!”

- **Marcia Friesen, P.Eng., FEC**
Dean, Price Faculty of
Engineering

A DAY OF CONNECTION

On June 18, professionals from the engineering and geoscience communities gathered at Quarry Oaks Golf Course for the 22nd annual Making Links Classic.

This year's tournament supported future professionals while strengthening Manitoba's engineering and geoscience community.

THE IMPACT

Making Links Classic proceeds support student career development through skills-building, experiential learning, and networking opportunities.



Collaborative study spaces that encourage teamwork and hands-on learning



Mentorship opportunities that connect students with industry professionals.



Flexible project funding that helps students pursue innovative challenges



More than a golf tournament, the event brings together colleagues, industry partners, sponsors, and supporters for a day built on networking, collaboration, and community impact.

CONGRATULATIONS TO OUR TOP TEAMS

1

**A. Saygnavong,
K. Chekosky, D. Leslie,
S. Bezak**
Team WD Industrial



2

**T. Ross, R. Cook,
R. Lall, C. Dabrowski**
Team StandardAero



3

**D. Toews, M. Pittet,
B. Wareham, W. Burdz**
Team Landmark
Planning & Design Inc



RAFFLE HIGHLIGHTS

The raffle kept the excitement going throughout the day, with a wide range of prizes up for grabs.

From outdoor gear and unique experiences to popular dining and lifestyle items, the prize lineup offered something for everyone.



*Thank you to the many companies
that supported this year's raffle
through prize contributions!*

Thank You TO OUR 2026 SPONSORS!



EVENT BENEFACTOR & GIFT SPONSOR



GOLF CART SPONSORS

- Amrize
- City Mix Inc.



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- Tri-Core Projects



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- Industrial Technology Centre



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- E.H. Price Solutions
- Sison Blackburn Consulting



HOLE, COMPETITION & CONTEST SPONSORS

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- Aplin

- Armtec
- CTTAM
- Crosier Kilgour
- Engineering and Geoscience Education Foundation
- Friends of Engineering Manitoba
- FWS Group of Companies
- Heidelberg Materials - Pipe Division
- KGS Group
- MLT Aikins LLP
- Multicrete
- The Standard Insurance Brokers
- The Personal Insurance Company
- Wanless Geo-Point Solutions
- WD Industrial Group

GENEROUS CONTRIBUTORS

- Assiniboine Park Conservancy
- Manitoba Bisons
- Cineplex Odeon McGillivray
- Elevate Sports Recovery
- FortWhyte Alive
- GJ Andrews
- Inn at the Forks
- Norwood Hotel
- Pizza Hotline
- Saucer's Café
- Shapes Fitness Centres
- Shelderdine Garden Centre
- Stella's Bakery
- The Keg
- Winnipeg Jets



SAVE THE DATE! JUNE 17, 2027

Quarry Oaks Golf Course
Tee off with friends,
enjoy the course,
and join the fun!





ADMISSIONS

CELEBRATING THE LEGACY OF THE EXPERIENCE REVIEW COMMITTEE

For many years, the Experience Review Committee played a key role in supporting professional registration and upholding professional standards. In June 2026, the committee concluded its service, and was recognized for its valuable contributions to applicants, the Association, and the profession.

Since 1995, the committee reviewed applicants' engineering and geoscience work experience and administered the Pre-Registration Program, helping ensure candidates met the experience requirements for professional registration.

Its strength came from its diverse membership. Members brought expertise from many disciplines and workplaces, along with sound judgment, technical knowledge, and a commitment to fairness.

The committee also guided interns/Engineers-in-Training/Geoscientists-in-Training by reviewing annual progress reports and providing feedback on work experience, professional development, and communication skills.

The committee helped improve registration processes by recommending policy updates and reporting regularly to the Registration Committee on assessment outcomes and issues.

Its impact extended beyond meetings and reports. Members volunteered countless hours reviewing progress reports and helping aspiring professionals move toward registration by contacting supervisors and professional references.

Engineers Geoscientists Manitoba gratefully acknowledges the dedication, expertise, and professionalism of all past members, chairs, and supporters. Their work leaves a legacy of service, excellence, and commitment as the profession moves to the Competency-Based Assessment System.

