



2021 ANNUAL REPORT

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15,349

Professional Engineers
Professional Geoscientists
Engineers-in-Training
Geoscientists-in-Training
Engineering Licensees
Geoscience Licensees
Temporary Licensees
Life Members
As of Dec. 31, 2021

OUR PURPOSE is to ensure public safety by regulating the practice of engineering and geoscience in Saskatchewan.

OUR VALUES govern how we act:

- Safety • Competence
- Honesty • Fairness
- Respect

OUR VISION

To provide a safe and prosperous future through engineering and geoscience.

OUR MISSION

APEGS regulates the practice of engineering and geoscience in Saskatchewan for the protection of the public and the environment and the benefit of society.

MEMBERSHIP STATISTICS

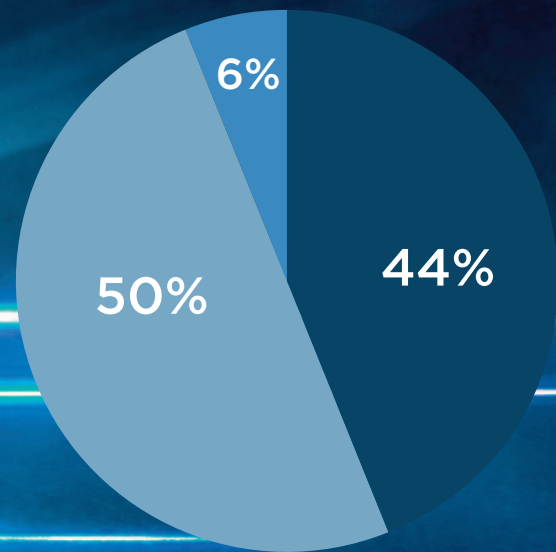
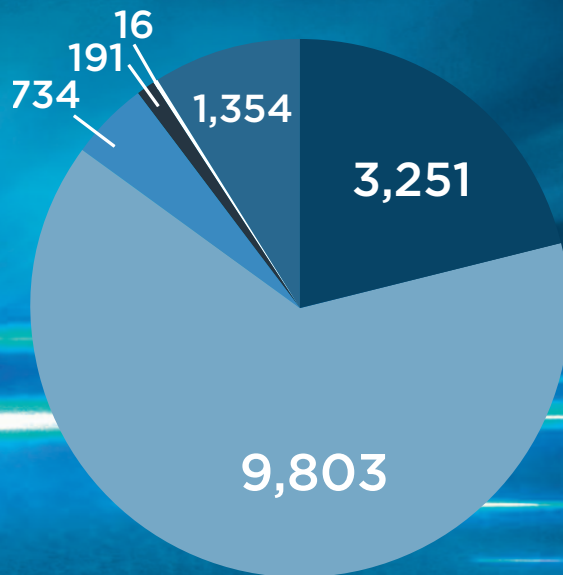


Despite all the challenges related to COVID-19, APEGS continued to grow, with individual licence holders and members increasing from 14,824 in 2020 to 15,349 in 2021 (up by 525).

About 44 per cent of professional members reside in Saskatchewan, 50 per cent reside elsewhere in Canada and six per cent reside outside of Canada.

The number of corporate registrants holding a Certificate of Authorization (CofA) dropped slightly from 1,340 in 2020 to 1,329 in 2021.

2021



TOTAL INDIVIDUALS

15,349

- Member-in-Training
- Eng/Geo Licensee
- P.Eng.
- Temporary Licensee
- P.Geo.
- Life Members

- Professional Members who reside in Saskatchewan
- Professional Members who reside outside of Saskatchewan
- Professional Members who reside outside of Canada



Kristen Darr, P.Ge.
2021 APEGS PRESIDENT

MESSAGE FROM THE PRESIDENT

The progress Saskatchewan engineers and geoscientists make never stops, even during a pandemic, and that is a testimony to the commitment of those in the professions.

Just like our members, APEGS continues to make progress on ensuring its effectiveness as a regulator through its governance projects. APEGS was not unique in undertaking these projects. There have been other regulators of engineering, geoscience and other professions in Canada who have recently completed reviews, are planning reviews, or have had changes imposed on them.

Now, APEGS is well on its way to a more modernized governance structure which will increase APEGS' transparency and the public's

confidence in APEGS' role of self-regulation and public protection in Saskatchewan.

The engineering and geoscience professions have worked diligently to be granted and maintain self-regulatory powers from the provincial government. With self-regulatory powers, the professions – through APEGS – are afforded more flexibility in determining how they hold themselves accountable to the public for safe, sound and prudent practices.

It is the hard work and commitment made by staff and those who volunteer who have moved APEGS forward into modern governance. Significant, strategic work has been done by council over the last year.

GOVERNANCE REVIEW

In many ways, the heavy lifting was done with the governance review, which began in 2019. An external third-party consultant developed a report containing 33 recommendations.

Those recommendations were in regard to council size and composition, risk management, public transparency, management of sponsorships, organizational structure, roles of committees and staff, training for committees and relationships with constituent societies.

It was council's job to review each recommendation to evaluate its feasibility and to then develop recommendation proposals. That process was started in 2020, but completed in 2021.

Some recommendations required member approval to make bylaw changes and were approved by the membership at the annual meeting held online on May 1, 2021.

This ratification of some core bylaws allowed APEGS to move forward.

It was a busy year as we worked through change in pursuit of the accomplishments and value that will be delivered.

COUNCIL NOMINATION PROCESS

One change that may have been noticed, for example, is the update to the council nomination process. Going forward, anyone can be considered for the process, which takes each candidate through the same evaluation and interviews to ultimately put forward candidates for members to vote on. The process will reflect on the needs of council, based on APEGS' strategic plan, as well as identify any gaps on council and ensure those who can successfully fulfil its needs are voted on by the members.

This significant update will make the process more transparent to members, stakeholders and the public. The change was to ensure good governance practices and will result in a sound process that is fair and equitable to members seeking a nomination. It also helps promote diversity among the members on council.

PANDEMIC MEETINGS

Completing this work during the pandemic required that council rely on technology in order to meet. APEGS' events were delivered through Microsoft Teams or by other digital means and included almost all council meetings during 2021. APEGS staff members continued to maintain operations by working remotely through 2021.

However, by the end of 2021, there was a comfort level to begin resuming some face-to-face interactions with our December council meeting being in-person with the option to participate virtually.

EXPRESSING GRATITUDE

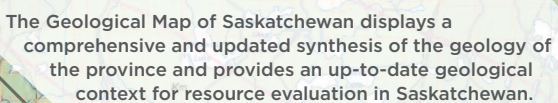
I want to thank Bob McDonald once again for his service during this time as well as his more than 20 years of dedication working for APEGS. His contributions have prepared APEGS for a future that will be led by Stormy Holmes, P.Eng., FEC, FGC (Hon.) taking over the role of Executive Director and Registrar effective Jan. 4, 2022.

Stormy is a great leader and passionate about engineering, geoscience and APEGS. She is a well qualified, excellent fit for this role, coming in at an opportune time to take responsibility for leading the association in its next steps with her vision for the modernization of the operations of APEGS.

Now, with the council election and the Annual Meeting and Professional Development Conference, my term as president of APEGS ends. It has been a once-in-a-lifetime experience that I have enjoyed and consider an honour to represent APEGS. I would like to thank all of my fellow council members as well as the staff of APEGS for the opportunity to work together so well. I am very proud of the work that has been done.

