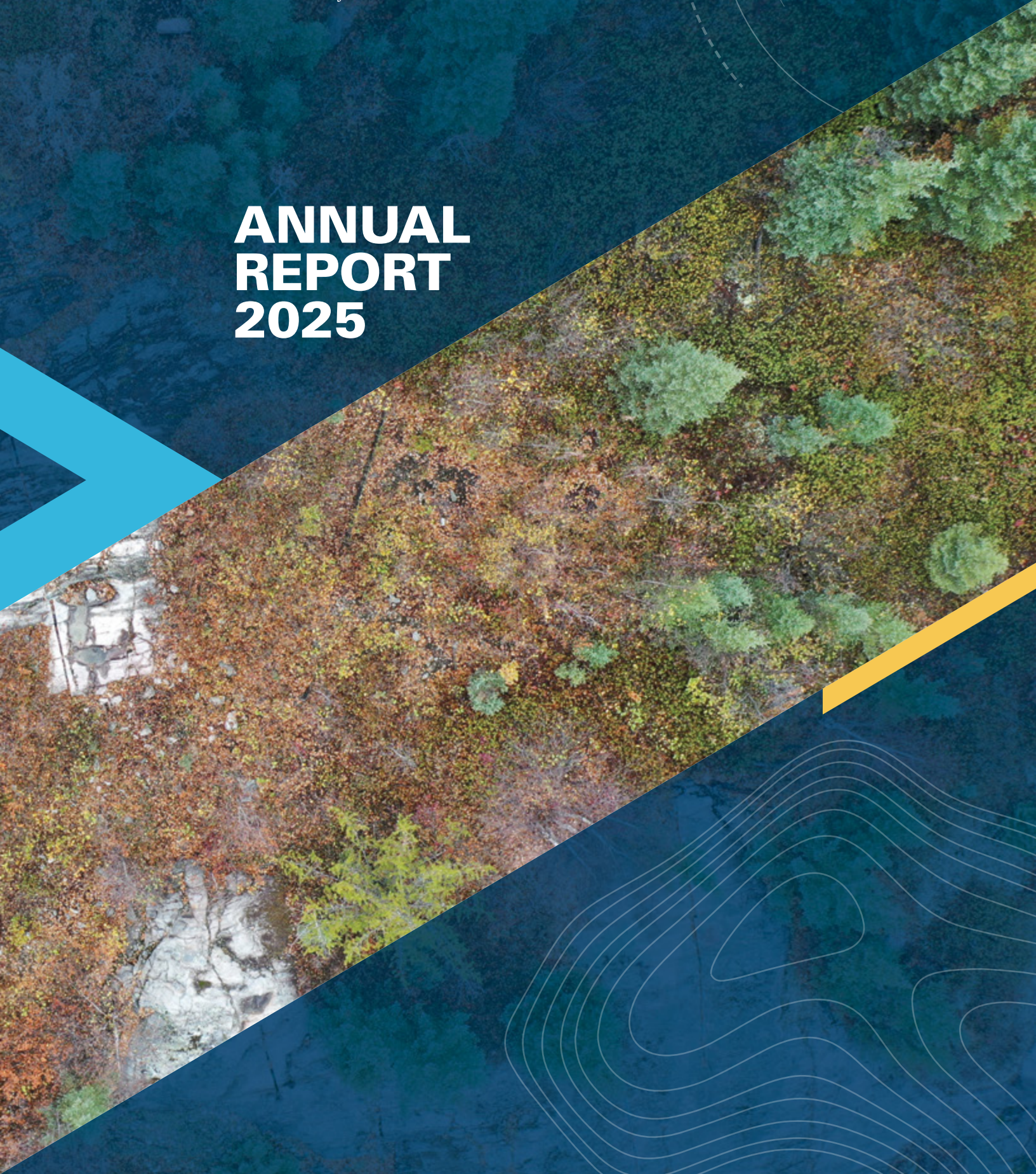




A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

ANNUAL REPORT 2025



APEGS regulates the engineering and geoscience professions in the jurisdiction of Saskatchewan, which is comprised of portions of lands from Treaties 2, 4, 5, 6, 8, and 10, the territories of the Nêhiyawak (Cree), Anihšīnāpēk (Saulteaux), Dene, Dakota, Lakota, and Nakoda nations, and the homeland of the Métis Nation.

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On the Cover

Aerial drone
image of a
small outcrop
located within
the Pine Lake
greenstone belt

Photo:
Camille Partin

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Athabasca
Sand Dunes
and MacFarlane
River

Photo:
Jason Craven

REGULATING THE PROFESSIONS. PROTECTING THE PUBLIC.

The Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS) licenses and regulates approximately 19,000 engineering and geoscience registrants in the public interest in accordance with *The Engineering and Geoscience Professions Act*.

As a trusted self-regulatory body, APEGS ensures that engineering and geoscience professionals uphold practice and ethical standards in a manner that protects the public and the environment. If these standards are not met, APEGS investigates and takes appropriate disciplinary action.

2025 APEGS Profile of Achievement – Buffalo Pound water treatment plant renewal led by Stantec.

Photo: Graham-AECON JV

APEGS is governed by a council of 11 elected engineering and geoscience professionals and two public appointees.

The council sets the vision, ensuring that APEGS remains aligned with its mandate and strategic plan.

The public appointees represent the public and provide an external perspective to the other councillors.

The executive director and registrar manages operations with a team of 38 employees and 171 volunteers (refer to the list at page 26).

“APEGS protects the public interest by regulating the practices of engineering and geoscience with principled leadership, visionary direction, and dependability.”

Public Appointees Richelle Andreas and John Breakey



Back Row (left to right): Jason Gasmu, P.Eng.; Rahim Ahmad, P.Eng.; Derek van Nes, P.Eng.; Ian Farthing, P.Eng., FEC, FGC (Hon.); Wesley Wizniuk, P.Eng.

