



# ANNUAL REPORT 2019-20

Ontario's Engineering Sector: A centre of excellence,  
innovation and thought leadership.



“The CEO Board of Directors had been working on how to keep the association at the forefront of member interests and issues. Backed by market research and diverse perspectives from across the industry in Ontario, our plans will ensure CEO's leadership role in advocacy and the provision of valuable opportunities and programs for member firms.”

Christine Hill, CEO Chair,  
Cole Engineering Group

Engineering firms join and engage with CEO because their success is enabled by our leadership in policy advocacy and risk management, and we provide access to key knowledge sharing networks and relevant support services.

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# Message from the Chair

On a global scale this has been an unprecedented twelve months, and not only because of COVID-19. A year ago, our society was reporting on wildfires in the forests of the Amazon, followed by more fires in Australia. However, the global news was just that, news, it hadn't affected the majority us here at home in business or personally.



Last fall the CEO Board of Directors was planning for change, the work of creating a new strategic plan was already underway. It has been an exciting year as we planned for the future, this year was going to be a milestone period for CEO, however, we got a little more change than we had ever bargained for.

This annual report covers our fiscal year - the period from April 1, 2019 to March 31, 2020, yet we would be remiss to not address the impact that COVID has had

on business today and looking forward. A simple example of the change is that this year, we are holding a virtual AGM. I am however, pleased to say that current conditions have not slowed down the work of the association. In fact, in times of adversity when we are tested, we often take the time to test our thinking, responses and processes. We have done all of this and we have passed.

Board meetings, committee meetings and the general work of the association had zero

downtime. In very short order, meetings, events and initiatives were moved to virtual channels. Our volunteer network remained engaged and quickly moved to platforms to ensure business continuity. Advocacy efforts became even more important, confirming that we are seen as the authoritative voice working on behalf of our members and ensuring our position as essential business. There was an influx of news to share with members as we continued to support our members in this ever changing



As I conclude my time as Chair, I want to thank all those that I encountered and had the pleasure to work with, both volunteers and staff.



and uncertain world of the past six months.

I am pleased to report, what's next for CEO has not changed, in fact, it has become timelier and more relevant. Early this spring the Board of Directors finalized CEO's 2020-2023 Strategic Plan. Within the plan we have new vision and mission statements, we scrutinized and crafted three strategic pillars of priority, and at the core we continued with CEO's Corporate Values, which remain true and strong;

collaboration; trust; diversity; integrity; and respect. Our new mission statement is "To promote and advance the business interests of our Member Firms and the value of the engineering work they do." Our vision is that "Our Member Firms prosper and are recognized for their influence and fundamental contributions to the social, environmental and economic welfare of Ontario". These statements will drive the work of the Board and of the association for the next three years.

The primary role of the Board is to govern the association – to set direction and define outcomes, and to monitor the performance of the organization. The Board supports CEO's staff today and heading in to tomorrow. To this end, we will ensure the strategic objectives are met, that the work of the association focuses on our mission and that membership is considered each day and with each initiative.

Finally, as I conclude my time

as Chair, I want to thank all those that I encountered and had the pleasure to work with, both volunteers and staff. I look forward to my next role as Past-Chair and continuing with the CEO Board of Directors.

Christine Hill  
Chair, Board of Directors  
Consulting Engineers of Ontario

# Representing Our Business Interests - CEO's Message



A handwritten signature in black ink that reads "B. Matthews".

BRUCE G. MATTHEWS  
CHIEF EXECUTIVE OFFICER,  
CONSULTING ENGINEERS OF ONTARIO

Preparing remarks for an association's annual report can be likened to preparing a performance review for a staff member. It is very easy to be biased towards more recent events rather than having a balanced view on the full 12-month period. This is especially true this year as the COVID-19 pandemic was unfolding over the final month of our fiscal year. As I write this, there is significant focus on our response to, and recovery from, the impacts of COVID-19. However, we must not lose sight of the fact that there have been many notable activities and achievements this past year, which are detailed in this report.

As an industry association, advocacy is our cornerstone. We exist to represent the business interests of our member firms. This goes well beyond seeking a satisfactory business environment for consulting engineering companies. We endeavour to influence not only the relevant statutes, regulations and public policies of government at all levels, but also the policies and practices of non-governmental clients. Achieving a fair and reasonable outcome in these matters is our primary goal.

One product from this past year is the CEO Guideline for Setting Fees for Consulting Engineering Services. This is a resource for engineering firms and clients alike, as it details three approaches to establishing fair and reasonable fees for traditional engineering projects in Ontario. This is a fee guideline, not a fee schedule. It was deemed impractical to attempt to recommend specific hourly rates that would be applicable across all project types, firm sizes and geographic regions of Ontario. The Guideline explains how an engineering firm can arrive at appropriate rates for their circumstances. The Guideline is available to everyone through our website.

Another important product of our work has been a series of seminars on the prompt payment and adjudication provisions of the Construction Act. The importance of these additions to the Construction Act regulations was reflected

“As an industry association, advocacy is our cornerstone. We exist to represent the business interests of our member firms.”

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in the demand we had for the seminar. In addition to a number of well-attended open offerings, we were asked to deliver the seminar directly to a handful of larger individual firms.

While there is no doubt that CEO is a respected voice for the engineering sector in and of itself, we are able to amplify that voice through strategic alliances with other associations with common interests. CEO is a member of the Construction & Design Alliance of Ontario (CDAO), a collective of over 15 associations in the construction and design community created in 2010. Through CDAO, we can achieve things and offer benefits to member firms that would otherwise not be possible. Similarly, CEO is working towards an alliance involving the Ontario Association of Architects and the Ontario Building Officials Association. The objective would be to find common positions or industry standards/practices related specifically to the execution and delivery of design and construction work performed under the Ontario Building Code.