I look forward to sitting alongside a phenomenal leader at the council table during 2022. I am excited to see John Desjarlais, P.Eng., take over the reins as he becomes APEGS' new president.

Kristen Darr, P.Geo.





Caileigh Beckman,
Engineer-In-Training*



Alix Cruickshank P.Geo.*



Larry Doke
Public Appointee



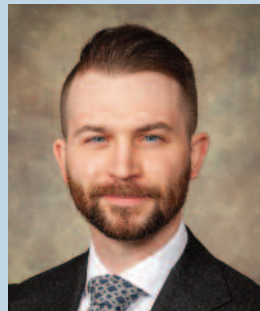
Carolyn Emperingham,
P.Eng.



Ian Farthing, P.Eng.



Gavin Jensen, P.Geo.



Nicholas Kaminski,
P.Eng.



Danae Lemieux, P.Eng.



Patricia Lung, P.Eng.



Erin Moss Tressel,
P.Eng., P.Geo., FEC, FGC



Trent Nelson, P.Eng.



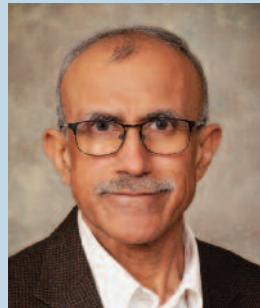
Wendell Patzer *
Public Appointee



Aaron Phoenix, P.Eng.,
FEC



Kaylee Tumack, P.Eng.



Ashok Thakkar, P.Eng.,
FEC

*Vacated positions on Council during 2021.



CANDLE LAKE

The minerals, rocks and shells that make up sand particles on beaches explain their colouring. The purple sand beach of Candle Lake owes its colour to the mineral garnet.

Photo courtesy of United Canadian Consulting



Wendell Patzer
PAST PUBLIC
APPOINTEE



Stuart Ritchie
PAST PUBLIC
APPOINTEE

PUBLIC APPOINTEES

Like all self-regulated professions, APEGS includes representation from public appointees.

These council members are appointed according to *The Engineering and Geoscience Professions Act* by a Lieutenant Governor Order in Council, upon recommendation of the minister responsible for the act. They are full members of APEGS' council with voice and vote equal to the elected members of council.

The act requires that one of these appointees sits on the Investigation Committee and the

other on the Discipline Committee. Their role is to represent the public in self-regulation of the professions of engineering and geoscience by bringing an external viewpoint and transparency to the governance and regulation of the professions.

In 2021, we said farewell to Wendell Patzer, who served as a public appointee from 2017 to 2021, and we welcomed Larry Doke as a new public appointee. Stuart Ritchie resigned leaving the second public appointee position vacant at this time.



Larry Doke
CURRENT PUBLIC
APPOINTEE

MESSAGE FROM PUBLIC APPOINTEE

I am pleased to fill the role of public appointee for APEGS' council.

Roles I held in my career connected me to the work of engineers and geoscientists. There were the years I spent in politics – first as a city councillor for North Battleford and then as MLA for Cut Knife-Turtleford and finally as mayor and councillor of Metinota – as well as those years I spent in other professional roles, such as working in road construction with sand and gravel crushing.

As MLA, I paid close attention to what was happening in the municipalities in my area, including any road construction, to make sure those municipalities are being looked after. I also oversaw a rural water system project for three municipalities. I've also worked on other water projects for the resort village where I live, Metinota. My experience with these types of projects gave me insight into how municipalities work with engineers.

I hope to help improve the relationship between engineers and municipalities. I think what I bring to council is a view of what municipalities and the public expect of engineers and geoscientists and what could be improved by engineers and geoscientists to serve municipalities even better as those who hire them.

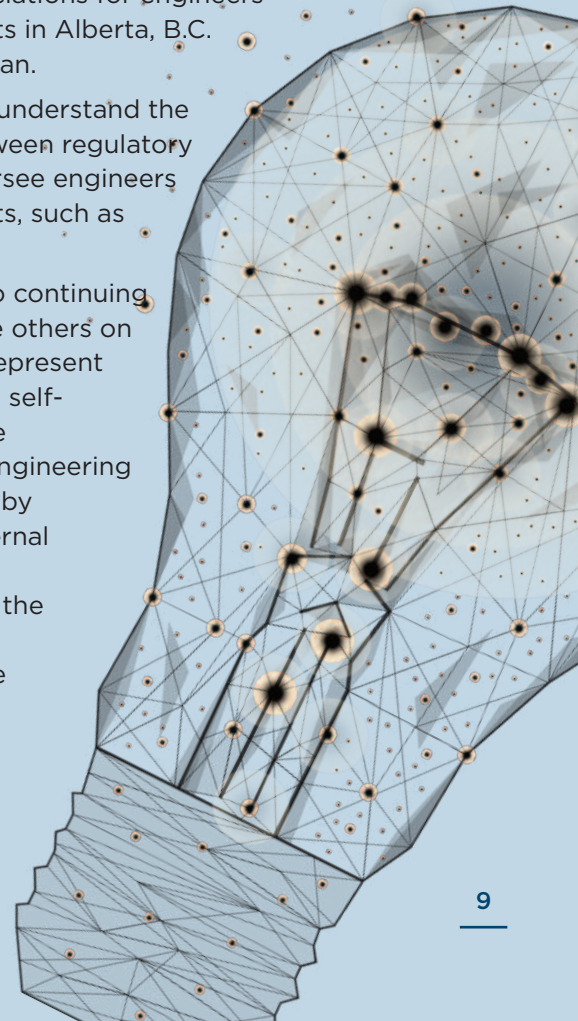
I have had a good working relationship with a number of engineering firms, and those relationships and the work of engineers and geoscientists always interested me. Some part of me would like to have an even better understanding of what goes on.

I was also a long-time member and one-time president of the Pacific NorthWest Economic Region (PNWER). PNWER is a statutory public/private non-profit created by the U.S. states of Alaska, Idaho, Oregon, Montana and Washington and the Canadian provinces of Alberta, British Columbia and Saskatchewan, and the territories of the Northwest Territories and the Yukon. It was supported by the regulatory associations for engineers and geoscientists in Alberta, B.C. and Saskatchewan.

This helped me understand the connection between regulatory bodies that oversee engineers and geoscientists, such as APEGS.

I look forward to continuing to work with the others on council and to represent the public in the self-regulation of the professions of engineering and geoscience by bringing an external viewpoint and transparency to the governance and regulation of the professions.

Larry Doke,
Public
Appointee







**Bob McDonald, P.Eng., FEC,
FGC (Hon).
OUTGOING**

MESSAGE FROM THE EXECUTIVE DIRECTOR AND REGISTRAR

A transformation of APEGS' organizational structure and some activities has been underway for a few years. The transformation began in 2019 when a governance review project was initiated and followed by a governance change project. It was time for the governance of APEGS to be updated.

As the transformation progressed, it became evident to me that my successor should be involved in developing and implementing the revised structure, and I decided in mid-2021 that my tenure as APEGS' Executive Director and Registrar would end in mid-January 2022. This would give APEGS the opportunity to conduct its executive search and me the opportunity to spend some time with my successor.

NAVIGATING THE PANDEMIC

In addition to approving and beginning to implement the changes resulting from the governance change project, APEGS also experienced another year of the COVID-19 pandemic.

Most of APEGS staff and volunteers worked remotely throughout the year and attempted to maintain service levels. Many APEGS events

were cancelled, postponed, rescheduled or converted to "virtual" events, resulting in the loss of in-person networking opportunities.