The sunset of the Experience Review Committee marks the end of an important chapter and the beginning of another. Engineers Geoscientists Manitoba thanks all committee members who volunteered their time and contributed to the registration process. ⊕

NOTICE

**This Notice is provided in accordance with Section 36.2(1) of
*The Engineering and Geoscientific Professions Act.***

This is Notice that on June 1, 2026, a professional member was formally cautioned by the Association's Investigation Committee. The Formal Caution relates to the member's involvement in issuing a Site Review Summary for a private residence in Winnipeg, Manitoba.

Specifically, the Committee determined that the member made statements on engineering matters without sufficient substantiation and presented information in a manner which lacked professional judgement. As a result, the Committee determined that the member demonstrated a lack of knowledge or lack of skill or judgment in the practice of professional engineering in violation of s. 46(1)(d) and (e) of the *Engineering and Geoscientific Professions Act*.

Furthermore, the Committee found that the confrontational language and approach used by the member detracted from the substance of the report and risked undermining constructive dialogue and collaboration among interest holders. The Committee determined that the member's conduct was inconsistent with Canon 5 of the Code of Ethics, which requires that practitioners "treat clients, colleagues, and others with equity, fairness, courtesy, and good faith, give credit where it is due, and accept, as well as give, honest and fair professional criticism."

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

NOTICE

**This Notice is provided in accordance with Section 36.2(1) of
*The Engineering and Geoscientific Professions Act.***

This is Notice that on July 28, 2026, Eng-Tech Consulting Ltd. was formally cautioned by the Association's Investigation Committee. The Formal Caution relates to Eng-Tech's involvement in the design and preparation of an as-built report for a subdivision development in rural Manitoba.

The Committee determined that Eng-Tech Consulting Ltd. did not apply the minimum standard of care required in the undertaking of this work. Specifically, Eng-Tech failed to exercise due diligence in discussions with the client regarding the proposed alignment of the road to support the client's design review and approval process. Furthermore, Eng-Tech issued an as-built report without having verified that the road was in compliance with its design drawing specifications.

The Committee determined that Eng-Tech demonstrated conduct that is detrimental to the public interest, as well as a lack of knowledge of or lack of skill or judgment in the practice of professional engineering, in violation of s. 46(1)(a) and (e) of *The Engineering and Geoscientific Professions Act*.

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

PUBLISHED DECISIONS

Discipline decisions are published here in accordance with section 36.2 and section 50 of the Engineering and Geoscientific Professions Act.

Practitioners whose license has been suspended, cancelled, or who have resigned their registration are not permitted to practise professional engineering or geoscience, or use the titles professional engineer (P.Eng.), professional geoscientist (P.Geo.), or specified scope of practice licensee (Eng.L., Geo.L.).

Details of the circumstances relevant to the finding of unskilled practice of professional engineering or professional geoscience, or the finding of professional misconduct, are available by clicking on the individual's name or the title of the discipline document.

<https://www.EngGeoMB.ca/Discipline.html>

NEWS+NOTES



SPAGHETTI BRIDGE COMPETITION MARCH 16 – 20, 2026

TRUSSES TESTED: 565
STRONGEST WEIGHT: 349.7 KG
TOTAL WEIGHT: 12,693.7 KG
TOTAL DONATION TO HARVEST MANITOBA:
\$31,734.25

ENGGEOMB CELEBRATES NATIONAL ENGINEERING AND GEOSCIENCE MONTH 2026

Throughout March, EngGeoMB participated in National Engineering and Geoscience Month (NEGM), celebrating the contributions of Manitoba's engineers and geoscientists. Through events and initiatives, we highlighted the work of more than 10,000 practitioners who help shape communities, strengthen infrastructure, protect the environment, and improve life across Manitoba.



CHILDREN'S ACTIVITIES MARCH 15, 2026



CITIES OF THE FUTURE MARCH 21 - 22, 2026



LUNCH & LEARN SERIES MARCH 4, 10, AND 24, 2026



NETWORKING EVENT MARCH 26, 2026



THE NINTH ANNUAL MLA RECEPTION

On May 7, 2026, Engineers Geoscientists Manitoba hosted its ninth annual MLA Reception in Winnipeg, bringing together Association members, government officials, students, and other guests.