Further, CEO has continued its liaison with the Municipal Engineers Association (MEA) and we are collectively seeking to update the CEO/MEA Standard Form of Agreement and address other issues of common concern. CEO is also a partner organization to the Ontario Provincial Standards (OPS) organization, which is a joint venture of the MEA and the Ministry of Transportation. CEO representatives sit on several OPS committees, including the OPS Advisory Board and the Products Management Committee.

I remarked in last year's Annual Report that CEO's success is ultimately driven by the continued engagement and participation of our volunteers. This has never been truer than over the past year. We have over 140 individuals from our member firms and affiliated organizations serving on our Board, committees, task forces, liaison groups, plus the alliances I have described above – and more. Collectively, they contribute an inestimable number of hours to enable CEO to deliver on its mission and I thank them for their service and dedication.

Lastly, the year concluded with the Board of Directors approving a new three-year strategic plan. This plan was the product of over nine months of research, planning, discussion and review. It represents the most notable shift in direction for CEO in over a decade. Anchored by new mission and vision statements, the plan sets the course for an association committed to the business interests of its member firms, equipped with the technology to best serve and demonstrate value to those member firms, with an identity and brand that will be understood and respected by stakeholders.

None of this would be possible without the hard work and dedication of the CEO Board of Directors and my staff. I would like to thank them for their ongoing efforts and I look forward to working with them to execute the new strategic plan over the years ahead.

# CEO's Board of Directors

The dedicated individuals that strive to make CEO a Centre of Excellence. They bring their expertise, leadership and passion to the board table.



Christine Hill, Cole Engineering Group Ltd.	<b>Chair</b>
Bill Allison, Dillon Consulting Limited	<b>Chair-Elect</b>
Rex Meadley, Tatham Engineering Limited	<b>Past Chair</b>
Joe Sframeli, WSP Canada Inc.	<b>Treasurer</b>
Karen Freund, Jacobs	<b>Chair, Governance Committee</b>
Steve Dyck, SNC-Lavalin Inc.	<b>Director</b>
Matthew Eades, Associated Engineering Ltd.	<b>Director</b>
Don Holland, GHD Group Ltd.	<b>Director</b>
Ben Hunter, Wood	<b>Director</b>
Steve Pilgrim, McIntosh Perry Consulting Engineers Ltd.	<b>Director</b>
Derek Potvin, Robinson Consultants	<b>Director</b>
Shawn Scott, R.V. Anderson Associates Limited	<b>Director</b>
Mark Tulloch, Tulloch Engineering	<b>Director</b>
Bruce Matthews, Consulting Engineers of Ontario	<b>Corporate Secretary</b>

# Our Programs and Services



Advocacy continues to be a cornerstone of CEO's mission, with the objective of shaping public policy, legislation, procurement and contracting practices, reflecting member firm interests. The association, supported by dedicated volunteers, works with elected provincial and municipal representatives, industry leaders and stakeholders to raise the profile of the consulting engineering sector.

## Advocacy

CEO's advocacy efforts take a comprehensive approach involving detailed research, message development, communications planning, meetings with government and public officials and other related stakeholder groups. CEO also makes a considerable effort to develop industry-specific consultation submissions on important member issues to key provincial ministries and municipalities.

Active engagement by business with government is essential for infrastructure policy and initiatives to be successful. Success is defined by the consulting engineering industry as providing value for taxpayers, protecting the public welfare and enabling the prosperity of our member firms. As such, CEO does not advocate for specific infrastructure dollar commitments, rather we promote that these commitments are invested as a result of proper, evidence-based planning. Our efforts help improve government's ability to make sound, accurate and value-driven infrastructure investment decisions.

## Importance of a Long-Term Infrastructure Plan

Vital to this approach is Ontario's Long-Term Infrastructure Plan (LTIP), as it provides the necessary planning and investment focus for both government and industry. An accurate and well informed LTIP guides and defines the government's course in acquiring the most urgently needed and valuable infrastructure projects. These priority investments can then be realized through a comprehensive project pipeline, valuable because of the important insight and information it provides to the broader design and construction industry as to the government's intentions.

## Procurement Models – The right tool of the right project

Infrastructure procurement is a complex and multi-faceted process requiring nuance and flexibility. It can only be executed effectively if government has a clear and well-defined vision of what it seeks to achieve – both for the province as a whole and the people in the communities the

CEO's advocacy efforts are an important part of realizing the association's strategic plan. Supported by a network of dedicated member firm volunteers, CEO engages with provincial and municipal stakeholders and industry leaders to create a better business environment for Ontario's consulting engineering industry.

infrastructure will serve. How government defines value of investment is vital. It is well-established that lowest price project award is not the pathway to success. Low-bid award consistently results in higher costs by the time a project is completed. CEO's long standing position is that the most appropriate model of procurement should be used for the project under consideration. Qualifications-Based Selection (QBS) is an industry best practice model that provides value for clients and taxpayers for design-heavy and complex projects. Also effective for large capital projects are Public-Private Partnerships (P3) and Integrated Project Delivery (IPD) models. It is however,

important to recognize is that every project must be assessed for what model of procurement is most effective and will deliver the greatest value through level of service provided and asset delivery according to reasonable budgets and timelines.