Through the pandemic, APEGS has demonstrated it can adapt and that many of APEGS' activities can be delivered through alternate or hybrid delivery. I offer many thanks to many members, volunteers and staff for enduring the COVID-19 pandemic. I look forward to renewing personal contact at APEGS' events sometime in the future.

STAFF CHANGES

During 2021, I also kept council updated on staff reorganization and succession planning as a result of retirements, governance change and work load, including the role of executive director and registrar.

With the structural changes to APEGS' organization, it was clear that the start of 2022 was the right time for my successor to step up to take over as executive director and registrar. During 2021, it was important that some staff changes be made to permit moving forward, but I did not want to be in a position where I was making decisions that would be binding on my successor.

RETIREMENT

I retired in mid-January 2022 after 23 years working with APEGS. I was hired in mid-January 1999 as APEGS' Director of Membership Services, and, over the years, I moved into other roles in facilitating the work of our volunteers, including becoming director of Membership and Legal Services and Deputy Registrar before being named Executive Director and Registrar.

REFLECTING ON APEGS' CULTURE

During my years with APEGS, it became clear to me that the contributions of all who volunteer and work for APEGS have resulted in the development of three cultures:

1. Fairness

There is a culture of fairness that relates to APEGS' role as a regulator. APEGS' obligation is to safeguard the public and to regulate the professions in the public interest. Out of necessity, it operates within a legal framework; in APEGS' case, the privilege of self-regulation is granted by the legislature of Saskatchewan through *The Engineering and Geoscience Professions Act* and the regulatory and administrative bylaws.

Not only are regulators required to follow the act and bylaws, but they are obligated to function within the principles of natural justice and procedural fairness. This includes developing an understanding of and following these fairness obligations when dealing with the public, applicants and members, and balancing transparency with obligations of privacy. Regulators must avoid the situation such that members' interest appears to be put above public interest.

2. Respect

There is a culture of respect, as it relates to the interactions among the public, applicants, members and staff colleagues.

3. Service

There is a culture of service to the public, applicants and members. APEGS has official obligations in fulfilling its regulatory mandate,

but it does not have to be officious in how it regulates the professions.

It is important to monitor trends in the self-regulation of professions, not only in Saskatchewan, but also nationally and internationally. Protection of these three cultures goes a long way to meeting APEGS' statutory mandate.



**Stormy Holmes, P.Eng.,
FEC, FGC (Hon.)**
INCOMING

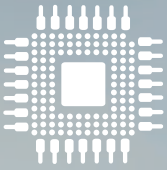
THE FUTURE

My successor, Stormy Holmes, P.Eng., FEC, FGC (Hon.), became the new Executive Director and Registrar effective Jan. 4, 2022. She developed her qualifications for this role over more than 20 years through a combination of work experience, most recently at AECOM, as well as volunteer activity, including serving as APEGS President and most recently as Chair of APEGS' Governance Review and Governance Change Steering Groups. I am confident in her ability to lead APEGS into the future and appreciate the many years of working with her as a volunteer.

THANK YOU

In closing, I would like to thank the APEGS' membership, past and current, and the APEGS' staff, past and current, for the opportunity to serve and safeguard the public and regulate the engineering and geoscience professions in the public interest.

Bob McDonald, P.Eng., FEC, FGC (Hon.).



PROFILES IN ACHIEVEMENT

North American Helium opened Canada's largest helium purification facility in the Maple Creek area in April 2021. Helium is involved in the manufacturing of microchips, semiconductors, fibre-optic cables, LCD screens as well as other technology.

GOVERNANCE BOARD

The purpose of the Governance Board is to ensure that council fulfils its legal, ethical and functional responsibilities through adequate governance policy development, risk management, compliance monitoring, recruitment strategies, training programs, monitoring of council activities, and evaluation of council members' performance.

Starting in 2019, APEGGS undertook a review of its governance and regulatory frameworks and practices in response to its goal to modernize the governance structure and uphold regulatory best practices. Further, the change was in response to a growth in membership, the addition of geoscientists, changes in the regulatory environment and recognition that other significant changes have occurred since the last governance review close to 30 years ago.

This was a significant undertaking for council which dedicated much time and effort to conclude with 33 transformational recommendations that position APEGGS for the future. The management team, through council, has been implementing these changes throughout 2021 which are described below. There are eight remaining recommendations that are in various stages of planning and implementation.

COUNCIL SIZE AND COMPOSITION

On May 1, 2021, members approved bylaw changes to bring into effect the following changes, beginning with the 2022 council elections:

- Council size will be reduced from 19 to 13 members through a process of attrition over the next three years. Staggered terms will be maintained by electing a minimum of two member-at-large councillors each year.

Note: *The Engineering and Geoscience Professions Act*, requires a minimum of four professional engineers, two professional geoscientists and two public appointees on council.

- Councillors will be elected as members-at-large instead of based on discipline, geography or member-in-training status.
- Only members who are compliant with the requirements of the CPD program are eligible for nomination.

COUNCIL RECRUITMENT AND ASSESSMENT

The Nominating Committee has been assigned the responsibility to attract and vet candidates using criteria to ensure council is made up of individuals with the knowledge, competency, character and diversity to regulate in the public interest. The criteria include:

- a provision for members to self-apply in addition to the Nominating Committee identifying potential candidates.
- a process for candidates to be vetted in a consistent manner, which requires them to:
 - complete an application form.
 - be assessed against a competency matrix and a gap analysis of council.
 - if short-listed, take part in an interview process to select final nominees.

An annual self-evaluation has been introduced for council, boards and committees. The evaluation tools and procedures have been approved by council.

RISK MANAGEMENT

A decision was also made to enhance risk management by expanding the Audit Committee's terms of reference to include assisting council, boards and committees by developing a risk-assessment framework.

The expanded purpose of the committee also resulted in a name change to the Audit and Risk Management Committee. The committee has engaged a consultant to assist with the development of an enterprise risk-management program. More information is described on page 17 of this report.

PUBLIC TRANSPARENCY

The complaint process was made more transparent to the public by making content more accessible on the APEGS website.

Public transparency will be examined as part of the risk management project and enhanced where opportunities are identified.

MANAGEMENT OF SPONSORSHIPS

Council will now monitor sponsorships in keeping with a new sponsorship policy and provide strategic direction to fund external parties; the goal is to provide grants and sponsorships in a manner that aligns with the objects of the association.

ORGANIZATIONAL STRUCTURE

The former Governance Board has been redescribed as the Regulatory Board to better reflect its focus on regulatory matters. There is no change in the committees that report to it.

A new Professionalism Board was created by merging the former Education Board and Image and Identity Board. The new board's focus is promoting professional development and professionalism of members and licensees including both the conduct and competence necessary to practise in the public interest. Over the coming months, the purpose and objectives of the following two committees will be examined and clarified within the context of the regulatory role and responsibilities of APEGS and how best to achieve those objectives: Environment and Sustainability, Equity and Diversity.

Staff, and in some cases other committees, have been given the responsibilities of the following committees and they have been sunset: Professional Edge, Communications and Public Relations, Connection and Involvement, Kindergarten to Grade 12, Legislative Liaison, Student Development.

The APEGS representative on the Saskatchewan Construction Panel is now a staff member instead of a volunteer.

ROLES OF COMMITTEES AND STAFF

Role descriptions were added to the appropriate terms of reference for executive members of council, liaison councillors, board/committee/task group chairs and vice-chairs and board/committee/task group members.