The evening provided an opportunity to build relationships with provincial and municipal leaders, exchange ideas, and discuss the important role of engineering and geoscience in Manitoba. The reception also encouraged networking among professionals, Council, chapter and committee members, and university students.

VOLUNTEER APPRECIATION NIGHT 2026

On Tuesday, June 2, 2026, Engineers Geoscientists Manitoba celebrated its volunteers at the Royal Aviation Museum of Western Canada during our Annual Volunteer Appreciation Night.

Despite a rainy evening, many attendees joined us to recognize and celebrate the contributions of the Association's volunteers. Guests enjoyed refreshments, networking opportunities, access to the museum's aircraft and aviation exhibits, and scavenger hunts for both children and adults.

Engineers Geoscientists Manitoba is supported by more than 300 volunteers who generously contribute their time and expertise through committees, task groups, chapters, outreach activities, and special events. Their dedication is essential to the work of the Association and helps advance and support the engineering and geoscience professions throughout Manitoba.

On behalf of Engineers Geoscientists Manitoba, we extend our sincere appreciation to all of our volunteers. The Association's programs, initiatives, and governance activities would not be possible without your commitment, expertise, and service. Thank you for the time and energy you dedicate to supporting the profession and the public interest.





ENGGEOMB VOLUNTEERS WITH HABITAT FOR HUMANITY

On Wednesday, May 20, and Thursday, June 4, 2026, EngGeoMB volunteers and staff rolled up their sleeves to support Habitat for Humanity Manitoba at one of the organization's largest development projects in its history.

Located on Pandora Avenue West in Transcona and spanning three acres, the development includes 11 blocks of five townhouses each, creating 55 homes. Once complete, the community will provide housing for approximately 275 people, including 175 children.

2026 INTERNATIONAL WOMEN IN ENGINEERING DAY PANEL

On June 23, EngGeoMB marked International Women in Engineering Day with a panel discussion at the U of M featuring former CIPWIE members. The event explored gender equity in engineering and brought together students, professionals, and community members. The panel was moderated by Jennifer Adriano, P.Eng., and featured Neemee Batstone, P.Eng., Nusraat Masood, EIT, Lindsay Melvin, P.Eng., and Andrea Watts, P.Eng.

NEW MEMBER LUNCH

In June 2026, the Association welcomed new members to the Norwood Hotel for a complimentary lunch and networking opportunity, where guests celebrated their newly acquired professional licence in Manitoba.
Congrats to all new members!



2026 MENTORSHIP PROGRAM CAREER NIGHT

In June 2026, EngGeoMB hosted its second Career Night networking event at the Association's office. The event brought together participants from the Circular and Women's Mentorship Programs with representatives from organizations across Manitoba, providing a valuable opportunity to build professional connections, exchange insights, and engage with industry leaders.



2026 CHAPTER SUMMER PICNIC

The Arab, Ethio-Eritrean, Filipino, Nigerian, Indian, Chinese, and Iranian Members Chapters hosted the Engineers and Geoscientists Manitoba Chapter Summer Picnic 2026, bringing practitioners and their families together for a day of food, fun, and community. The event provided an opportunity to connect with fellow engineers and geoscientists, reconnect with friends, and enjoy a relaxing day with family and colleagues.