To achieve these outcomes CEO works directly with a number of key government ministries. Throughout the year CEO staff and member firm volunteers met with elected officials, their staff and public officials in the Office of the Premier and ministries of the Attorney General, Infrastructure, Transportation, Environment, Conservation and Parks, and Finance. We also regularly interacted with the leadership and staff of both Infrastructure Ontario and Metrolinx.

Municipally, CEO regularly interacted with communities across the province on important member issues such as consultant evaluation systems, procurement methods, contractual terms and conditions and provincial legislation and regulations that impact industry practice.

Over the course of the last year CEO has dedicated its time addressing the following issues:

#### **Procurement Practices – Project Model Selection and Management of Risk**

CEO continues to spend considerable time and effort working with provincial and municipal governments seeking ways to maximize the value of public infrastructure procurement and



educating them on the impacts of project risk management.

While the current emphasis on P3s is understood, CEO has been consistent in its communications with clients that P3s' and other non-traditional procurement models are not a universal remedy. Decisions regarding the selection of procurement models need to be based on a balanced approach using criteria that include maintaining and creating jobs, local and regional economies and the need to develop sustainable, long lasting projects while respecting the need for value and innovation. CEO is continuing its efforts to have the province work with industry to develop an improved process for reviewing risk allocation by ministries and agencies before RFP release. The objective is to have

this process ensure that risk allocation is optimal and appropriately addressed within project cost estimates.

### **Seeking better line of sight on procurement of public projects**

The importance of understanding how government intends to procure its projects cannot be understated. Without this information it is difficult for industry to form effective and efficient plans to pursue, secure and complete these assignments. Working with our industry partners, the Minister of Infrastructure and Infrastructure Ontario (IO), CEO was able to achieve an update to the agency's annual P3 Market Update program. The improved program now provides quarterly update announcements to industry that includes greater details on project timing, procurement status, selected procurement model and completion dates. CEO is now using the updated program as a functional example in its efforts with other government ministries to provide the same information. It is hoped that a similar program can be put in place with the Ministry of Transportation so that greater information can be brought to market not just for capital P3 projects, but for all assignments including, design and construction portfolios, capital and refurbish work and for all means of procurement, such as design-bid-build, design build, P3, IPD and large value retainer assignments.

### **Full Implementation of the Construction Act**

CEO continued its work with government, member firms and industry partners as the implementation of regulations governing prompt payment and adjudication systems were enacted on October 1, 2019. Staff provided more than a half dozen implementation briefings to member firms and chapters leading up to and after the enactment of the regulations. These sessions provided insight and advice on how to prepare, manage and abide by the new rules of the Act. CEO, working with MEA, also secured the services of McMillan LLP to update the MEA/CEO Standard Client/Engineer Agreement for Professional Consulting Services to include the necessary contract terms and conditions for Prompt Payment and Adjudication regimes, bringing the document in compliance with the Construction Act.

### **Regulatory Reform**

CEO continued its efforts over the course of the year to achieve important regulatory reforms. Working directly with the Ministry of Environment, Conservation and Parks and industry allies, such as the Construction and Design Alliance of Ontario (CDAO), CEO has sought improvements to Municipal Class Environmental Assessment (MCEA) and Environmental Compliance Approvals (ECA) systems. Beyond efforts to cut

project delays caused by red tape, CEO has also sought to achieve greater recognition and consideration of processes that impact and can enable the work of professional services providers. CEO has also supported the Ministry of Municipal Affairs and Housing through its working group examining regulatory reform to support the implementation of a province-wide e-permitting system.

### **Municipal Engagement Continues**

Work with municipalities continued this year with the Ottawa Chapter continuing its councilor engagement program to forge working relationships at City Hall and raise awareness of the value provided by the engineering sector to the regional economy. Discussions with local officials have stressed the importance of sound procurement policies and processes that drive value and innovation. CEO is also continuing its work with other municipalities such as Peel, York, Durham, Waterloo and Niagara Regions plus the City of Mississauga on updates to their standard agreements to better account for the needs of professional services providers. As these municipalities fully adopt new Construction Act requirements CEO will also work to address our industry issues.

# Business Practices

The Business Practices Committee is the conduit through which CEO works to promote and advocate for our member firm's business interests at the working level. This past year, CEO made the decision to change the Business Risk Committee's name to the Business Practices Committee. This name change, while small, better reflects the overall goal of the committee. The Business Practices Committee's broad goal is to proactively monitor and improve the business practices and relationships that influence and shape the consulting engineering industry.

## MEA/CEO Standard Agreement

CEO has worked in partnership with the Municipal Engineers Association (MEA) since 1989 to develop and maintain a Standard Client/Engineer Agreement for Professional Consulting Services. CEO and MEA have continually updated the agreement to reflect industry standards and business practices. The updated agreement, which has been amended to be in compliance with the newly enacted Construction Act, gives member firms and clients a clear picture of project timelines and budgets.

CEO promoted its joint agreement at MEA's Annual Fall Workshop in Collingwood, Ontario. The agreement was regarded as a valuable tool that captures the standards required for a reciprocal

and reasonable professional services contract. CEO promoted the agreement's collaborative approach and mutually beneficial terms and conditions for both Consultants and client.

CEO advocates for the use of the standard agreement as a means to maintain sound and equitable terms and conditions for our member firms and their clients, especially during a time when the province is focused on building, replacing and maintaining core infrastructure. CEO is continuing to collaborate with MEA to update and improve the efficacy of terms and conditions so the standard agreement can be easily adopted by municipalities seeking to procure professional services.