RELATIONSHIP WITH CONSTITUENT SOCIETIES

A task group was created in September 2021 to assess improvements to the relationship with constituent societies and clarify the role of APEGS as the regulator. This continues to be a work in progress.

CORPORATE REGISTRANT TASK GROUP

A task group was created to evaluate registration and regulation of firms.

VALUE PROPOSITION CHANGE

The focus area of “sustain the professions” in the APEGS value proposition has been replaced with guiding principles to support council in setting strategic direction in “fostering the practice of professional engineering and the practice of professional geoscience by members in a manner that is in the public interest” (*The Engineering and Geoscience Professions Act* sub-section 5(d)).

GOVERNMENT RELATIONS

A documented government relations strategy and policy were developed and implemented. More details about APEGS' government relations can be found on page 26.

VOLUNTEER ORGANIZATIONAL CHART BEFORE GOVERNANCE CHANGE



VOLUNTEER ORGANIZATIONAL CHART AFTER GOVERNANCE CHANGE



STRATEGIC PLAN

Throughout 2021, council worked with an external consultant to support the creation of a strategic plan which is embedded into the APEGS value proposition.

This plan is an extension of the core responsibilities described in the legislative and regulatory framework set out for APEGS to follow.

The key strategic focus areas and goals for APEGS are as follows:

Registration and Compliance

Ensure member registration and compliance requirements are met.

Member Competence

Promote and improve the competence and proficiency of members.

Regulating the Professions

Proactively regulate the professions.

Fostering the Practice of the Professions in the Public Interest

Foster the practice of professional engineering

and geoscience by members in a manner that is in the public interest.

Organizational Management

Meet the requirements of ongoing governance and operations.

Through this approach, APEGS' council has set out 12 strategic objectives to further guide the work of council, boards, committees and management.

For the last six months of 2021, APEGS' management has been working toward incorporating the strategic objectives to better prioritize the deliverables within the association.

Management has begun reporting quarterly progress which will give council visibility to progress and build confidence to the key activities underway with management.

APEGS is positioned to evolve the strategic plan going forward and improve measures of progress.

RISK-MANAGEMENT FRAMEWORK

Throughout 2021, APEGS has worked with an external third-party consultant to help develop an enterprise risk-management framework and policy.

The Audit and Risk Management Committee have been actively involved with the development and prioritizing key operational and strategic risks to APEGS.

The framework and policy were not formally approved at the end of 2021, though anticipated to be formally approved in the first half of 2022.

The draft risk-management framework is serving as a useful tool to help prioritize and manage work and uphold the strategic and operational purpose of APEGS.



PROFILES IN ACHIEVEMENT

Prairie Lithium's ion exchange technology to extract lithium was third-party verified, and they drilled what is believed to be the first lithium brine well in Canada in September 2021.

REGULATORY BOARD

The Governance Change Project resulted in the renaming of the Governance Board to the more fitting name of Regulatory Board. It reports to council and oversees the work of the following registration committees: Academic Review, Experience Review, Licensee Admissions, Registrar's Advisory and Continuing Professional development Compliance. The board is responsible for ensuring development and maintenance of policies related to identification and registration of practitioners and describing the scope and promoting an understanding of professional practise in accordance with the act and bylaws.

REGULATORY HIGHLIGHTS

The registration department continues to look for ways to improve the fairness, transparency and timeliness of our processes to ensure that appropriately qualified engineers and geoscientists from anywhere in the world can obtain licensure to practise in Saskatchewan.

This approach is particularly important for our member-in-training application process in which we assess academic qualifications.

MEMBERS-IN-TRAINING

Canadian graduates with a Canadian Engineering Accreditation Board (CEAB)-accredited degree or a four-year bachelor's degree in geoscience are generally approved as a member-in-training within two weeks of a completed application.

Canadian graduates with non-CEAB accredited engineering degrees and internationally-educated engineers and geoscientists typically require an academic assessment.

It can take up to four months for applicants to receive an academic assessment result, but on average it takes about 10 weeks. This duration

has come down significantly from about 12 months in 2017.

We are proud of our record of licensing internationally-educated members-in-training.

Since a large spike of over 2,700 applications from internationally-educated applicants in 2018, we have settled into a new normal of between 800 and 900 per year.

This increase compares to between 300 and 400 applicants with CEAB-accredited engineering degrees and 40 to 60 with Canadian Geoscience degrees.

Since 2018, over 2,000 internationally-educated applicants have been approved for registration as members-in-training, including over 500 in 2021.

LICENSING PROFESSIONAL ENGINEERS AND GEOSCIENTISTS

Work experience

Before members-in-training can apply to become licensed professional engineers or geoscientists, they must have their work experience assessed.

In 2019, we implemented online, competency-based assessment (CBA) of work experience for engineers and in 2021 we implemented it for geoscience. The number of paper-based work experience reports for engineering has decreased significantly since CBA was introduced in 2019 from over 70 per cent to just over 20 per cent in 2021. The number of paper-based reports for geoscientists decreased by almost half in 2021 when competencies for geoscience were added to the online CBA system.

RARE EARTH ELEMENTS

A Rare Earth Processing Facility in Saskatchewan is expected to become operational in late 2022. It will be the first of its kind in Canada and will be owned and operated by the Saskatchewan Research Council (SRC).

Photo courtesy Saskatchewan Research Council

Professional Practice Exam

One of the biggest challenges related to the COVID-19 pandemic was ensuring that we could continue to offer the professional practice exam and seminar, which were traditionally done in person.

After a trial in 2020, this year APEGS officially began offering the online, National Professional Practice Exam (NPPE), making it possible for people in Saskatchewan to write it during the COVID-19 pandemic and to make it accessible to members outside of Canada. This change aligns APEGS with most other engineering regulators in the country who also use the NPPE and thus enhances inter-association mobility.

Good character

In addition to meeting the academic and experience requirements, and passing the professional practice exam, applicants must also be of good character.

APEGS assumes that applicants are of good character unless an issue arises during the registration process, in which case the Registrar's Advisory Committee (RAC) investigates and determines if the Good Character Guideline has been breached.

In 2021, the RAC investigated 42 cases of possible validator fraud in the online CBA system and 19 of these applicants were denied registration because they were deemed to not meet the Good Character Guideline.



CONTINUING PROFESSIONAL DEVELOPMENT

The public expects professionals to engage in lifelong learning to ensure the protection of public health, safety and welfare. A well-rounded Continuing Professional Development (CPD) Program is important to the public and has many benefits for the member.

The APEGS CPD Program establishes a benchmark to which members will evaluate their ongoing professional development activities. The program provides tools for analyzing needs, planning programs and recording and reporting activities. CPD Program information is available on the APEGS website. Go to **CPD**.

CONTINUING PROFESSIONAL DEVELOPMENT COMPLIANCE COMMITTEE

The Continuing Professional Development Compliance Committee (CPDCC) monitors and facilitates members' participation in APEGS' CPD Program. The CPDCC conducts annual compliance and assurance reviews and manages remediation and variation plans for

members falling short of their annual requirements. Members who remain non-compliant with the CPD Program may be subject to an administrative suspension of their licence.

The CPDCC is comprised of eight APEGS members, a liaison councillor and staff support. The CPDCC reports to the Regulatory Board, which report to council. The CPDCC held seven meetings throughout 2021.

PROHIBITION

APEGS has a statutory obligation to safeguard the public by ensuring the proficiency and competency of members and restricts the practice of professional engineering and professional geoscience in Saskatchewan to licensed individuals and companies. APEGS also restricts the use of protected titles.

