



ASSOCIATION OF CONSULTING  
ENGINEERING COMPANIES  
ONTARIO



# ACEC-Ontario Annual Report

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22/23



The only way  
to do great work is to love  
what you do.

Consulting engineers shape the fabric of  
our society, improving our welfare every  
day.

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# Chair's Message



Dear Members and Stakeholders,

I am delighted to present to you the annual report for 2022-2023, reflecting the remarkable achievements and progress made by the Association of Consulting Engineering Companies - Ontario (ACEC-Ontario), our volunteers, and staff. As Chair, I am honoured to share with you the transformative changes we have implemented in various areas, including our Ontario Engineering Project Awards (OEPA) program, the succeeding 2023-2026 strategic plan, a new continuing education platform, and a volunteer recognition awards program.

First and foremost – our strategic plan. Over the past three years, ACEC-Ontario has worked diligently to fulfill the 2020-2023 strategic plan that aligns with the dynamic needs of our industry. This past fall, stakeholders came together to create the new three-year plan, which serves as a roadmap for the Association, a response to the current economic, environmental, and societal drivers in our industry, while continuing to guide our efforts in promoting excellence, advocacy, and professional development.

The new strategic plan encompasses key pillars that drive our activities. We are proud to have already successfully launched initiatives in line with this strategic plan, such as enhanced networking opportunities and targeted professional development programs. These endeavors aim to empower our member companies to thrive in a rapidly changing business environment and foster a vibrant consulting engineering community in Ontario.

Secondly, our OEPA program has long been a cornerstone of recognition for excellence within the consulting engineering industry. This past year, we undertook a comprehensive review to further elevate the program and ensure its relevance to the ever-evolving industry landscape. I am thrilled to announce the implementation of several exciting changes and a refreshed interest of participation from member companies. We introduced new award categories that align with emerging trends and challenges faced by our member companies. These new categories, such as sustainability, internal innovation, and community impact, aim to celebrate and honour the innovative solutions and positive impact our industry has on society and the environment. Each recipient exemplifies the highest standards of engineering excellence and showcases the profound impact our members make in shaping Ontario's infrastructure and communities.

There have been many additional accomplishments this year. ACEC-Ontario launched a professional development education platform for licensed engineers to easily obtain quality CPD credits, in line with PEO's PEAK program. We supported a higher standard for our industry and a fair playing field for member companies with the launch of a Professional Liability Insurance (PLI) advocacy campaign. This effort is aimed at closing a loophole and raising the standard and safety for all consulting engineering firms.

A new engineering forum event was created, providing education and networking opportunities. These efforts have resulted in increased member engagement, expanded partnerships with industry stakeholders, and elevated ACEC-Ontario's profile as a trusted voice in the consulting engineering sector.

None of these achievements would have been possible without the dedication and hard work of our exceptional

Karen Freund

Jacobs



volunteers and staff. Their unwavering commitment to our members and the consulting engineering industry deserves our utmost appreciation. We wanted to formally recognize volunteers and did so by introducing a volunteer awards program, awarding nominated volunteers for their dedication.

As we move forward, ACEC-Ontario remains steadfast in our commitment to advancing the interests of our member companies and promoting the highest standards of consulting engineering excellence. We

will continue to evolve our programs, services, and advocacy efforts to ensure that we effectively address the challenges and opportunities that lie ahead.

I extend my sincere gratitude to our member companies, volunteers, allies, stakeholders, and staff for their unwavering

support and collaboration. Together, we will navigate the ever-changing landscape and shape a vibrant and sustainable future for the consulting engineering industry in Ontario.

**Karen Freund**  
Jacobs  
ACEC-Ontario Chair, 2022-2023

Bruce G. Matthews

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## **Executive Director's Message - Leaving on a High Note**

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By the time you read this I will have retired from ACEC-Ontario and your next Executive Director, Andrew Hurd, will be hard at work. I would like to begin this message by thanking all of the Directors and our many volunteers for contributing to the success of the Association during my tenure. Our reputation for punching above our weight is largely the result of your engagement and dedication to our mission and vision. One of the things I'm most proud of during my time as Executive Director is the significant increase in our volunteer base. As an organization, we endeavoured to provide engagement opportunities that create value, and at the same time we emphasized the value of volunteering. Thank you for answering the call and I'm confident that the experiences have been beneficial for you and your firms.