**SCAN THE QR CODE:
KEEP UP-TO-DATE
WITH
ASSOCIATION EVENTS**



SEE OUR

NEWS NOTICE ARCHIVE

FOR PAST ASSOCIATION NEWS



MEMBER UPDATE

JANUARY - JUNE 2026

NEW MEMBERS

H.M.A. Abdelaty	E.S. Dammann	A. Haseeb	N.D. Lawler	G.N. Patel
K.D. Adriano	Y. Dang	A. Hassan	J.S. Lee	R.A. Patel
L.L.T. Ager	Q.J.J. Daniel	S. Hassan	K.U. Lee	R.C. Pavlov
F. Ahmed	A. Dasmeh	M.L. Hawker	S.W. Lee	B.A. Pellerin
M. Akmal	R.A.A. David	W.K.S. Heard	I.D.F.J. Lendor	T.J. Pereira
A. Alattar	W.R. Davidson	D.F. Heath	H. Li	J. Perez Mendez
G.D. Alloway	B.L. Davis	H. Herath Hitihamillage	X. Li	S.E. Perov
H.A.G. Aly	R.A. Davis	A.D. Hider	S.Z.X. Liao	B.M. Perreault
J.K. Anderson	B.T. De Guzman	A.C. Hinnell	T. Lim	H. Peryagh
W.R.M. Andryo	P.R.L. De Mesa	S.K. Hladik	L.R. Lingenfelter	M. Peters
J.E. Arellano	B.D. De Micheli	H.R. Hooshangi	J. Liu	B.R. Petersen
E.J.K.S. Arsenault	J.R. Desmarais	M.J. Hort	X. Liu	S.K. Phillips
O.H.S. Asaolu	S. Devkate	T. Howlader	S.K. Lo	M.J. Piazzese
M.M. Attia	J.S. Dhillon	C. Hsieh	M.A. Loepky	G.D. Pinkerton
Z. Azadpour	B.G. Dolton	P. Hu	C.A. Lukaszewicz	J.C. Pitre
B. Azam	F. Duckett	J.A. Huffman	J. Luo	F. Polissena
M.O. Azeez	V. Dumais	J.C. Huxtable	D. Lvov	I.S. Pollock
A.I. Baddar	C.J. Dyck	F.G. Hynes	Y.K. Ma	J.J.J. Pomeroy
M. Baker	S.M. Eckstrand	K.E. Ibemgbo	J.G. MacKay	W.J. Power
D.A. Balma	J. Edelstein	A. Ibrahim	M.A. Mackay	C.S. Pratt
S. Baraty	M.R. Edwards	O. Igbinosun	K.B. MacKinnon	C.D. Preidt
B.R. Beauchesne	I.C. Ekechukwu	G. Ilganaev	M. Madhukumar	T.W. Proteau
A. Bekri	A. El-Hag	A. Iliouchetchev	S. Mahajan	S.A. Purves
M.A. Bell	M.G. Elenany	P. Inkel	K. Malesevic	K. Ramlakhan
M.K.A. Bell	O.E.Y. Elnemr	I.M.H. Ip	E.M. Manago	A. Rana
A.J. Belliveau	G.T. Elvestad	O.A. Isodje	D.P. Marchinetz	G.S. Randhawa
T.O. Bello	M.J. Engels	J.C. Ivany-Smith	R.H. Marcu	J.R. Rao
S.N. Bergen	D.J. Eyben	M. Jarvis	R.L. Marquez	B. Rashid
E. Bergeron	N.A.S. Faheem	I.D.G. Jayawardana	J.C. Marroquin Del Mar	K.P. Rathod
D.S. Bhatoa	M. Fazlollahi	G. Jia	A.A. Masri	A.D. Redmond
K.D.A. Blagg	J.D. Ferguson	L.S. Jobin-Bevans	M. Mathews	P. Reikh
R.J.J. Boileau Bekuit	E.C. Fernandez	A. Johnson	M.N. Mattheos	S. Renaud
E. Boisvert	Castellanos	D.D. Jones	D.V. Mavely	D.J. Reynolds
S. Bombardier	C.J. Ferron	J. Jorgensen	S.M. McRae	B. Rivera
C.A. Bond	C.J.S. Fisher	P.J. Joshi	M.A. Meadows	M. Rochette