Front Row (left to right): Jodi Derkach, P.Geo.; Nicholas Kaminski, P.Eng.; John Breakey (public appointee); Danae Lemieux, P.Eng., FEC; Cathy Williamson, P.Geo.; Erin Moss Tressel, P.Eng., P.Geo., FEC, FGC

Absent: Neche Igboke, P.Eng. and Richelle Andreas (public appointee)

REPORT FROM THE PRESIDENT AND EXECUTIVE DIRECTOR AND REGISTRAR

STRENGTHENING OUR FOUNDATION

This report from January 1, 2025 through December 31, 2025 shows our progress in improving our registration practices, increasing member compliance with our act, and developing the practice of engineering and geoscience by the members in the final year of our strategic plan 2023 to 2025 (refer to sidebar).

These past few years we've focused on the fundamentals. While "foundational work" may not always capture headlines, it is the essential bedrock upon which a proactive, transparent and modern regulator is built.

Our focus has been steadfast on maturing our internal processes to better serve our members and fulfill our duty to the public. Here are a few of our past accomplishments that will launch us into our next five years.

Active Engagement and Governance

We have transitioned from a passive volunteer model to an active recruitment cycle.

By clearly identifying vacancies and better defining responsibilities, we have empowered our members to engage proactively with APEGS volunteer opportunities.

This shift extends to our council; through early engagement and a more rigorous nomination process, we are ensuring that those who lead the professions possess the diverse experience and commitment required for modern governance.

Accessible Professional Development

Recognizing the evolving demands on members, we have significantly expanded our continuing professional development (CPD) program.

We have introduced monthly sessions that allow members to meet their 12-hour verifiable ethics requirements at little or no cost.

Furthermore, our annual meeting now offers a robust hybrid model of in-person and online sessions, providing significant educational value for a fraction of the cost. These investments ensure that financial barriers do not stand in the way of professional development and competence.

A Proactive Approach to Compliance

As a regulator, our primary role is to ensure that everyone practising engineering and geoscience is properly licensed and competent.

We have increased our focus on compliance, investing in staff to fulfill this responsibility rather than rely on volunteers who were often overwhelmed with the workload.

Our Goal is Prevention

We believe that more frequent, early-stage investigations allow us a better view into current practice trends.

This "early intervention" model helps us support members in getting back into compliance before more egregious disciplinary issues arise.

And we are happy to report it's working – we had no disciplinary actions in 2025.

Modernizing Our Framework with a Review of Our Act and Bylaws

A significant portion of our efforts has been dedicated to the ongoing act and bylaw review to ensure that it aligns with our priorities to modernize regulatory practices and maintain public trust.

We are working directly with the provincial government to modernize our legislation, which we intend to submit this year.

This modernization includes a clearer framework for corporate regulation. By leaning into our current legislation, we are building out practice standards that support both the individual professional and the companies they work for, ensuring a consistent continuum of accountability.

We will continue to engage interest holders regarding proposed changes.

Looking Ahead: Sustainable Growth

In 2026 we begin a new five-year strategic plan giving us an opportunity to reflect on what we've done and focus on where we're going.

To sustain our progress, we are making critical investments in technology and human resource functions.

We are ensuring the framework is in place to support our members, protect the public, and support government in all efforts that demonstrate to the public that engineering and geoscience are being done in a competent way by competent people.

We are setting the stage for a future where APEGS is more agile, more transparent, and more vital than ever.

Ian Farthing,
P.Eng.
President

Stormy Holmes,
P.Eng., FEC, FGC (Hon.)
Executive Director and Registrar

STRATEGIC PLAN 2023–2025 GOALS



Registration

- Increase and expand membership of eligible practitioners (see pages 18 and 19)
- Assess membership categories to ensure appropriate representation of practice (*this is part of the act and bylaw review, which will continue in the next strategic plan*)
- Improve transparency, effectiveness, and efficiency of registration processes (see page 9)



Member Competence and Compliance and Enforcement

- Assess the current continuing professional development (CPD) program to determine its effectiveness in ensuring member competence and proficiency (*work will continue in the next strategic plan*)
- Enhance relationships with member firms to ensure they support member competence initiatives (*work will continue in the next strategic plan*)
- Ensure confidence in the CPD program compliance systems (*work will continue in the next strategic plan*)
- Increase prohibition and enforcement efforts for unlicensed practice (see pages 16)



Regulating the Professions

- Enhance member education on regulation (see page 10)
- Develop key performance indicators to continuously evaluate the effectiveness of the organization (*work will continue in the next strategic plan*)
- Improve transparency of the investigation and discipline procedures (see page 15)
- Improve the usability of the online register (*work will continue in the next strategic plan*)
- Ensure effective corporate and/or entity regulation (see page 16)