An online register that is accessible to the public can be accessed to confirm membership and licence status.

Go to **Register of Engineers and Geoscientists**

SUMMARY OF THE CPDCC ACTIVITY FOR 2021

Members Compliant for the 2020 Reporting Year	11,289
Members Non-Compliant for the 2020 Reporting Year	1,144*
Remediation Plans for the 2020 Reporting Year	60
Variation Plans for the 2021 Reporting Year	199
Assurance Reviews 2021	19
Administrative Suspensions 2021	515
Reinstatements from Administrative Suspension 2021	110

*As of April 1, 2021. 2020 is the first year that APEGS took action to suspend a license for non-compliance. Non-compliance could be due to several factors; staff are proactively working with registrants to communicate requirements and how to uphold.

INVESTIGATION AND DISCIPLINE

The regulatory branch of APEGS also includes the investigation and discipline committees, which report directly to council and are responsible for investigating

complaints of professional incompetence or misconduct by members and disciplining when required.

INVESTIGATION COMMITTEE

The Engineering and Geoscience Professions Act and bylaws provides APEGS the responsibility and jurisdiction to investigate complaints alleging professional misconduct and/or professional incompetence of its members, licensees, or holders of a Certificate of Authorization.

The Investigation Committee is comprised of 12 APEGS members, the public appointee to council, independent legal counsel and staff.

To maintain confidentiality and fairness, the Investigation Committee completes its investigations independent of the Discipline Committee and council.

The Investigation Committee initiates the investigation process when either a written complaint is received, or when requested by council. The purpose of the investigation is to

determine whether there is a basis for laying a charge and holding a discipline hearing.

Volunteer members of the committee lead the investigation with support from APEGS staff and external legal counsel. The process includes gathering, examining and weighing evidence during meetings. When additional information is required, the committee can commission independent external experts to review evidence and provide opinion.

When the investigation is complete, the Investigation Committee issues a report recommending either the matter be forwarded to the Discipline Committee for a hearing, or that no further action be taken.

The Investigation Committee held eight meetings in 2021.

SUMMARY OF THE INVESTIGATION COMMITTEE ACTIVITY FOR 2021

Open Investigations January 1, 2021	24
New Investigations Received 2021	72
Investigations Closed 2021	36
Recommendation - Discipline Hearing	5
Recommendation - No Further Action	31
Open Investigations December 31, 2021	60

DISCIPLINE COMMITTEE

The committee conducted two hearings in 2021 following formal complaints received from the Investigation Committee.

The committee conducted its first hearing via Microsoft Teams. A guideline on conducting virtual hearings was developed in advance to assist the panel and it was successful.

Cost savings were realized in 2021 due to no travel or venue required.

Hearings for two other formal complaints

received are being scheduled for 2022.

Twenty-one closing reports were received from the Investigation Committee that no further action be taken. There are two reasons that explain this outcome. Either the issues raised were resolved or there was not sufficient evidence to move forward with a formal complaint.

The committee welcomed a new public appointee in November, Larry Doke.

PROFILES IN ACHIEVEMENT

Macro towers were installed in provincial parks and other rural areas as well as along highways to bring in 4G LTE wireless service during 2021. SaskTel's team of wireless engineers and engineering worked on this project.

Photo courtesy SaskTel

PROFESSIONALISM BOARD

The Professionalism Board is new in 2021 as a result of the governance review.

This new board is a combination of the Education Board and the Image and Identity Board as of May 1, 2021.

Some of their committees were stood down with responsibilities transferred to either another committee or staff. The remaining committees that came together under the Professionalism Board are:

- Awards Committee
- Environment and Sustainability (E&S) Committee
- Equity and Diversity (E&D) Committee
- Professional Development Committee (PDC).

PURPOSE OF PROFESSIONALISM BOARD

The new Professionalism Board is responsible for the relationships between members and the association.

The purpose of the Professionalism Board and its committees is to:

- Promote professional development and professionalism of members and licensees to practise in the public interest and support the members in understanding the importance of these in building public trust and confidence in the professions.
- This purpose includes but is not limited to ethics, environment, sustainability, equity, diversity and inclusivity professional development, issues and trends as they relate to the practice of engineering and geoscience in Saskatchewan and promote consideration of these into members' professional practice.

- Monitor environment and sustainability trends and issues which may impact the practice of members, and to recommend responses and actions for APEGS where applicable.
- Showcase exemplary competence and conduct for the purpose of raising awareness of the impact the professions have on the public, and the role of APEGS and fostering professional excellence among members. A non-member (or team) is also recognized annually for projects or achievements that promote public confidence in the professions.
- Identify and address barriers to equity, diversity and inclusivity (EDI) in the professions. Monitor EDI activities of other related organizations and identify opportunities that will advance joint objectives.

EQUITY AND DIVERSITY COMMITTEE

A recommendation was assigned to the equity and diversity committee to evaluate the role of APEGS as a regulator when it comes to equity, diversity and inclusion (EDI), how best to execute it and make recommendations to council.

More will be done throughout 2022 to examine and clarify the purpose of this committee within the context of the regulatory role and how APEGS can best achieve those objectives.

Identifying and addressing barriers to equity, diversity and inclusion (EDI) in the professions falls under the Professionalism Board's area of responsibility.

The Equity and Diversity Committee is working toward understanding EDI and actions of other related organizations; and potentially identify opportunities that may advance joint objectives. For example, APEGS collaborated with Engineers Canada to conduct the Indigenous Inclusion in Engineering Survey to "learn more about the experiences of both Indigenous and non-Indigenous engineers. Ultimately the purpose is to support a more inclusive engineering profession for Indigenous peoples." Survey findings will be communicated in 2022.

TRUTH AND RECONCILIATION COMMISSION (TRC) CALLS TO ACTION

At the May 2019 annual meeting a motion was made "that Council give consideration to looking at the Calls to Action from the Truth and Reconciliation Commission to see how they relate to APEGS and see if there are further steps APEGS should be taking towards reconciliation with Canada's Indigenous Peoples."

Since then, APEGS has begun a journey to listen and learn.

Progress is being made as APEGS works to thoroughly understand how those 94 Calls to Action apply to its role as a regulator and to our obligations as engineers and geoscientists as well as how APEGS can most appropriately respond.

Examples of this progress are:

Consultant engagement

The Equity and Diversity Committee has approved engagement with Indigenous Works to develop a strategy and plan to align APEGS with the Truth and Reconciliation Calls to Action. That committee's work with Indigenous Works continues into 2022.



Land acknowledgment

The Equity and Diversity Committee reviewed and recommended a land acknowledgment, which was drafted by staff. This is to recognize the importance of conducting the business of APEGS in a manner that is respectful, inclusive and promotes reconciliation.

Indigenous-matters themed issue of The Professional Edge

The theme of the November/December 2021 issue of the Edge was on Indigenous matters. It included updates on APEGS' action on the TRC Calls to Action plus much more.

Education

More professional development sessions have focused on Indigenous matters and the obligations of engineers and geoscientists in recent years at APEGS' spring and fall professional development days as well as the annual meeting and conference in May.

All APEGS members can access 4 Seasons of Reconciliation, an online course developed by the First Nations University of Canada. 4 Seasons of Reconciliation promotes a renewed relationship between Indigenous Peoples and Canadians, through transformative multi-media learning. The course is designed to help fulfil Call to Action 92 of the Truth and Reconciliation Commission and provides insight into the history of residential schools, treaties around the country, and reconciliation and restitution initiatives.