A.B.D.P. Bonifacio	B.L. Fisk	E.A. Jugganaikloo	M.S. Melnichuk	P. Rojas Linero
A.V. Bosca	R.J. Fogolin	L.A. Kanik	A.J.M. Melville	A.N. Rooney
T.C.L. Boschman	N.M.D. Fond	V. Kaushik	A.F. Michial	J.L. Rosa Junior
C. Boulais Richard	A.B. Foster	J.L. Kaveettill	C.M. Minerva	D.C. Rowe
D.A. Bowman	J. Freihammer	J.B. Kay	T.D.D. Minion	L.R. Roy
N.A. Brackett	K.A. Friesen	V. Kaziuk	M. Mireault	I. Sabaj Abumohor
A.M. Braganza	K.M. Friesen	R. Keating	J. Momic	A.S. Saini
K.K. Brezinski	Z. Fu	S.J. Kelly	E.A.B. Moniz	R.K. Saini
L. Brochu	B.J. Gallagher	V. Kerrivan	S. Montgomery	J.M. Salazar
J.F. Brosas	E.M. Gallagher	M.M.K.M.H. Khafagy	H. Moraditavasani	G.S. Sandal
B. Brownlee	L.G. Gartner	S.A. Khakbazan Fard	A.D. Morris	A.R. Schappert
K.A.D. Bsisu	M.A. Gentrup	R.S. Khakh	T.J. Morrow	N.A. Schultz
E.N. Bulley	V. Ghohestani	R. Kheiri	L.G. Nadeau	J.A. Segar
D.J. Bunnell	M.P.M. Gibbons	A.R. Khoshboresh	R.R. Naik	A.A.H.M. Semendary
C. Burghi Barboza	B.A. Gillin	S. Kia	A. Nasr Esfahani	S. Semsarilar
A.C. Burke	S. Golriz	M.H. Kilgour	K. Nejatian Khalilabad	R.A. Senior
N.S. Burmeyer	R.F. Gonzalez	E.I. Klassen	T.J. Nelson	S.R. Severson
T.W. Calvert	R.J.F. Goodfellow	A.E. Koku	P. Nguyen	B. Shaabani
S.A. Campbell	S. Goosheh	D. Kondratenko	L.M. Nicol	A.A. Shadrack
D.A.S. Carriere	V.C.C.W. Goreham	E.R. Kope	A.J. Nieves	S. Shariati
N. Cascioli	E.N. Grebe	O. Korolev	A. Nikkhah	Varnosfaderani
J.O. Castillo	S.R. Greeley	R. Kowsari	A. Nikulin	P. Sharma
R. Chakkour	L.R. Griffis	A.A. Koya	I. Nisar	G.A.B. Shepperd
K. Chang	T.J.M. Grisdale	A.J.T. Kriegl	U.A. Nzimako	D.A. Sherman
K.G. Chaudhari	J.A. Gubbins	C.M. Krisko	S.K. O'Byrne	R.J. Siciliano
A. Cheliyananickal	J.D. Guenther	C.W. Krisko	B.J. O'Hearn	J.S. Sidhu
Shaji	M. Gulak	H. Kristiansen	O. Olagunoye	Simarpreet Singh
X. Chen	M.J. Gundry	R.S. Kristjansson	B.E. Oluwabusola	Y. Simkin
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R. Chlumsky	S.J. Hak	D.J. Kruszewski	K.D. Osiowy	H. Singh
H. Choi	M. Halakoo	J.B. Kunkel	G. Ostojic	J. Singh
K.W.B. Choi	J.P. Hamilton	K.M. Kunst-Bentz	S.D. Panchal	N. Singh
A. Choudhury	M.O.Z. Hanna	K.W. Laffin	M. Pandit Chhetri	S. Singh
M.T. Conser	T. Hantjdis	M. Laguta	M.A. Panzoo	R.O. Siram
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A.G. St Jean
M.J. Stephens
H.E. Stewart
C.A. Struthers
L.I.P. Struzina
M. Sudermann
D.R. Sukhall
S. Sundararajan
J.A.S. Swain
A. Tabalenska
R.W. Talstra