Developing the Practice of the Professions by the Members in the Public Interest

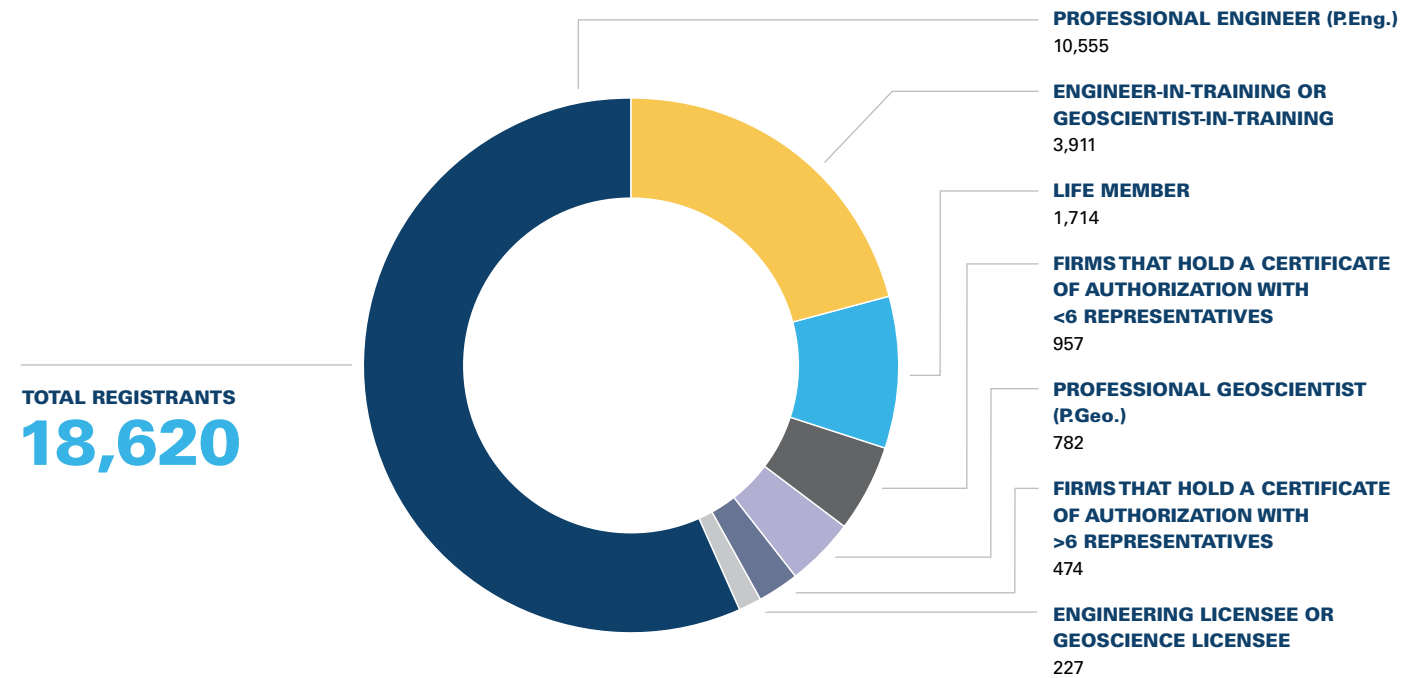
- Improve the organization's capacity to understand and address public expectations and interests (*work will continue in the next strategic plan*)
- Monitor relevance of professional development opportunities to align with shifting public expectations and interests (see page 11)



REGISTRANT STATISTICS

APEGS retains a register of all individuals and firms authorized to practise engineering and geoscience (professional engineers, professional geoscientists, licensees, and firms that hold a Certificate of Authorization). Also included are registrants who are training to become licensed professionals (engineers in training and geoscientists in training) and registrants who are no longer practising but wish to maintain their connection with the professions for a variety of reasons, including mentoring, volunteering, etc. (life members).

REGISTRANTS BY TYPE

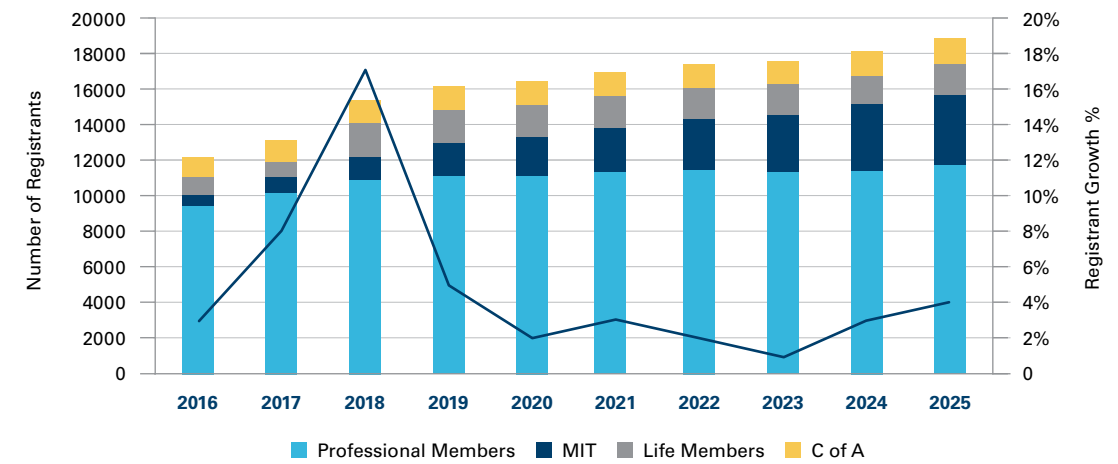


To protect the public, engineering and geoscience professionals must have specialized education, training, and experience, adhere to ethical standards, and commit to ongoing professional development.

GROWTH IN THE NUMBER OF REGISTRANTS CONTINUES

The number of registrants has continued to grow, typically between three per cent and five per cent over the past 10 years. The continued growth in registrants ensures that our province has enough professionals to support our modern way of life while protecting our safety and wellbeing.

REGISTRANTS BY YEAR



APEGS celebrates members who achieved their new professional designations in 2024 at the New Professional Member Luncheon on March 6, recognizing their dedication, hard work, and commitment to the high standards of the profession.

REGISTRATION PROCESSES



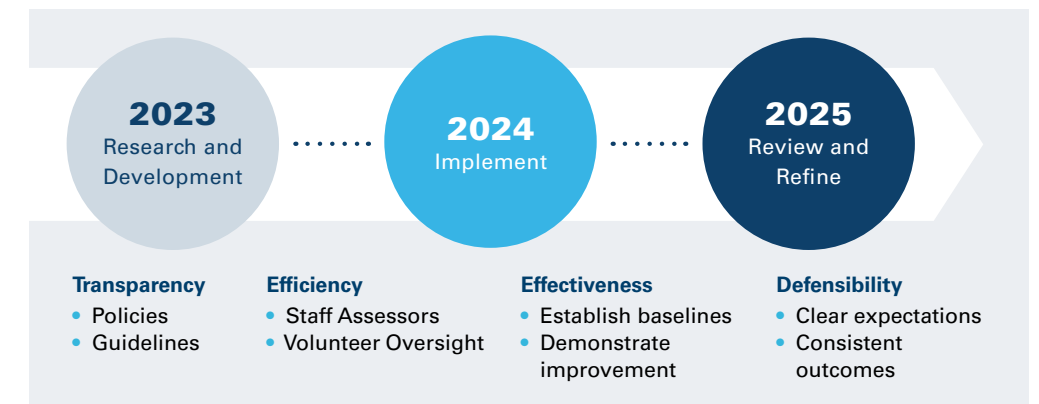
2025 APEGS Profile of Achievement – Orano Canada and Denison Announce SABRE 1st Production at McClean Lake
Photo: Orano Canada Inc

IMPROVE TRANSPARENCY, EFFECTIVENESS, AND EFFICIENCY OF REGISTRATION PROCESSES

APPLICATION PROCESSING TIMES ARE IMPROVING

In 2025 APEGS received 3584 applications, an increase of 92 applications from 2024. With the introduction of the *Labour Mobility and Fair Registration Practices Act* in 2022, APEGS has been working to meet the established timelines to process applications for people who are trained outside of Canada and for professional members already registered elsewhere in Canada.