## Consultations

CEO and its member firms provided consultative efforts largely at the provincial level over the last year. The provincial government has requested commentary from CEO's member firms on Environmental Assessment Modernization, Environmental Compliance Approvals, More Homes, More Choice Act 2019, A Place to Grow: Growth Plan for the Greater Golden Horseshoe, Ministry of Transportation Design-Build Templates, and Transforming and Modernizing the Delivery of Ontario's Building Code Services. While each consultation covered a diverse range of topics, CEO continually delivered valuable feedback to the province.

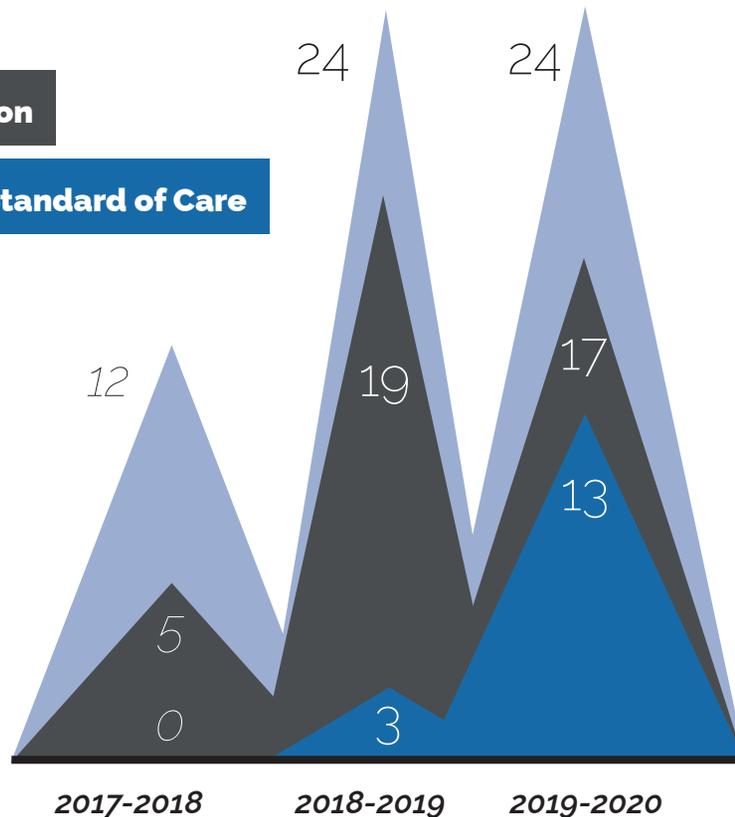
## Rapid Response Service

CEO's Rapid Response Service advocates for member firms while they navigate through problematic contract and procurement issues. With the help of CEO's experienced Business Practices Committee volunteers, the Rapid Response Service provides members the opportunity to express their concerns to municipal and provincial clients through CEO with the objective of educating clients to achieve a mutually beneficial solution.

### Requests

### Indemnification

### Warranties/Standard of Care



*\*Note that data is drawn from a March-April yearly basis*

*\*Indemnification represents clauses that have onerous indemnity terms and may contain insurance provisions as well*

*\*Standard of Care represents clauses that actively require Consultants to go over and above the common law Standard of Care*

*\*CEO encounters other onerous provisions, but we have highlighted areas that are consistently flagged by member firms*

## Rapid Response Trend Analysis

The data that CEO tracks illustrates two key areas of importance for member firms. Issues surrounding indemnification provisions and warranty related provisions that impact the standard of care have been consistently brought forward to the Rapid Response program for three years. The propensity for public sector clients to aggressively shift risk onto Consultants has caused indemnification provisions to become incredibly onerous. These clauses are constantly flagged by member firms as being nonreciprocal and largely uninsurable.

The spike in requests to address clauses that exceed a Consultant's standard of care have shown the public sector's tendency to seek an unattainable standard of perfection for deliverables and work products. These clauses are typically associated with a performance-based breach of contract provision if Consultants are unable to deliver an unattainable result.

While these clauses represent a concerning trend, CEO is continuing to advocate for public sector clients to follow industry standards, which are advantageous and mutually beneficial for both Consultant and client.

Finally, CEO has observed that after an increase in Rapid Response requests, the number of requests from member firms have been steadily consistent for two years. While there is value in consistency, CEO is striving to continually grow on the success of this service. As CEO moves forward into its new Strategic Plan, proactive advocacy will be the driving force for Rapid Response as it evolves. Going forward, CEO's Rapid Response program will be changing its format. A "Member Alert" will be distributed to the membership when a Rapid Response request is initiated to allow for CEO's member firms to make timely business decisions on a case by case basis. For more information, please contact Catherine Morrison ([cmorrison@ceo.on.ca](mailto:cmorrison@ceo.on.ca)). CEO's Rapid Response service is committed to proactively address issues and advocate for the improvement of industry wide best practices.

# Queen's Park Day - 2019

CEO held its 5th Annual Queen's Park Day (QPD) on Monday December 2, 2019. Since its beginning, QPD has been an important element of the association's advocacy program. Organized annually to coincide with the fall legislative session QPD serves to raise awareness and provide education about the issues important to Ontario's consulting engineering industry.

Through targeted meetings with Members of Provincial Parliament (MPPs) and their staff, CEO delegations made up of member firm volunteers advocate to shape government policy affecting our sector.

This past year 13 participants met with Minister of Infrastructure, Laurie Scott and her senior staff, the senior policy staff to Transportation Minister Caroline Mulrone and Parliamentary Assistant to the Minister of Environment, Conservation and Parks, Andrea Khanjin and Minister Yurek's policy staff. These discussions focused on CEO's chief priority of alleviating the stifling of our industry's market capacity through a more progressive approach to procurement. Delegates spoke to how difficulties in obtaining and retaining skilled staff are being driven by unreasonable pressures on professional fees and procurement policies,

practices and regulations. To resolve these issues recommendations were presented calling for the timelier sharing of market sensitive information signalling procurement intentions and improvement in the selection and application of the most appropriate procurement model based on the needs of projects to be completed.