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Z.J. Zhang
P. Zhao
M.R. Zhian

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S.R. Gunawidjaja
M.O. Haastrup
K. Hans
E.E.P. Harris
C.G.J. Hartry
T. Hasan
M.D.C. Hernandez
Obando
R. Hoghooghi Esfahani
I. Holoborodko
S.V.M. Hosein
M. Hoseini
C.E. Howell
M.A.M.A. Hussain
D.O. Igbiniedion
M.N. Isaac
M.A. Jauhar
B.W.S. Jenkins
F. Jiang
G. Jiang
F. Jonidi Shariatzadeh
R. Kaka
M.M. Kaleem
M. Kamal

S.D. Kapustka
G. Kaur
M. Kaur
M. Kazemiesfahani
M.Z. Khan
S. Khan
H.S. Khangura
S.A.A. Kheiriyeh
M.N. Khokhariya
K. Kholodovski
A. Khordadi
M.T. Kolesar
E.A. Kolmel
M.J. Kolody
V. Kovalevych
B.A. Kropla
A.O. Kuye
S.K. Lad
K.T.B. Lagare
D.P.M. Lawrence
B.J. Leclerc
H.M. Lee
J.J. Lee
L.J.F. Leones
K.L. Lewkebandara
Y. Lin
B.K. Lockhart
W.E. Loney
A.J.M. Loredo
R.N. Lotocki
L.C. MacKenzie
J.O.L. Mag-uyon
J.C. Mailey
J. Malone
H.S. Mann
J.N. Mann
P.A. Manzano
B.A. Martens
A.S. Matharoo
E.M. Mbah
J.L. McDonald
B. Mehmood
A.J. Minor
A. Mirsajadi
A. Mirzaeivishkaei
A.D.J. Mitchell-Dueck
A.A. Mohammed Abdul
Azeem
M. Mohseni

K.C. Mok
M.C. Montebruno
A.M. Moog
S.R. Moule
S. Mukherjee
S. Mundhada
S.S. Musa
J.D.M. Nardella
N.T.T. Neil
D. Nemati
S.J.M. Nepomuceno
M.Z. Ng
A.E. Nonato
C.S. Notay
L. Nulman
E. Nunoo
E.I. Obioha
A.B. Odedairo
O.O. Ogunmola
D.I. Ojeyokan
O.D. Olajide
R.C. Olalia
D.D. Olorunfemi
P.O. Oluwawande
P.K. Opoku
A.E. Oseyemi
A. Ossennikov
E. Owusu-Sekyere
E.E.J. Pagaduan
B.E. Pagtakhan
A.M. Peckover
J.A. Perez Quintero
C.N.J. Petursson
K.C. Piasecki
A. Popel
A.L.M. Purificacion
M.U. Qadir
K. Rangamuthuswamy
M.E. Ratzlaff
S.M. Razavi
N.J. Reichert
T.E. Ritchot
H. Rouzegar
J.A.J. Rushka
A. Saadatmand
Hashemi
M.R. Sabuj
S. Saha
O.B. Sajjad

I.A. Sameer
Z. Sedaghati
N.D. Seebun
E. Sepahi
I. Shahid
M.H. Shariar
S. Sharif
O. Simonov
M. Singa
G. Singh
H. SINGH
M. Singh
Y. Singh
C. Sivakumar
I.B.B. Skonberg
G.D. Solaimalai
C.M. Som Mbang
E.R. Spagrud
E.J. Spalding
T.N. Stevens
S.I.G. Stewart
J. Tashakori Sourkouhi
A. Termehchi
T.I.J. Tetrault
E.W. Thorkelson
A. Tiwari
K.G.E. Tober
J.R. Toews
H.T. Tran
G.L.S. Tremblay
C.A. Useche Herrera
L.R. Vaca Diez Goytia
V. Varghese
C.M.I. Villegas
L. Wang
Z.C.D. Wells
B.J.P. White
E.A.M. Wiebe
S.N. Wong
C.T. Wu
K.D. Yaffe
I. Yakandawala
S. Yamoutzavareh
V.J.K. Yau
A. Zardoshtian
H.M.M.A. Zaytoon

SPECIFIED SCOPE OF PRACTICE LICENSEES

J.J.S. Crichton
C.J.R. Day
P.O. Fagbohun
M.E. Marasco
R.D. McCulloch
V. Revzin
J.H. Schneider
W.B. Snook
U. Wickramasinghe

US TEMPORARY LICENSEES

J. Barandiaran
B.A. Burkhardt
J.T. Cusner
N.S. Doyle
L.P. Emmenegger
M.C. Giddings
U. Gonzalez
S.A. Hashemi Nezhad Ashrafi
Y. Ishii
S. Krotec