Engagement

A guideline for engineering consultation and engagement with Indigenous communities are being developed by the Canadian Engineering Qualifications Board (CEQB), which is a committee of Engineers Canada. Engineers Canada is working with an Indigenous-led team from Urban Systems to modify processes to ensure equitable participation by Indigenous people in the guideline's development. APEGS will be consulted and provide feedback on the draft document. The guideline is expected to be released in mid-2023.

AWARDS COMMITTEE

The new APEGS Connect member survey platform has generated positive results.

The APEGS Connect survey was instrumental in gathering excellent award nominees and all winners put forward were received through the new tool.

Member grant uptake was down.

Each year, APEGS offers six merit-based grants of \$7,500 each to encourage existing APEGS members to undertake professional development by pursuing graduate studies at either the University of Saskatchewan or University of Regina. Only one application was received for the 2022 grant.

PROFESSIONAL DEVELOPMENT COMMITTEE

A new “member credit lottery” was approved.

Four members are selected each year, by random draw, to receive \$300 that can be used for the registration fees for any APEGS-organized professional development event in the calendar year.

The committee organized 19 professional development presentations, which had 1,363 attendees. Using APEGS Connect to survey members in order to plan professional development events was a great success. They also reviewed professional development opportunities from external organizations and promoted these opportunities to members.

The committee also launched the 4 Seasons of

Reconciliation Training that was recommended by the Equity and Diversity Committee and was able to offer a reduced rate for APEGS members.

Finally, the committee launched another online ethics module to help members meet their one-hour verifiable ethics training requirement. The new topic for 2021 was “Investigation and Discipline.”

ETHICS MODULE*

Name and year launched	# Completed
Professionalism and Ethics - 2019	7,649
Conflict of Interest - 2020	4,573
Investigation and Discipline - 2021	2,355

*Views as of December 31, 2021

ENVIRONMENT AND SUSTAINABILITY COMMITTEE

The Environment and Sustainability (E&S) Committee was assigned the governance review recommendation to evaluate the role of APEGS as a regulator when it comes to environment and sustainability and make a recommendation to council.

They are to consider that E&S is a factor in professional development of members (a legislative object). It is within the Code of

Ethics and are considerations by APEGS in its operations and governance.

Once the role of the regulator is clarified, the committee is to recommend to council how best to execute it whether through a committee or another mode, where in the organization it would report and other considerations. This work continues into 2022.

GOVERNMENT RELATIONS

While APEGS has been engaged in government relations activities for several years, in 2021, a more formalized government relations strategy and policy were developed.

The strategy set out the non-partisan approach upheld by the association and better defines the range of activities APEGS will be involved with throughout the year. Roles and responsibilities are described and parameters

explaining involvement have been developed. Going forward, the government relations strategy will be a responsibility of the Executive Committee and will be reviewed each year to ensure it reflects the current situation of APEGS, objectives for the future and actions taken to support strategic and operations goals of the association.



TRANSFORMING THE WAY WE INTERACT

We have been undergoing a process to modernize and improve our communications platforms and information technology systems. While there is more work to achieve in this area, below are some highlights from the past year.



NEW WEBSITE

APEGS introduced its new website in October 2021. The redesigned website improves the following:

DESIGN AND USER EXPERIENCE

The new website features a streamlined navigation and user process, reducing the amount of visual “clutter” and allowing for a more intuitive and user-friendly navigation experience.

CONTENT OPTIMIZATION

A complete content overhaul of the existing site ensured information is concise, relevant, easy to understand, and consistent in terms of tone, voice and reading level. Revising all content also allows critical keywords to be incorporated for improved search engine optimization.

FUNCTIONALITY/DEVELOPMENT

The refreshed site is more accessible. Performance and speed have been emphasized, reducing page load and execution time for users. A modern, semantics-driven HTML and structure, combined with a greater focus on search engine optimization, has enhanced usability and visibility.




The redesign better supports mobile and tap-based devices and improves readability and usability for high-resolution monitors and devices. The site also features easy-to-use content management system for quicker, more simplified updates.

SOCIAL MEDIA

Social media accounts were launched in late 2021 to provide notifications, celebrate members, join in on discussions and educate Saskatchewan residents on the contributions of engineers and geoscientists and APEGS' role to protect the public.

Social media is an important tool to communicate with the public and members. Unlike traditional media, which offers only one-way communication, social media allows

us to interact directly with stakeholders. It is one of the most affordable digital methods available to reach a wide audience, increase visibility, build trust and support organizational goals. The accounts are:

-  @APEGS_SK
-  @APEGS.sk
-  Association of Professional Engineers and Geoscientists of Saskatchewan (APEGS)

APEGS CONNECT, A MEMBER SURVEY PLATFORM

APEGS Connect, an online survey platform for members, was introduced to members in November to:

- Increase the breadth of member input on a topic to 1,000 members as compared to that of the handful of members on a given committee.
- Provide a more structured approach to systematically incorporate member input into our plans and actions.
- Provide more opportunity for members to volunteer with APEGS.

Surveys conducted in 2021 were to:

- invite participants to nominate members for APEGS awards and suggest engineering and geoscience achievements from 2021 to profile in *The Professional Edge* magazine.
- understand member preferences for

professional development at PD days and the annual meeting and conference.

- gauge member awareness about the Continuing Professional Development program and reporting requirements.
- determine member approval for reducing the number of print issues of *The Professional Edge* and introduce monthly e-bulletins.
- identify if members prefer the Law and Ethics seminar online or in-person.

Completing the surveys conducted through APEGS Connect is considered volunteer activity. Participants receive continuing professional development credits for the time it takes them to respond to surveys.

Members participate in APEGS Connect for a one-, two-, or three-year term as part of a representative sample of APEGS members.

ADDITIONAL IMPROVEMENTS

- New formalized Information Technology (IT) department in July.
- eSeals – automated for all new members.
- APEGS implemented the event platform, SwapCard, to host APEGS' first virtual annual meeting, PD conference and awards ceremony in response to the challenges of meeting in person during the COVID-19 pandemic. This was an improvement from the year before in which APEGS only hosted a virtual annual meeting.
- APEGS implemented a ticketing system for incoming emails to improve routing to the proper department and tracking of responses. Our next steps are to develop performance metrics to continue to improve the experience of those communicating with APEGS.
- As directed by members through a bylaw change, APEGS developed and released an online register of engineers and geoscientists in January 2021 to increase transparency.



PROFILES IN ACHIEVEMENT

Engineers at Norseman Structures developed a fully customized amphitheatre structure for the Shakespeare on the Saskatchewan site in Saskatoon.

Photo courtesy timkip imaging



COMMUNITY AND ENGAGEMENT

K-12 OUTREACH

To attract fresh minds to engineering and geoscience, APEGS is committed to promoting and encouraging science, technology, engineering and mathematics (STEM) education to students from Kindergarten to Grade 12, their parents and educators.

APEGS sponsors the Saskatchewan Science Centre, the Nutrien Wonderhub and the University of Regina and University of Saskatchewan science camps for children, EYES and Sci-Fi.

APEGS also sponsors two resources devoted

to engineering and geoscience. APEGS makes the movie *Dream Big: Engineering Our World* and accompanying educational resources available online to teachers through the Ministry of Education to help students explore how engineers solve big and small problems to improve people's lives. APEGS provides funding to the Saskatchewan Geological Society to deliver GeoExplore Saskatchewan, an interactive map and online resource featuring an array of geological points of interest and geoscience concepts that explain their origins.