APPROACH TO IMPROVE TIMELINES



In 2023, we began to analyze our processes and introduced new registration policies and processes in 2024. The changes associated with experience assessment were more significant and resulted in an improvement in processing times in 2024.

This past year, we focused on improving our processes to assess applicants’ academic credentials and experience. As a result of this approach, we have clear expectations, consistent outcomes, and improved efficiency overall, as shown in the table below, and we will continue to improve.

PERCENTAGE OF APPLICATIONS PROCESSED ON TIME

Standard Timelines	2023	2024	2025
< 50 business days for people trained outside of Canada	56%	95%	94%
< 20 business days for professional members already registered elsewhere in Canada	-	-	93%
< 50 business days to assess experience	70%	63%	83%

ACTION TO REDUCE VALIDATOR FRAUD

Engineering and geoscience professionals are required to follow a code of ethics and be of good character. During the application process, an applicant’s character may be called into question, thereby requiring a character assessment.

Of the 58 cases of character assessment completed in 2025, 12 people were found to have breached the Good Character Guideline by fraudulent validation of their work experience. Partway through 2025, APEGS initiated a declaration form that candidates must complete and upload into the online system before they start their work experience submission. The declaration serves as a reminder of the meaning and consequences of validator fraud and holds candidates accountable for their actions. The intent of the declaration is to reduce the number of potential validator fraud cases and streamline the character assessment process.

PROFICIENCY AND COMPETENCY OF MEMBERS

To remain proficient and competent in protecting the public, those licensed with APEGS are committed to ongoing professional development and are guided by the engineering and geoscience Code of Ethics.

Increasingly, members are recognizing APEGS as a provider of relevant and useful training opportunities to help them remain proficient and competent at very low cost to no cost. Attendance at online technical professional development opportunities increased to over 8,700, a 28 per cent increase from 6,800 in 2024. There was also an increase in the approval rating from 8.5 to 8.9 out of 10. In-person professional development conferences continued to be well attended, offering a variety of topics and presenters.

ENHANCE MEMBER EDUCATION ON REGULATION

APEGS offered a series of webinars to increase members' regulatory competence regarding the following:

- Five principles for construction standards
- Part 3 of the National Building Code
- APEGS' application process
- APEGS' competency-based assessment program
- APEGS' continuing professional development program
- What it means to serve on APEGS council

Professionals from across Saskatchewan take in new insights during the APEGS Professional Development Conference on May 2.



Sheila Watt-Cloutier delivers her keynote speech at the May 2 APEGS Professional Development Conference, highlighting the deep connections between the environment, human rights, and Inuit culture amid a changing climate.

MONITOR RELEVANCE OF PROFESSIONAL DEVELOPMENT OPPORTUNITIES TO ALIGN WITH SHIFTING PUBLIC EXPECTATIONS AND INTERESTS

ALIGNING PROFESSIONAL DEVELOPMENT OPPORTUNITIES WITH PUBLIC EXPECTATIONS

APEGS also offered professional development opportunities to align with the public's expectations for the professions to play a role in sustainable energy development and to practise in an ethical manner.

Topics on sustainable energy development included:

- Building Saskatchewan's smart grid
- Compressed air energy storage potential in Saskatchewan
- University of Regina's Microgrid
- Decarbonization in practice – whole lifecycle thinking for buildings
- Energy transition with hydrogen and carbon capture, utilization, and storage

Topics on ethics included:

- Reimagining a new way forward to address ethics issues in the arctic with intention
- Trust, ethics, and leadership in an era of complexity

APEGS also provided monthly ethics moments for members to reflect on practical aspects of ethics in everyday situations and introduced a sixth ethics module with this year's topic on the limits of truth telling.

REGULATORY COMPLIANCE

APEGS ensures that members comply with *The Engineering and Geoscience Profession Act* in terms of reporting their continuing professional development and acting in a competent and ethical manner.

In 2025, APEGS created a compliance team, which allowed for a clear separation between the processes of compliance, investigation, discipline, and enforcement.

The team conducted over 600 compliance checks. By coaching members on their obligations, the team was able to achieve voluntary compliance and early resolution, resulting in a reduction in the number of cases sent for investigation. APEGS expects to see the regulatory compliance area continue to grow.

APEGS also began a complaints intake process and risk-based triage for all complaints, regardless of the source or what the complaint is about.



The team conducted over 600 compliance checks.



Late granitic dyke cutting amphibolite on shore of Reindeer Lake
Photo: Tyrin Foley

INVESTIGATION AND DISCIPLINE



An esker near Seguin Lake
Photo: Britini Brenna

APEGS investigates allegations of professional incompetence and professional misconduct and takes appropriate disciplinary action in accordance with *The Engineering and Geoscience Professions Act*.

Professional incompetence is the display of a lack of knowledge, skill, or judgment, or a disregard for the welfare of registrants of the public served by the profession of a nature or to an extent that demonstrates that the registrant is unfit to continue in the practice of the profession.