Following the afternoon's round of meetings, delegates convened at the Legislative Assembly for an evening reception with MPPs and their staff to mingle and further discuss the issues of the day.

The event was again made possible through the sponsorship and support of CEO's Member of Provincial Parliament, and Associate Minister of Transportation, the Hon. Kinga Surma who attended CEO's evening MPP reception and engaged in discussions with various members and staff.

# The Financials in 2019-2020

## Independent Auditor's Report

### Opinion

I have audited the financial statements of Consulting Engineers of Ontario, which comprise the statement of financial position as at March 31, 2020 and statement of operations and changes in net assets and cash flows for the year then end, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the financial statements present fairly, in all material respects, the financial position of Consulting Engineers of Ontario as at March 31, 2020 and the results of its operations and its cash flows for the year then end in accordance with Canadian accounting standards for not-for-profit organizations.

Denis Paganelli, CPA, CA  
Licensed Public Accountant

June 18, 2020

## Statement of Financial Position March 31, 2020

<b>Assets</b>		<b>2020</b>	<b>2019</b>
<b>Current</b>	Cash	\$ 178,109	\$ 89,730
	Short-term investments	156,915	-
	Accounts receivable	24,250	42,838
	HST receivable	7,513	9,971
	Prepaid Expense	16,047	16,455
		<hr/>	<hr/>
		382,834	158,994
	Investments	591,160	784,503
	Capital Assets	24,816	34,556
		<hr/>	<hr/>
		\$998,810	\$978,053
		<hr/>	<hr/>
<b>Liabilities</b>			
<b>Current</b>	Accounts payable and accrued liabilities	\$ 10,418	\$ 39,112
	Deferred revenue	20,325	50,845
		<hr/>	<hr/>
		30,743	89,957
<b>Fund Balances</b>			
	Invested in capital assets	24,816	34,556
	Board restricted	194,470	194,470
	Unrestricted operating	748,781	659,070
		<hr/>	<hr/>
		968,067	888,096
		<hr/>	<hr/>
		\$998,810	\$978,053
		<hr/>	<hr/>

# The Financials in 2019-2020

## Statement of Operations

### Year Ended March 31, 2020

Revenue	2020	2019
CEO & ACEC Membership fees	\$ 1,481,658	\$ 1,285,988
Programs	379,810	346,319
Events	47,755	42,935
Sponsorship revenue	40,000	76,750
Investment income	21,954	22,502
Chapters	10,250	9,868
Sundry	-	1,500
	<u>1,981,427</u>	<u>1,785,862</u>
<b>Expenses</b>		
Salaries and benefits	\$ 730,870	\$ 700,059
Members' dues remittance to ACEC	603,322	504,500
Programs	187,563	164,046
Administrative	161,471	174,857
Events	83,221	82,841
Special projects	59,697	10,000
Public and government relations	52,079	114,339
Chapters	14,796	26,433
Volunteer expenses	8,437	13,129
	<u>1,901,456</u>	<u>1,790,204</u>
<b>Net revenue (expense) for the year</b>	<b>\$ 79,971</b>	<b>\$ (4,342)</b>

# Chapter Recognition

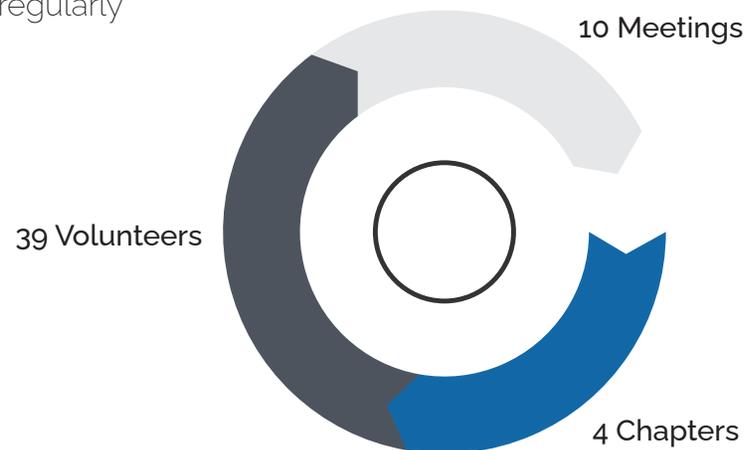


Regional chapters are an integral part of CEO's structure, and are a vital tool in the fulfillment of CEO's mission. As an extension of CEO, the chapters work with local municipalities to promote fair and reasonable business practices for CEO member firms in the consulting engineering industry. Jointly, the efforts of the chapters have complemented CEO's work through advocating for the improvement of industrywide best practices.

CEO chapters also provide members with opportunities in their regional areas by hosting award programs and networking events, including those for young professionals. The chapters did not slow down when COVID-19 measures were implemented, meetings continued on virtual platforms.

CEO Chapters continue to be an important ally in the work that CEO does. CEO Chapters in Ottawa, Grand River, Niagara, and London work with their municipalities, whenever possible, to engage in dialog and provide feedback and suggestions to procurement and contracting practices. The impact of COVID-19 has shifted how we all are conducting business but chapters remain dedicated, engaged, and meeting regularly through online resources.

CEO Chapters, a core function to the association's success.