NATIONAL ORGANIZATIONS

Throughout 2021, APEGS was pleased to have Stormy Holmes, P.Eng., FEC, FGC (Hon) serve as the Saskatchewan representative to Engineers Canada and Dr. Kevin Ansdell,

P.Geo., FGC, FEC (Hon.), serve as the Saskatchewan representative to Geoscientists Canada.

UNIVERSITIES

APEGS maintains a close relationship with the University of Regina and the University of Saskatchewan engineering and geoscience college/faculty/departments.

Given the important role in educating future engineers and geoscientists, APEGS is pleased to uphold this relationship through the following:

- Appoint one university senate member for each university.
- Provide a general visitor to represent the regulator on engineering accreditation visits.
- Meet annually with deans and department heads of engineering and geoscience university programs.
- Invest in the proficiency, competency and professionalism of university students as future members through the following:
- Grants for extracurricular activities including student societies.
- Grants for professionalism events and ceremonies.
- Funding to scholarships and bursaries.
- Participate in student events by sending APEGS representatives.
- Deliver various presentations to university students on professional regulation, registration requirements and processes, professionalism and ethics.

CONSTITUENT SOCIETIES

APEGS maintains a relationship with and supports various engineering and geoscience constituent societies throughout Saskatchewan.

The active constituent societies, which are separate entities from APEGS, are:

- Regina Engineering Society
- Saskatoon Engineering Society
- Moose Jaw Engineering Society
- Saskatchewan Geological Society in Regina
- Saskatoon Geosection of Canadian Institute of Mining (CIM)

The constituent societies are a resource serving the professional and social needs of APEGS members within their geographic area.

APEGS once again provided grants in 2021 to each active constituent society based on the number of members within the geographic areas assigned to each society.

APEGS continued to provide the service of assisting with communication of society events through emails to subscribing members and by posting their events on the APEGS events calendar. The constituent societies hold several events throughout the year, such as technical presentations, tours, annual meetings, golf tournaments, mixers, field trips, etc.

Council created the Constituent Society Relationships Task Group in 2021. See further detail on page 15.

CONSTITUENT SOCIETY / APEGS MEMBER STATISTICS - 2021

SOCIETY	#PROFESSIONAL MEMBERS	#MEMBERS-IN-TRAINING	#ENG./GEO. LICENSEES	TOTAL
Regina Engineering Society	1,819	628	23	2,470
Saskatoon Engineering Society	2,333	848	33	3,214
Moose Jaw Engineering Society	97	26	2	125
Saskatchewan Geological Society	131	69	6	206
Saskatoon Geosection of Canadian Institute of Mining (CIM).	264	87	2	353

VOLUNTEERS

APEGS acknowledges and thanks the many volunteers for their commitment and professional engagement through another year.

Their involvement to give their time and expertise to protect the public and strengthen the practice of the professions is such an important role that upholds APEGS' responsibilities set out in legislation to self-regulate the professions.

Adenike Adeoti, P.Eng.
 Zubair Ahmed, P.Eng.
 Tawny Ahokas, Engineering Licensee
 Zahir Al-Dulaymi, P.Eng.
 Daryl Andrew, P.Eng., FEC
 Kevin Ansdell, P.Geo., FGC, FEC (Hon.)
 Brian AuCoin, P.Eng.
 Ronald Avery, P.Geo.
 Saman Azadbakht, P.Eng.
 Abdul Bais, P.Eng.
 Geoff Baker, P.Eng.
 Wyatt Baker, P.Eng.
 Danny Baliad, P.Eng.
 Margaret Ball, P.Eng., FEC
 Nicole Barber, P.Eng.
 John Baron, P.Eng., FEC
 Dylan Bauman
 Sean Bayer, P.Eng.
 Derrick Bellows, P.Eng., FEC
 Cory Belyk, P.Geo., FGC
 Daniel Bonnet, P.Eng., FEC
 Kimberly Braaten, P.Eng.
 Luke Brisebois, P.Eng.
 Kevin Bundschuh Engineering Licensee
 Wasif Butt, P.Eng.
 Stephen Cain, Geoscience Licensee
 Rajeev Chadha, P.Eng.
 Trevor Chadwick, P.Eng.
 Zhaohui Chen, P.Eng.
 Md. Mushtafizur Choudhury, P.Eng.
 Jordan Clarke, P.Eng.
 Monica Cliveti
 Robert Cochran, P.Eng., FEC
 Brad Cochrane, P.Eng.
 Christopher Conley, P.Eng., FEC
 Robert Court, P.Eng.
 Alix Cruickshank, P.Geo.
 Kristen Darr, P.Geo.
 Dirk de Boer, P.Geo.
 Kelvin DeGrow, P.Eng.

David deMontigny, P.Eng., FEC
 Jodi Derkach, P.Geo.
 John Desjarlais, P.Eng.
 Kurtis Doney, P.Eng.
 Larisa Doucette, P.Geo.
 Rachel Dowling, P.Eng.
 Carla Drager, P.Eng.
 Patrick Ducharme, P.Eng.
 Matthew Dunn, P.Eng.
 Victor Edoho, P.Eng.
 Bruce Eglington
 Mohamed ElMaamoun, P.Eng.
 Carolyn Emperingham, P.Eng.
 John Fahlman, P.Eng., P.Geo.
 Ian Farthing, P.Eng.
 Andrea Fisher, P.Eng.
 Terrance Fonstad, P.Eng., FEC, FGC (Hon.)
 Jeremy Gabel, P.Eng.
 Marion Gagnon, P.Geo.
 Urvi Gala (Malhotra), P.Eng.
 Jared Galenzoski, P.Geo.
 Dwayne Gelowitz, P.Eng., FEC, FGC (Hon.)
 Agnel George, P.Eng.
 Donald George, P.Eng., FEC
 Jon Gillies, P.Eng., FEC, FGC (Hon.)
 Grant Gingara, P.Eng.
 Gregory Godwin, P.Eng.
 Nancy Grainger, P.Geo.
 Justin Grill, P.Eng.
 Jay Grosskleg, P.Geo.
 Jorge Gutierrez, P.Eng.
 Stephen Halabura, P.Geo., FGC, FEC (Hon.)
 Curtis Hallborg, P.Eng.
 Deliang Han, P.Geo.
 Carlee Hansen, P.Geo.
 Aric Hanson, P.Eng.
 AKM Haque, P.Eng.
 Md. Nazmul Hassan, P.Eng.