Professional misconduct is any matter, conduct, or thing that is harmful to the best interests of the public or the registrants, that tends to harm the standing of the profession, that is a breach of the act or the bylaws, or that is a failure to comply with an order of the investigation committee, the discipline committee, or the council

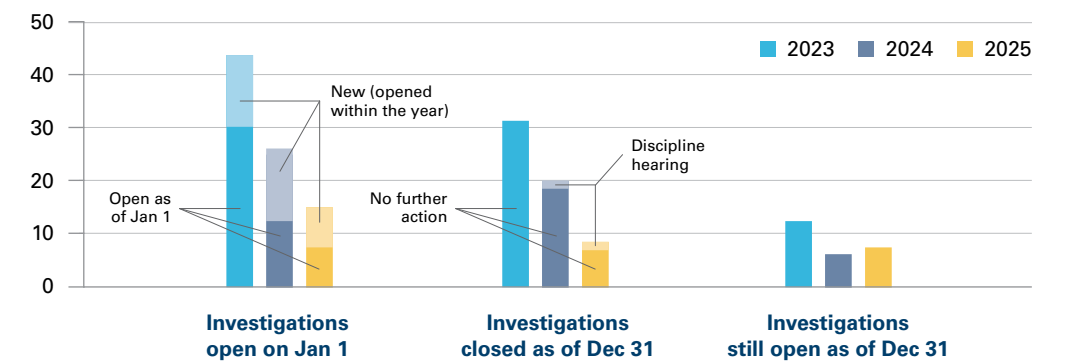
IMPROVE TRANSPARENCY OF THE INVESTIGATION AND DISCIPLINE PROCEDURES

In 2025, APEGS strengthened the investigative functions, focusing on timely intake, active file management, and consistent investigation practices. This resulted in improved turnaround times, clearer investigation pathways, and greater capacity to respond to new and emerging matters efficiently, supporting fair, timely, and effective oversight of registrants.

APEGS also created new investigation and self-representation procedures for members under investigation, strengthening procedural fairness, transparency, and public protection.

From 2023 to 2025, the investigation program has demonstrated a clear maturation toward right-touch regulation. Backlogs have been reduced and stabilized, fewer investigations are being opened due to improved compliance efforts, No Further Action outcomes have dropped significantly, and discipline remains targeted and proportionate. Overall, the data reflects improved front-end decision-making, more efficient use of investigative resources, and stronger alignment with public-interest regulation.

SUMMARY OF INVESTIGATION ACTIVITY



Two investigations were referred to discipline. One discipline hearing occurred at the end of 2025. The other will be held in 2026.

PROHIBITION AND ENFORCEMENT

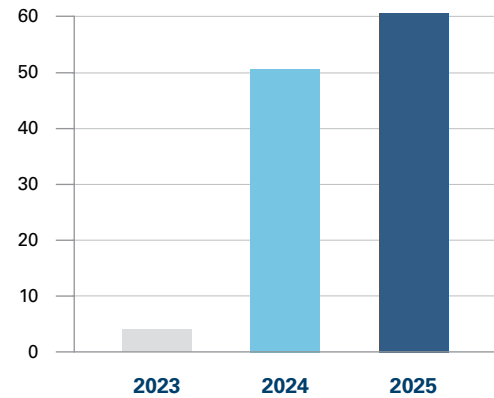
APEGS has a statutory obligation to safeguard the public by prohibiting individuals and companies who are not properly registered and licensed from engaging in the practice of professional engineering and geoscience in Saskatchewan. APEGS also prohibits the use of protected titles to help ensure the public is not led to believe that an unlicensed individual or company can provide professional engineering or geoscience services.

INCREASE PROHIBITION AND ENFORCEMENT EFFORTS FOR UNLICENSED PRACTISE

Any professionals undertaking engineering or geoscience work in Saskatchewan must be licensed. APEGS takes appropriate action to prevent the unlicensed practise of engineering and geoscience and misuse of the protected titles related to engineering and geoscience by people who are not registered with APEGS.

APEGS began developing a strategic proactive program to prevent the unlicensed practise of engineering and geoscience and misuse of protected titles. Enforcement efforts focused on public protection have increased substantially from four files in 2023 to 61 files in 2025. One matter was brought before the court to protect public interest.

ENFORCEMENT FILES OPENED (2023 VS 2024 VS 2025)