# Chapter Leadership

## Grand River Chapter

David Chamberlain, Chair, Eramosa Engineering

Ryan Connor, Vice Chair, Jacobs

Montana Wilson, Past Chair, MTE Consultants

Tim Barichello, Secretary, CIMA+

Shelley Forwell, Treasurer, Walter Fedy

Juliana Arcese, IBI Group

Angela Kroetsch, GM Blue Plan

Stuart Mitchell, Jacobs

Robert Morgan, Dillon Consulting Ltd

Michael Troop, J.L. Richards & Associated Limited

## Niagara Chapter

Mark Belanger, Chair, Associated Engineering

Vince Grande, Vice Chair, R.V. Anderson Associates Limited

Stan Matthew, Secretary, Associated Engineering

Scott Kozub, Treasurer, Kerry T Howe Engineering Ltd

Jeff Jaeger, Kerry T Howe Engineering Ltd

Joe Perrotta, R.V. Anderson Associates Limited

Ivan Severinsky, Wood

Adam Keane, Upper Canada Consulting

Marc Gaudet, GHD

Mike Lywood, Wood

Nick Palomba, R.V. Anderson Associates Limited

Apurva Gollamudi, Golder

Dan Mohr, WSP



## London Chapter

Peter McAllister, Chair, Dillon Consulting Ltd

David Evans, Vice Chair, R.V. Anderson Associates Limited

Ryan Hern, Secretary, Development Engineering

Hendrik Schurrmans, Past Chair, AGM Engineering

## Ottawa Chapter

Toby Racine, J.L. Richards & Associated Limited

Edson Donnelly, Novatech

Joshua Smith, Ainley Group

Hughes Bisson, CIMA+

Christine Shillinglaw, McIntosh Perry Consulting Engineers

Tim Robertson, Golder

John Graf, J.L. Richards & Associated Limited

Andre Bourque, Jacobs

Derek Potvin, Robinson Consultants

Shawn Doyle, Dillon Consulting Ltd

Bruce Thomas, Exp

Chris Lyon, SNC Lavalin

# Our Dedicated Volunteers

We can't say this enough, the CEO roster of volunteers in various capacities is what makes the work of the association possible. CEO is made better by their participation, which also directly benefits their firms.



Adam Keane, Upper Canada Consulting

Andre Bourque, Jacobs

Andre Drouin, Smith + Anderson

Andre Hollingsworth, IBI Group

Andrew Balasundaram, Golder

Andrew Lawton, R.J. McKee Engineering

Andrew McAlpine, Arup

Andrew Wilson, Dillon Consulting Ltd

Angela Kroetsch, GM Blue Plan

Angela Lee, WSP

Angela Smith, Jacobs

Ansar Ahmed, Jacobs

Appana Lok, R.V. Anderson Associates Limited

Apurva Gollamudi, Golder

Ben Hunter, Wood

Bertha Lai, Smith + Andersen

Bill Allison, Dillon Consulting Ltd

Bill LaRosa, Morrison Hershfield

Bill Van Ryn, Tatham Engineering

Bob (Robert) Gunn, WSP

Boris Uriev, REMISZ Consulting Engineers Ltd

Brad Porter, Stantec

Bruce Potter, B.M. Ross & Associates

Bruce Thomas, Exp

Bryan Stanton, Tatham Engineering Limited

Candas Pietras, Hub International

Carlos Nascimento, Peto MacCallum

Carol Mitchell, MTE Consultants

Carolyn Francis, Jacobs

Cheryl Murray, HDR

Chris Lyon, SNC Lavalin

Chris Metaxas, GEI Consultants

Chris Sandink, EXP

Christine Hill, Cole Engineering

Christine Shillinglaw, McIntosh Perry Consulting Engineers

Dale Dionne, TMIG

Dan Mohr, WSP

Darcy Cowan, Parsons

Dave Bannister, R.J. Burnside & Associates Ltd

Dave Currie, McIntosh Perry Consulting Engineers

David Chamberlain, Eramosa Engineering

David Evans, R.V. Anderson Associates Limited

Derek Potvin, Robinson Consultants

Don Holland, GHD

Doug Raby, Jacobs

Duane Girard, GHD

Edson Donnelly, Novatech

Emily Filion, RA Engineering

Fanny Wong, Jacobs

Francesca Willoughby, R.V. Anderson Associates Limited

Gabriela Caterini, GM Blue Plan

Gord Firth, WSP

Greg Cooke, Stantec  
Greg Santyr, CIMA+  
Hendrik Schurrmans, AGM Engineering  
Hugh Adams, CEL  
Hughes Bisson, CIMA+  
Ivan Severinsky, Wood  
Jamie Witherspoon, Cole Engineering  
Jason Bettez, J.L. Richards & Associated Limited  
Jason Johnson, Dillon Consulting Ltd  
Jason Lewis, WSP  
Jeff Jaeger, Kerry T Howe Engineering Ltd  
Jeremy Kearns, Robinson Consultants  
Jim Weir, Morrison Hershfield  
Joe Perrotta, R.V. Anderson Associates Limited  
Joe Sframeli, WSP  
John Graf, J.L. Richards & Associated Limited  
John Riggs, Parsons  
Joseph Arcaro, HDR Inc  
Josh Hale, Stantec  
Joshua Smith, Ainley Group  
Juliana Arcese, IBI Group  
Karen Freund, Jacobs  
Keith Dustin, Morrison Hershfield  
Kevin Alemany, Stantec  
Kevin Eyers, GHD  
Kevin Farbridge, Smith + Anderson