C.W. Lau
U. Murtaza
A. Prabhakar
T.P. Ribeiro
D.M. Stark
J.J. Uglevich III
S. Yi
Y. Yoo

CERTIFICATES OF AUTHORIZATION

Manitoba Inc. o/a Sandbox Design & Consulting
10148942 Manitoba Ltd. O/A Critical Discoveries
13248101 Canada Inc.
1778796 Ontario Ltd. o/a Alpha Engineering
1804789 Ontario Limited
1814449 Alberta Ltd. o/a IPECC Solutions
2076065 Alberta Ltd.
372103 Ontario Ltd o/a P.T. Industrial Electric Co.
Ainsworth Inc.
AJW Engineering Ltd.
Alpine Civil Engineering Consultants Ltd.
Apave North America Corp.
Apex Automation Ltd.
Arup Canada Inc.
ASD Enterprises Limited o/a ASDEL Structural Engineering
AT Engineering & Associates Ltd.
ATCO Structures & Logistics Ltd
AtkinsRealis Energy Federal EPC, Inc.
Avalon Mechanical Consultants Ltd.
AVI Infrastructure Inc.
Axilz Inc.
Axis Engineering Ltd.
BBA Engineering Ltd.
BQE Water Inc.
Bridgewood Engineering Services Ltd.
C&C PetroGas Engineering Ltd.
Canyons Structural Incorporated
Capacity Engineering Ltd.
Capitol Steel Corporation
Caracle Creek International Consulting Inc.
Cematrix (Canada) Inc.
Certified Playground Inspections Inc.
Cogeneration and Energy Management Engineering Inc.
Concentric Innovations Inc.
Concept 2 Concrete AEC Inc. o/a C2C Consultations Vincent Dumais Inc. o/a Ing Consultant
Contour Civil Engineering Inc.
Counsilman/Hunsaker & Associates, Inc.
DCD Engineering Services Ltd.

DGH Engineering Ltd. o/a Parsus Engineering
Digitech 3D Inc.
DVM Engineering Inc.
Eastpoint Architecture Partnership
Emmons & Olivier Resources Canada Inc.
Endeavor Mechanical Consulting Ltd.
Enviro-Stewards Inc.
EPI&C Systems Inc.
Eramosa Engineering Inc.
Eternity Engineering Inc.
Ferron Geoscience Inc.
First Nations Engineering Services Ltd.
FlareTech Inc.
Flynn Canada Ltd.
Frovich and Associates 2026 Ltd.
Geomechsim Technologies Inc.
GreatPacific Consulting Ltd.
Greenhalls Sustainable Services Ltd.
Ground Anchor Solutions Inc.
Ground Engineering Consultants Ltd.
H Group Inc.
Harbourside Geotechnical Consultants Limited
Heath Engineering Ltd.
Heron Hydrologic Ltd.
Hitachi Energy Canada Inc.
HJB Engineering Ltd.
IMS Solution Inc.
ING BL Inc.
Inline Group Inc.
Iron Block Projects Inc.
Jerol Technologies Inc.
Juno Engineering Canada Inc.
Kevin Dorma Consulting, Ltd.
Kinitech Engineering Inc.
Konecranes Nuclear Equipment & Services, LLC
KPF Structural Design Inc.
Lapalme et Associés Inc.
LRDL Engineering Ltd.
Mahjabin Mou Engineering Inc.
Maka Engineering Ltd.
Matec Consultants (2021) Ltd.
Mecan Hydro Inc.
Miriton Ltd.
Most Valuable Engineering and Contracting Services Inc.