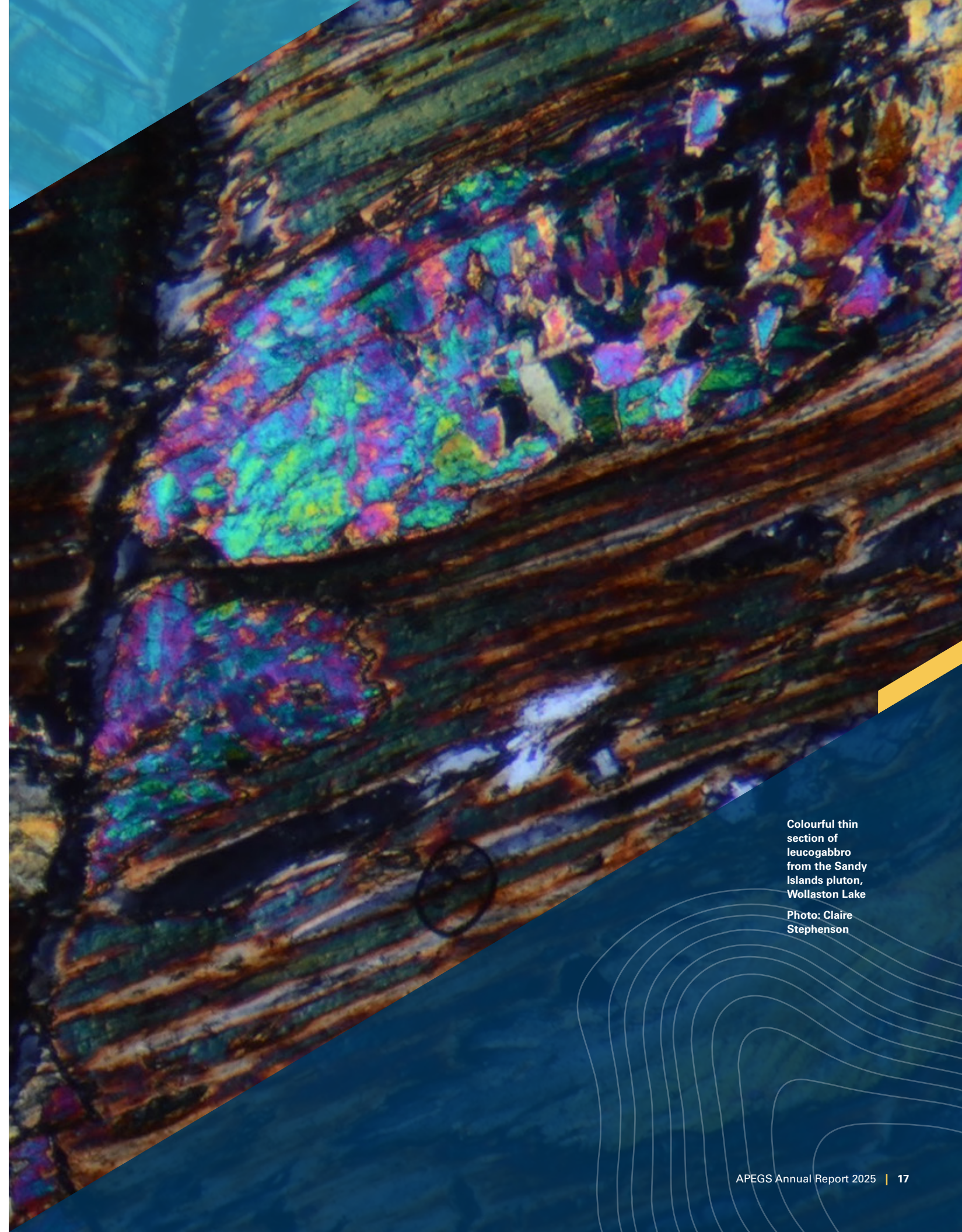
2025 PROHIBITION HIGHLIGHTS

49	49 cases of misuse of title by members and non-members.
22	22 of the 49 misuse of title cases were misuse of the title "Software Engineer."
12	12 cases of unlicensed practice (one matter advanced to provincial court).

ENSURE EFFECTIVE CORPORATE AND/OR ENTITY REGULATION

The proactive approach to compliance helped to improve the timeliness of the enforcement action in higher risk matters. APEGS has increased voluntary compliance following enforcement engagement. We have a clear escalation framework in place, ensuring prohibition is being used appropriately for risk mitigation.

APEGS has increased effectiveness in regulating firms and entities through structured engagement, compliance-driven and risk-informed oversight, and targeted enforcement, prioritizing public protection and professional accountability.



Colourful thin section of leucogabbro from the Sandy Islands pluton, Wollaston Lake

Photo: Claire Stephenson

INCREASE AND EXPAND MEMBERSHIP OF ELIGIBLE PRACTITIONERS

APEGS is committed to ensuring that our province has enough engineers and geoscientists to protect our safety and way of life into the future. One action to achieve this goal is to encourage Saskatchewan's university students to pursue a career in the province and register with APEGS.

We examined our involvement and engagement with Saskatchewan university students in engineering and geoscience and assessed how effective we were in providing them with the information and support they needed on their journey to becoming professionals.

In consultation with university administrators, professors, and students, we discovered that most of our long-standing practices and funding mechanisms were impractical and outdated. The principal areas for change centred on our scholarships and the activities we funded for and with students.

The new scholarships cover domestic student tuition fees over four years for six students who demonstrate academic achievement, financial need, and community involvement.

On June 6, APEGS had the honour of joining the 2025 University of Saskatchewan Engineering graduates, along with their families and faculty, at the annual Convocation Tea.



APEGS Director of Registration and Deputy Registrar, Kate MacLachlan, P.Geo., delivers remarks at the University of Regina's Earth Ring Ceremony on April 26. The ceremony welcomes new graduates into the geoscience profession, with the Earth Ring symbolizing the commitment and responsibility that accompany becoming a professional.

SCHOLARSHIPS

We provided 18 scholarships that were sometimes not awarded because criteria were too restrictive. The amounts for each were low, covering tuition for one semester, which did not necessarily result in students completing their education and building their careers in Saskatchewan.

To improve outcomes, in 2025 we began a four-year pilot project, replacing the 18 scholarships with six. The new scholarships cover domestic student tuition fees over four years for six students who demonstrate academic achievement, financial need, and community involvement.

STUDENT ACTIVITIES FUNDING

Existing agreements that included awarding a small number of students with medals, pins, and books were replaced with one agreement to reach more students with the same amount of funding. The change also allows APEGS more direct and meaningful engagement with students, including participating as judges at competitions and speaking at celebratory events like convocations and other milestone ceremonies.

We will assess these new programs to determine if our efforts result in more students completing their studies and attaining their professional licence in Saskatchewan.

APEGS AWARDS

The APEGS awards highlight Saskatchewan engineers and geoscientists for their contributions to the public and the professions. They showcase and recognize exemplary competence and conduct to foster professional excellence among members, inspire the next generation of professionals, and raise awareness of the role of engineers, geoscientists, and APEGS to protect the public.



Leon Botham, PEng., FEC, FGC (Hon.)



Jerome (Jerry) Helfrich, PEng., FEC



Left to Right: Stephen Hanson, PEng.; Christopher Regier, PEng.; Gaoming Ge, PEng.; Erin Moss Tressel, PEng., PGeo., FEC, FGC.



Left to Right: Ambroise Percheron, PEng.; Rajib Sahaji, PEng.; Erin Moss Tressel, PEng., PGeo., FEC, FGC.



Jason Whitelaw, PEng.

AWARD RECIPIENTS

BRIAN ECKEL DISTINGUISHED SERVICE AWARD

Leon Botham, PEng., FEC, FGC (Hon.)

The award honours professionals who show technical excellence and achievement in engineering and/or geoscience in Saskatchewan.

Leon Botham's four-decade engineering career has taken him throughout Saskatchewan, across Canada, and around the world. A leading geotechnical engineer and senior specialist in mine waste management, he is widely recognized for his expertise in tailings storage and risk management. As president of Newfields Canada, Leon has developed a thriving enterprise and mentored a growing team, earning respect for both his leadership and engineering excellence. Leon's service to the professions has been continuous and significant. He is a past president of APEGS and former chair of ACEC Saskatchewan and ACEC Canada.