Christopher Hawkes, P.Eng., P.Geo.
 Nicholas Hayduk, P.Eng.
 Hengjun He, P.Eng.
 David (Drew) Heasman, P.Geo.
 Jerome Helfrich, P.Eng., FEC
 Allison Hillmer, P.Eng.
 Matthew Hiltz, P.Eng.
 Douglas Hird, P.Eng.
 Darcy Hirsekorn, P.Geo.
 Michael Hnatiuk, P.Eng.
 Tyler Hnatiuk
 Ashley Hodgson, P.Eng.
 Anika Hoffman, Engineer-In-Training
 Stephen Holinaty, P.Eng.
 Stormy Holmes, P.Eng., FEC, FGC (Hon.)
 Yafei Hu, P.Eng.
 William Hughes, P.Eng.
 Whitney Hurlbut, P.Eng.
 Trodhe Irlandez, P.Eng.
 Peter Jackson, P.Eng., FEC, FGC (Hon.)
 Mehrnoosh Janbakhsh, P.Eng.
 Gavin Jensen, P.Geo.
 John Jesse, P.Geo.
 Russell Johnson, P.Eng.
 Donald Johnston, P.Eng.
 Chanelle Joubert, P.Geo.
 Ian Judd-Henrey, P.Geo.
 Sumith Kahanda Rathmalapage, P.Eng.
 Nicholas Kaminski, P.Eng.
 Andrew Karvonen, P.Eng., P.Geo.
 Scott Kiefer, P.Eng.
 Eric Kimani, P.Eng.
 Patti Kindred, P.Eng., FEC
 Daniel Kishchuk, P.Eng., FEC
 Amanda Kostiuk, P.Eng.
 Alexandre Koustov, P.Eng.
 Mahdi Kowsari, P.Eng.
 Rick Kullman, P.Eng., FEC, FGC (Hon.)

Margaret Kuzyk, P.Eng., FEC, FGC (Hon.)
 Paul Laforge, P.Eng.
 Eric Lamontagne, P.Eng.
 Coreen Langford, P.Eng.
 Uday Lanke, P.Eng.
 Nicholas LaPlante, P.Eng.
 Brett LaRoche, P.Eng.
 Jayson Laron, P.Eng.
 Tim Ledding, P.Eng.
 Danae Lemieux, P.Eng.
 Melvin Leu, P.Eng., FEC
 Kai Li, P.Eng.
 Xi Li, P.Eng.
 Xiangning Li, P.Eng.
 Yen-Han Lin, P.Eng.
 Drew Lockwood, P.Eng., FEC, FGC (Hon.)
 Marvin Loewen, Engineering Licensee
 Andrew Loken, P.Eng., FEC, FGC (Hon.)
 Ian Loughran, P.Eng.
 Jacqueline Lukey, P.Eng.
 Brad Lulik, P.Eng.
 Patricia Lung, P.Eng.
 Peng Luo, P.Eng., P.Geo.
 Denard Lynch, P.Eng., FEC
 Ryan MacGillivray, P.Eng.
 Peter MacLachlan, P.Eng.
 Cailin MacPherson, P.Eng.
 George Magalong, P.Eng.
 Amitabha Majumder, P.Eng.
 Volodymyr (Walter) Makhov, P.Eng.
 Kirsten Marcia, P.Geo.
 Brent Marjerison, P.Eng., FEC
 Zachary Maurer, Geoscientist-In-Training
 Lesley McGilp, P.Eng.
 Ian McKechnie, P.Eng.
 Jane McLeod, P.Eng.
 Venkatesh Meda, P.Eng.
 Muhammad Mehmood, P.Eng.
 Anatoly Melnik, P.Geo.
 Lei Meng, P.Eng.
 Nicole Mills, P.Eng.
 Ahmed Mohamed Hosni Aly Hassan, P.Eng.
 Mehdi Mohammadpoor, P.Eng.
 Erin Moss Tressel, P.Eng., P.Geo., FEC, FGC
 Ali Motalebi Damuchali, P.Eng.

Yvette Mullen, P.Eng.
 Albert Munro, P.Eng., FEC, FGC (Hon.)
 Abu Sayeed Munshi, P.Eng.
 Jean Nepo Murwanashyaka, P.Eng.
 Suresh Devanesan Jacob Muthu, P.Eng.
 Richard Myrfield, P.Eng.
 Trent Nelson, P.Eng.
 Kevin Ness, P.Eng.
 Ahmadreza Nezamloo, P.Eng.
 Tsun Ng, P.Eng.
 Leo Niekamp FEC, P.Eng.
 Akindele Odeshi, P.Eng., FEC
 Clare O'Dowd, P.Geo.
 Henry Ollegasagrem, P.Eng.
 Jamal Oumha, P.Eng.
 Brian Palm, P.Eng.
 Kathryn Palmer, P.Eng.
 Satyanarayan Panigrahi, P.Eng.
 Raza Parvez, P.Geo.
 Arjun Paul, P.Eng.
 Ronald Pearson, P.Eng., FEC
 Lee Peters, P.Eng.
 Lane Phillips
 Aaron Phoenix, P.Eng., FEC
 Herbert (Colin) Pitman, P.Eng.
 Emma Playle, P.Eng.
 Martin Plemel, P.Eng.
 E. Kwei Quaye, P.Eng., FEC
 Lily Quilty, P.Eng.
 Achint Rastogi, P.Eng.
 Sanjay Rawat, P.Eng.
 Malcolm Reeves, P.Eng., P.Geo., FEC, FGC
 Matthew Rhyner, P.Eng.
 Kathryn Richard, P.Eng.
 Cheryl Robertson, P.Eng., FEC
 Alicia Ross-Litowski, P.Eng.
 Jennifer Roste, P.Eng.
 Benjamin Rostron, P.Eng., P.Geo.
 Olagoke Rufai, P.Eng.
 Warren Ryberg, P.Eng.
 Rajib Sahaji, P.Eng.
 Keira Sawatzky, P.Eng.
 Jody Scammell, P.Eng.
 Bradley Schmid, P.Eng.
 Emily Schwab
 Rajeshkumar Shah, P.Eng., FEC
 Dennis Sharma, P.Eng.
 Debbie Shewfelt, P.Geo.
 Mark Simpson, P.Eng.
 Jonathon Sinclair, Engineer-In-Training

Sukhwinder Singh, P.Eng.
 Ian Sloman, P.Eng.
 Tyson Smith, P.Eng.
 Jafar Soltan Mohammadzadeh, P.Eng.
 Yimin Song, P.Eng.
 Jennifer Spencer-Hazenberg
 Leslie Squire, P.Eng.
 Rob Stables, P.Eng., FEC
 Colleen Steele, P.Eng.
 John Styles, P.Eng., FEC
 Matthew Swedburg, P.Eng.
 Ashok Thakkar, P.Eng., FEC
 Suman Thapa, P.Eng.
 Jessica Theriault, P.Eng., FEC
 Ondiveerapan Thirunavukkarasu, P.Eng.
 Jeremy Thomas, P.Eng.
 Monica Tochor, P.Geo.
 Tyler Tolton-Ropchan, P.Geo.
 Elvia Torres Morales, P.Eng.
 Andrea Tresek, P.Eng.
 Brennen Trites, P.Eng.
 Kaylee Tumack, P.Eng.
 Megan Tunney, P.Eng.
 John Unrau, P.Geo., FGC
 Misty Urbatsch, P.Geo.
 Gregory Vogelsang, P.Eng., P.Geo., FEC, FGC
 Sebastian Walrond, P.Eng., FEC
 Andrew Weber, P.Geo.
 Ross Welford, P.Eng.
 Jason Wilkinson, P.Eng.
 Philip Winter, P.Eng., FEC
 Andrea Wong, P.Eng.
 Connor Wright, P.Eng.
 William Wright, P.Eng.
 Peng Wu, P.Eng.
 Sarah Yeo, Engineer-In-Training
 Md Yousuf, P.Eng.
 JunJi (Eric) Zhan, P.Eng.
 Lifeng Zhang, P.Eng.





A P E G S

*Association of Professional Engineers
& Geoscientists of Saskatchewan*

300 - 4581 Parliament Avenue
Regina, Sask.
S4W 0G3

Email: apeg s@apeg s.ca
Phone: 306-525-9547
Fax: 306-525-0851
Toll-Free: 1-800-500-9547