Newtons Engineering Corp.
Newton Forensic Engineering Inc.
Oodanooketoh Architecture and Engineering Ltd.
Opsun Systems Inc.
Orbis Engineering Field Services Ltd.
Paragon Engineering Services Inc.
Paterson & Cooke Canada Inc.
Penn-Co Construction Canada (2003) Ltd.
Plasti-Fab Ltd.
Plum Gas Solutions Inc.
Power-Link Technologies Ltd.
Priestly Demolition Inc.
Pura Energy Inc.
Quality Engineered Solutions Ltd.
Quinn Dressel Associates Ltd.
Red Pelican Building Science Ltd.
RES Canada Construction L.P.
Roundtable Engineering Solutions LLC
Salient Engineering Inc.
Shaft and Tunnel Consulting Services Ltd.
Shawano Wapunong - Stantec Consulting Ltd.
Sigma Can Engineering Inc.
Simpson Indigenous Advisory Inc.
SKG Engineering Inc.
Solaris Management Consultants Inc.
SRK Consulting (Canada) Inc.
Structures MAADI Inc. o/a MAADI Group
Substruction Engineering Inc.
Tata Consultancy Services Canada Inc.
TDC Design & Consulting Ltd.
Terrane Geoscience Inc.
Therma Pan Industries Inc.
Tigris Engineering Inc.
Viking Fire Protection Inc.
W.F. Baird & Associates Coastal Engineers Ltd.
Walker Power Consulting Inc.
Waterline Resources Inc.
Wesbell Communications Inc.
Westshore Structural Engineering Ltd.
YRH Inc.
Zain Development Inc.

IN MEMORIAM

Ernest Bridges
Vern Francis Campbell
George Robert Gevaert
Jerry Arthur Martino
Donald Glenn Osman
Archie Blair Roland Seale
Norman Bruce Ulyatt
John David West



MENTORSHIP CENTRE

MONDAY TO FRIDAY: 8:30 A.M. - 4:30 P.M.
WEDNESDAY: 8:30 A.M. - 8:00 P.M.



All students, interns, licensees, general members, and senior members in good standing are invited to use the mentorship centre.

CLOSING NOTES

PROFESSIONAL REGULATION AND THE VALUE OF AUDITS

BY A. RUALES, P.ENG.

Self-regulation is one of the defining characteristics of our profession. The Province of Manitoba has granted Engineers Geoscientists Manitoba the authority to establish standards, govern practice, and oversee professional conduct because it trusts that professional engineers and geoscientists will act in the public interest.

With that authority comes an important responsibility: showing that we can effectively regulate ourselves, verify compliance, and maintain high standards.

Audits, practice reviews, and other compliance activities help support this responsibility. They help demonstrate that professional standards are not just expectations, but requirements that are being followed and evaluated. This approach is common across many regulated professions. Professionals are expected to maintain their competence throughout their careers through continuing education and professional development. Regulatory bodies and professional organizations have reporting, record-keeping, review, and verification processes to help ensure these requirements are met.

These processes help maintain confidence in professional designations, support accountability, and show a commitment to ongoing learning.

Engineering regulators across Canada have adopted similar approaches as part of their competence and quality assurance programs. Regulators in provinces including British Columbia, Alberta, Saskatchewan, and Québec have implemented continuing competence, professional development, and compliance verification programs. Engineers and Geoscientists BC, for example, conducts compliance audits that review continuing education and other professional obligations while

focusing on education, quality assurance, and better understanding professional practice.

Professional regulation is built on trust, competence, and ethical responsibility, and engineers and geoscientists have consistently demonstrated a strong commitment to these values. Audits do not replace that trust. Instead, they help confirm that regulatory requirements are being met and that the systems supporting professional practice are working as intended. They can also help identify common issues, highlight good practices, and provide useful information that can strengthen programs and support registrants.

Audits are also supported by established statistical sampling methods.

For example, a population of approximately 5,000 registrants can be assessed using a 95% confidence level and a margin of error of $\pm 3\%$. With these parameters, a sample of about 195 registrants is enough to provide meaningful information about the overall population. In practical terms, reviewing less than four percent of registrants can provide a high degree of confidence in the results.

This approach recognizes the high level of compliance expected within the profession while providing objective evidence that regulatory requirements are being met.

Ultimately, audits are about more than compliance.

They help strengthen professional self-regulation, encourage ongoing development, and support public confidence. By providing evidence that professional standards are being verified and maintained, audits give assurance to registrants, employers, governments, and the public that the profession continues to meet its responsibilities. ⊕





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