Kevin Welker, Stantec  
Kyle Langan, Jacobs  
Laura Brogan, Jacobs  
Ludomir Uzarowski, Golder  
Marc Gaudet, GHD  
Mario Tedesco, WSP Canada Group Limited  
Mark Armstrong, Hatch Mott  
Mark Belanger, Associated Engineering  
Mark Eichhorn, Hatch  
Mark Swan, Parsons  
Mark Tarras, The Municipal Infrastructure Group  
Mark Torrie, Associated Engineering  
Mark Tulloch, Tulloch Engineering  
Matt Gleben, HCI  
Matthew Eades, Associated Engineering  
Michael Chiu, WSP  
Michael Collins, GHD  
Michael Gundry, Stantec  
Michael Mooney, GEI  
Michael Murray, CIMA+  
Michael Troop, J.L. Richards & Associated Limited  
Mike Lywood, Wood  
Montana Wilson, MTE Consultants  
Nick Palomba, R.V. Anderson Associates Limited  
Noris Bot, Parsons  
Otto Steenkamp, LEA Consulting Ltd  
Patrick Puccini, AECOM

Patrick St. Onge, Bouthillette Parizeau Ltd  
Paul Keenan, HH Angus  
Paul McLennan, GM BluePlan  
Peter Langan, R.V. Anderson Associates Limited  
Peter McAllister, AECOM  
Peter McAllister, Dillon Consulting Ltd  
Phil Reeve, J.L. Richards & Associated Limited  
Phil Whelan, McIntosh Perry Consulting Engineers  
Renee LeBlanc-Smith, WSP  
Rex Meadley, Tatham Engineering  
Richard Hein, Parsons  
Rick Cunliffe, Cunliffe & Associates  
Robert Morgan, Dillon Consulting Ltd  
Ross McIntyre, Goodkey, Weedmark & Associates  
Ryan Connor, Jacobs  
Ryan Hern, Development Engineering  
Ryan Matthews, J.L. Richards & Associated Limited  
Saad Syed, Parsons  
Sabina Taylor, Hugh Wood Canada Ltd  
Sara Khawaja, Parsons  
Sarah Merriam, Parsons  
Scott Armstrong, WSP  
Scott Kozub, Kerry T Howe Engineering Ltd  
Sebastian Flaszynski, AECOM  
Shawn Doyle, Dillon Consulting Ltd

Shawn Scott, R.V. Anderson Associates Limited  
Shelley Forwell, Walter Fedy  
Stan Matthew, Associated Engineering  
Steve Dyck, SNC-Lavalin  
Steven Pilgrim, McIntosh Perry Consulting Engineers  
Stuart Mitchell, Jacobs  
Sylvain Montminy, Parsons  
Tanya Cross, Dillon Consulting Ltd  
Tim Barichello, CIMA+  
Tim Robertson, Golder  
Toby Racine, J.L. Richards & Associated Limited  
Todd Hutton, Stantec  
Tom Halpenny, H.H. Angus & Associates  
Tom Pepper, Tulloch Engineering  
Valery Woloshyn, Stantec  
Victoria Peters, Jacobs  
Vince Grande, R.V. Anderson Associates Limited  
Zoran Markovic, Arup



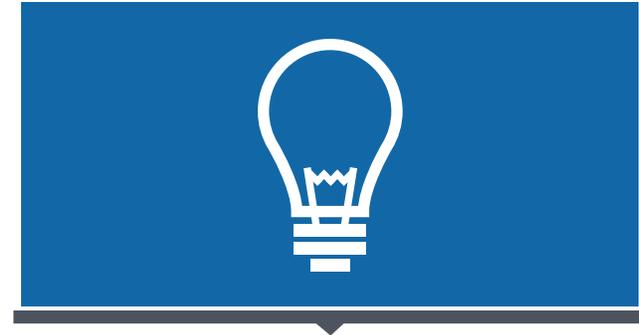
# Member Programs

CEO Member Firms and their staff have access to a variety of benefits beyond our advocacy and business practice initiatives.



## **Affinity Programs**

Member firms and members can participate in various cost savings programs from corporate benefits, insurance and staffing solutions, to personal home and auto insurance plans for staff.



## **Learning Opportunities**

From soft skill building webinars, roundtable sharing to Ministry of Transportation courses, CEO has a range of different types of learning opportunities for members.



## **Event, Volunteer and Networking Opportunities**

Through CEO's network of committees and volunteers there are a variety of events and activities to engage with. Through these opportunities networking and skill development is supported.



## **Industry Recognition**

The Ontario Consulting Engineering Awards (OCEA) is hosted by CEO. The OCEA recognizes the importance of engineering projects and how they enhance the economic, social and environmental well-being of Ontarians and those around the globe.

# Affinity Partners and Sponsors

Member Firms and their staff have direct access to leaders in home and auto insurance, employee benefits, pension and human resource management services, and professional insurance products. Thank you to all our partners and sponsors for the continued support.

## Affinity Partners



## Corporate Sponsors



## Member Sponsors



# Ontario Consulting Engineering Awards

Since 2003, the Ontario Consulting Engineering Awards (OCEA) have been honouring the knowledge, skills, and expertise of consulting engineers in Ontario. We created this program to recognize consulting engineering firms that are leading the way to advance the industry.

Awards are presented to member firms that demonstrate the highest level of achievement within specific categories. This year we were thrilled to received 40 project submissions, awarding twelve finalists and eleven winners. CEO is proud of this annual program to represent the important role consulting engineering plays.



CEO would like to extend a heartfelt thank you to our respected panel of judges: Ken Browne, Tibor Turi, John Thompson, John Dawson, Sandy Brown, and Calvin Brook. The esteemed panel of judges are highly experienced representatives from the Architecture, General Contracting and Engineering communities.