MCCANNEL AWARD

Jerome (Jerry) Helfrich, PEng., FEC

The award honours service to the professions of engineering and/or geoscience.

Jerry Helfrich has invested decades of his life contributing not only to our province's healthcare and economic infrastructure, but also to the fabric of our communities. He was a member of Consulting Engineers of Saskatchewan and served on its board. Jerry has also served as an APEGS Councillor and was a volunteer on the Discipline Committee, the Consulting Practice Committee, and the Academic Review Committee. In addition to his service to the professional and technical societies, he is a lifelong Kiwanis Club member and continues to give back to his community in retirement.

EXCEPTIONAL ENGINEERING/ GEOSCIENCE PROJECT AWARD

Nortek Data Center Cooling – StatePoint Liquid Cooling Technology

The award recognizes accomplishments in engineering and/or geoscience. The award honours service to the professions of engineering and/or geoscience.

Nortek Data Center Cooling's StatePoint liquid cooling technology has been developed in partnership with numerous researchers and students from the University of Saskatchewan's College of Engineering. It represents a true breakthrough in the efficiency and sustainability of the cooling systems needed to protect sensitive electronic equipment in data centres that are exploding in size and scale, thanks to rapid advances in AI capacity. The technology has already been implemented in five major data centre cooling projects around the world by companies such as Meta and Digital Edge.

ENVIRONMENTAL EXCELLENCE AWARD

KGS Group and the Water Security Agency – Davis Diversion Coanda Fish Exclusion Screen: A Novel Environmental Solution

The award recognizes the exceptional achievements of an individual or team related to environmental protection and preservation.

The Davis Diversion, located near Maple Creek in southwest Saskatchewan, has effectively diverted spring run-off to Cypress Lake since its original construction in 1939. Eighty-five years later, however, its tendency to also divert and strand certain species of fish ran afoul of current-day environmental regulations. The Water Security Agency was charged with finding a solution that would continue to help sustain producers' lands while also protecting the area's aquatic life.

The teams at KGS Group and the WSA worked collaboratively to conceptualize and construct a Coanda Screen, the first to be installed in Saskatchewan, combined with a natural fishway channel that re-established natural conditions for movement of fish in the Davis Creek and protected their habitat for years to come.

PROMISING MEMBER AWARD

Jason Whitelaw, PEng.

The award recognizes exceptional achievements by professionals in the early stages of their careers.

Since becoming an APEGS registrant in November 2019, Jason Whitelaw has distinguished himself not only as an engineer but as an engaged, active member of his professional and personal communities.

As a field services engineer with SaskPower, Jason has consistently excelled while taking on ever-increasing responsibilities. He has also been active as a volunteer with APEGS, other professional organizations, and in his community.

BUSINESS IMPROVEMENTS

We continued to make improvements to our organizational effectiveness in 2025. Recognizing that our people are key to our success, we focused on significant and foundational improvements in our human resources area, which supported further incremental changes in the areas of governance, finance, and technology.

HUMAN RESOURCES

- Senior leaders and managers completed a five-course leadership development program in partnership with Royal Roads University.
- We introduced new human resource policies to strengthen the employer brand and enhance continuity of people management practices in alignment with the nature of the business and the values of the organization.
- We completed a three-year incremental move to a performance management system focused on results as well as growth and development of employees, which included establishment of a strong base salary structure and a pay-for-performance philosophy.
- We continued to grow and diversify our cumulative talents and skills by updating the organizational design and building additional capacity. This included:
 - Creating the executive positions of Chief Operating Officer and Chief Regulatory Officer as a strategic response to the increasing membership growth, business complexity, and the continuous pace of necessary transformation.
 - Creating two investigative positions for regulatory compliance and professional conduct.
 - Adding professional assessors in response to increasing numbers of applicants seeking academic and experience assessments.

APEGS staff, December 2025.



GOVERNANCE

- We introduced a more fulsome council nomination process and information session to encourage diversity in members' experience and background as nominees for the council.
- We reviewed the committee structures and recommended consolidation and amendment to several, ensuring the best use of our volunteers' talents and time.

FINANCE

- We improved financial reporting with increased transparency and notes explaining status and variances.
- We reduced the risk of fraud by introducing more segregation of duties with different people involved in reviewing and approving payments.
- We engaged a new independent auditor, which brings a fresh approach and perspective to our financial controls.

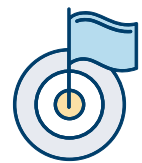
TECHNOLOGY

- We increased our efficiency in processing invoices and expenses by introducing online coding, approvals, and electronic file transfer (EFT) payments.
- We introduced online timesheets and digital pay statements.
- We helped members renew their licences more quickly and easily by introducing self-serve options, including online forms, invoices, and receipts, and by automating digital notices and reminders.
- We developed a roadmap for business transformation with a plan and timeline for strategic initiatives.

Members gather at the APEGS Annual Meeting on May 3 in Regina, reflecting on achievements from the past year and looking ahead to the work that supports the engineering and geoscience professions in Saskatchewan.

2026-2030 STRATEGIC PLAN

As we look to the future, APEGS remains committed to our responsibility to protect the public. We adapt, innovate, and lead, ensuring that regulation of engineering and geoscience in Saskatchewan not only meets the needs of today but anticipates the challenges of tomorrow. Our new five-year strategic plan sets out a path for APEGS to continue as a progressive and trusted regulator. Our updated purpose, vision, and values reflect our regulatory mandate and the evolving needs of our registrants and the public.



PURPOSE

APEGS protects public interest by regulating the practices of engineering and geoscience.

VALUES

Responsive

- We are attentive and agile in addressing the needs of the public and our members.
- We adapt our processes and communications to ensure timely, effective responses to emerging challenges, regulatory changes, and interest holder concerns.

Fair

- We are impartial and consistent in all our actions, decisions, and processes.
- We treat every individual and situation with respect, recognizing diverse perspectives and upholding the principles of equity and inclusion.



VISION

The practices of engineering and geoscience are trusted and valued.



Accountable

- We take ownership of our decisions and actions, upholding our responsibility to the public and our members.
- We maintain clear standards, report transparently, and are answerable for the outcomes of our regulatory work.



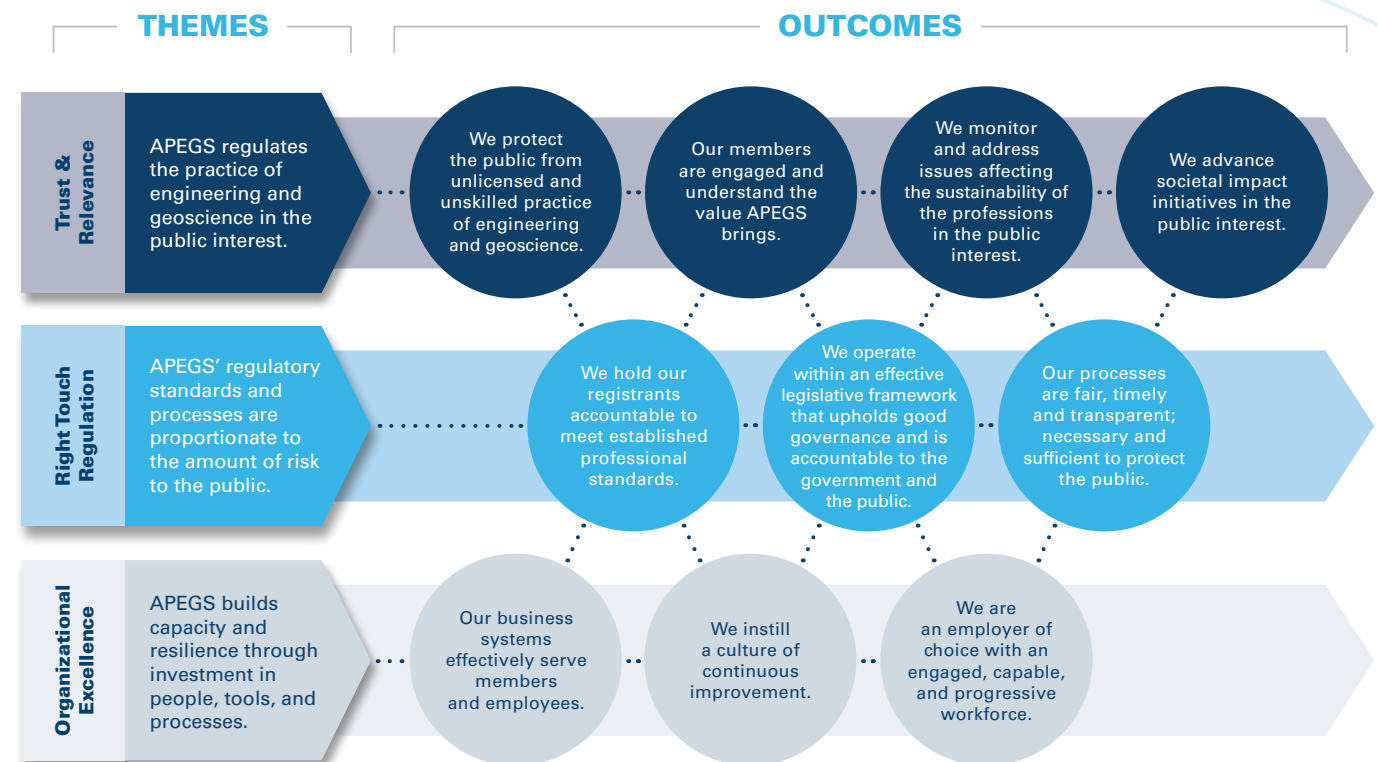
Knowledgeable

- We are dedicated to maintaining and advancing expertise in engineering and geoscience regulation.
- We foster a culture of learning, sharing insights, and openness to new ideas.



Authentic

- We engage with honesty, openness, and sincerity in all our interactions.
- We remain true to our purpose, values, and the public trust placed in us, fostering genuine relationships with members, interest holders, and the communities we serve.



As we look to the future, APEGS remains committed to our responsibility to protect the public.

Members engage in thoughtful questions and lively conversations during the September 11 Member Information Session, an event that strengthens APEGS' connection with its membership and highlights the importance of regulating in the public interest.

VOLUNTEERS

APEGS acknowledges and thanks the many volunteers for their commitment and professional engagement through another year. In 2025, the volunteers served on the council, the Corporate Registrant Task Group, Act and Bylaw Review Task Group, Public Accountability Advisory Group, as university senators, and on the committees of Academic Review, Awards, Continuing Professional Development Compliance, Discipline, Executive, Experience Review, Finance, Audit and Risk Management, Governance, Investigation, Licensee Admissions, Nominating, and Professional Development. In addition, APEGS thanks the 1,000 registrants who served on APEGS Connect, the survey panel.

**Thank you to
all the APEGS
volunteers.**

Abdul Bais, P.Eng.
Abdur Ahmad, P.Eng.
Achint Rastogi, P.Eng.
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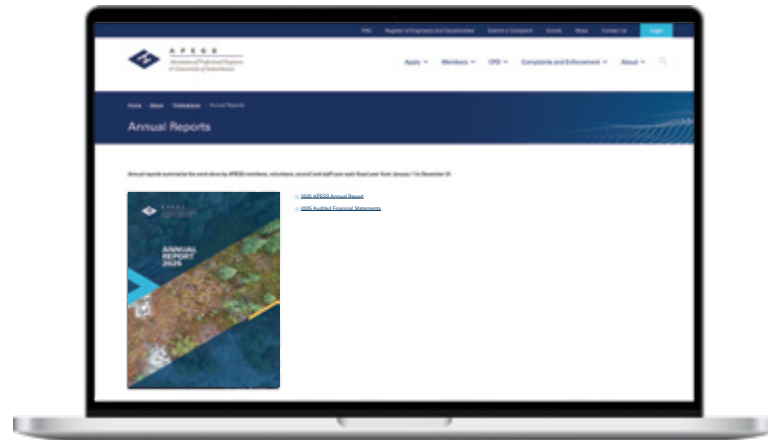
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FINANCIAL STATEMENTS



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