40

Project Submissions

22

Award Finalists

11

Award Winners

# 2020 OCEA Winners & Finalists

## Willis Chipman

Winner: Dillon - Rehabilitation of Historic Blackfriars Bridge

### Building Engineering & Science

Winner: Morrison Hershfield - Building NX

Finalist: John G. Cooke - Canada's Four Corners Restoration

### Environment

Winner: DST - Specialized Blast Engineering: The Nanticoke Powerhouse Demolition

Finalist: Jacobs - Duffin Creek Water Pollution Control Plant's Phosphorus Reduction

### Industry, Energy & Resources

Winner: KGS Group - Peter Sutherland Sr. Generation Station

Finalist: WSP Canada Inc. - Ranney Falls G3 Expansion

### Studies & Research

Winner: Wood - Riverside Dam Class Environmental Assessment

Finalist: Arup Canada Inc. - Development of a Mobility Wellness Index for Smart South Island (BC)

### Transportation Structural

Winner: McIntosh Perry Consulting Engineers - Reed Narrows Bridge Microbial Induced Corrosion

Finalist: Wood - Humber River Bridge Span Replacement

### Transit

Winner: AECOM - Waterloo Stage 1 Light Rail Transit

Finalist: J.L. Richards & Associates Limited

### Project Management

Winner: WSP Canada Inc. - Salt Cay - Airside Improvements

Finalist: SimTech Group, Canada - Virtually Reality CAVE

### 1-50 Employees

Winner: John G. Cooke & Associates Ltd. - Canada's Four Corners Restoration

Finalist: Integral Group - Toronto and Region Conservation Authority Headquarters

### 51-100 Employees

Winner: HDR Corporation - Lakeshore Connecting Communities

Finalist: KGS Group - Peter Sutherland Sr. Generation Station

### 101-350 Employees

Winner: R.V. Anderson Associates Limited - Nickel Lift Station Upgrades

Finalist: J.L. Richards & Associates Limited - Dynes Road and Prince of Whales Drive Reconstruction Project

### 351 + Employees

Winner: Jacobs - Duffin Creek Water Pollution Control Plant's Phosphorus Reduction

Finalist: Hatch Ltd. - Millbrook Dam Rehabilitation

# CEO Member Firms

30 Forensic Engineering  
A. J. Clarke and Associates Ltd.  
Adjeleian Allen Rubeli Limited  
AECOM  
AIA Engineers Ltd.  
Ainley Group  
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Atkinson Engineering Inc.  
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B. M. Ross and Associates Limited  
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Decast  
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Englobe  
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GM BluePlan Engineering Limited  
Golder Associates Ltd.  
Goodkey Weedmark & Associates Limited  
Greenview Environmental Management Ltd.  
H.H. Angus & Associates Ltd.  
Haddad, Morgan and Associates Ltd.  
Hatch  
HDR Corporation  
HGC Engineering  
Highway Construction Inspection Ontario  
IBI Group  
J. P. Conforzi & Associates Limited  
J.H. Cohoon Engineering Limited  
J.L. Richards & Associates Limited  
Jacobs



Jensen Hughes Consulting Canada Ltd.  
dba Sereca Consulting

Jewell Engineering Inc.

JNE Consulting Ltd.

John G. Cooke & Associates Ltd.

K. Smart Associates Limited

Keller Engineering Associates Inc.

Kerry T. Howe Engineering Limited

KGS Group

Kirkland Engineering Ltd.

Klohn Crippen Berger Ltd.

K-TEK Electro-Services Limited

Landtek Limited

Lassing Dibben Consulting Engineers Ltd.

LEA Consulting Ltd.

M.H.D Engineering Inc.

MAT 4Site Engineers Ltd.

McIntosh Perry Consulting Engineers Ltd.

MCW Consultants Ltd.

Meritech Engineering

MNA Engineering Ltd.

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Novatech Engineering Consultants Ltd.

OHE Consultants

Parsons

Patriot Engineering Ltd.

Pedelta Canada Inc.

Peto MacCallum Ltd.

Piotrowski Consultants Ltd.

PPA Engineering Technologies Inc.

Pressure Vessel Engineering

Quasar Consulting Group

R. E. Poisson Engineering

R.A.N.D. Engineering Corporation

R.J. Burnside & Associates Limited

R.J. McKee Engineering Ltd.

R.V. Anderson Associates Limited

RA Engineering

Reinders + Law Ltd.

Remisz Consulting Engineers Ltd.

Riaboy Engineering Ltd.

Robert G. McEwen & Associates Limited

Robinson Consultants Inc.

ROI Engineering - SimuTech Group

RTG Systems Inc.

Schaeffer & Associates Ltd.

Shaba Testing Services Ltd.

Sigmund Soudack & Associates Inc.

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Spriet Associates

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(Thornton Tomasetti Canada Ltd.)

T. L. Mak Engineering Consultants Ltd.

Tacoma Engineers Inc.

Tatham Engineering Limited

Tecsar Engineering Inc.

Terraprobe Inc.

The Greer Galloway Group Inc.

The Integral Group

The Mitchell Partnership Inc.

The Municipal Infrastructure Group Ltd.

The SPG Engineering Group Ltd.

Thurber Engineering Ltd.

Triton Engineering Services Limited

Tulloch Engineering Group

TWD Technologies

Upper Canada Planning & Engineering  
Ltd.

Valcoustics Canada Ltd.

WalterFedy

Wood

WSP Canada Group Limited

WSP Canada Inc.

XCG Consultants Ltd.



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