This has been a very dynamic year, and one of change and transition. One Strategic Plan came to an end and the Board and staff worked diligently to develop and launch a new one. The Chair's Message earlier in this report speaks a little bit about the plans, but I would like to focus on one particular element of the plan that just ended: Strengthening our Identity and Branding. I was hired as the Chief Executive Officer of Consulting Engineers of Ontario (the CEO of CEO), and I depart 5.5 years later as the Executive Director of the Association of Consulting Engineering Companies – Ontario. I'm pretty much the same person I was at the start, but it's clear that the organization has

transformed under the new brand and identity. The Board's decision to rename and rebrand the organization has proven to be strategically sound, and became a launch platform for a host of other initiatives that support our mission and move us towards our vision.

There is always a risk that a rebranding simply becomes window dressing – superficial change without substance. Thanks to the dedicated work of staff and the Board, our rebranding has had impact. One of the intents was to differentiate ourselves from other engineering associations and we have succeeded. Aligning our identity and brand with the majority of the other provincial ACEC organizations has provided synergy and strengthened our collaboration with them and with ACEC-Canada. We timed the rebranding with a long-overdue update to our website, giving us a modern and professional online presence, with functionality to support our mission and provide value to our member companies. Kudos to Michelle West, our Director, Membership, Marketing & Communications for leading that effort.

The final element that gives me comfort that the rebranding was the right thing to do is the impact on our membership levels. After a decade of slow decline annually – largely due to consolidation in the consulting engineering sector – our membership numbers have turned the corner. We stopped the decline a year ago (holding level with the prior year) and actually saw an increase in this past year. Consolidation is still happening, but ACEC-Ontario is being recognized by more and more firms as an important enabler of their success. The value of membership is unmistakable. Laura Lambie, now our Manager, Municipal Relations, spent many years evolving our member engagement efforts and it has borne fruit in many ways.

I noted earlier that this was a year of change and transition. In the association world, staff turnover is a fact of life. I was fortunate in my first few years here to have great staff and good stability. Any changes were tied to the critical success factors under the strategic plan, or to retirement. Good fortune doesn't last forever, and we've had some unexpected staff changes this past year. I'm pleased to note that we've leveraged these challenges into opportunities and restructured our staffing to best deliver on the objectives of the new Strategic Plan. Last September we welcomed Doug DeRabbie as our new Director, Government & Stakeholder Relations, and he was an instant success. Those of you who follow our social media feeds will be aware of the extent of Doug's work thus far in getting ACEC-Ontario in front of politicians and decision makers at the provincial and municipal level. Doug hit the ground running and has unquestionably raised the profile of the Association and our member companies.

A final staff shout-out to Lynne Harris, our Manager, Finance & Operations, who is a consummate professional and has worked diligently with the Finance & Audit Committee to ensure budgets and financial outcomes are where the Board needs them to be in order to meet our strategic objectives. The quality of Lynne's work has allowed me to sleep well at night and focus on our core deliverables.

There should be some other new faces at ACEC-Ontario by the time you are reading this. I have every confidence in Andrew's leadership to carry ACEC-Ontario forward and advance your business interests for the years to come. I will once again thank the Board of Directors for their support over the years. I have greatly appreciated their interest and their focus on governing this remarkable Association. I feel very comfortable in saying that I am leaving ACEC-Ontario in a better situation than I found it, and that is all I could hope for. Thank you all!

Bruce G. Matthews  
ACEC-Ontario Executive Director, 2018-2023



# Guiding Statements

## VALUE PROPOSITION

Engineering companies join and engage with us 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.

## CORPORATE VALUES

The Association's corporate values were first established in 2010 and have remained unchanged.

COLLABORATION / TRUST / DIVERSITY /  
INTEGRITY / RESPECT

### MISSION

To promote and advance the business interests of our Member Companies and the value of the engineering work they do.

### VISION

Our Member Companies prosper and are recognized for their influence and fundamental contributions to the social, environmental, and economic welfare of Ontario.



# Our Board

## Board of Directors - Officers

Karen Freund, Jacobs – Chair

Joe Sframeli, WSP Canada Inc. – Past-Chair

Don Holland, GHD Group Ltd. – Chair-Elect

Mark Tulloch, Tulloch Engineering – Treasurer

Ryan Matthews, J.L. Richards & Associates Limited – Chair,  
Governance Committee

## Board of Directors - Directors

David Chamberlain, Eramosa Engineering

Matthew Eades, Associated Engineering Ltd

Tom Halpenny, H.H. Angus & Associates

Chris Metaxas, GEI Consultants

Steve Pilgrim, McIntosh Perry

Derek Potvin, Robinson Consultants

Shawn Scott, R.V. Anderson Associates Limited

Montana Wilson, GRIT Engineering Inc

# Strategic Plan

## BACKGROUND

In November 2022, the ACEC-Ontario Board of Directors and senior staff met to develop a new strategic plan to guide the work of the Association over the coming three-year planning horizon.

The 2023 – 2026 Strategic Plan outlines a clear path for ACEC-Ontario to raise the bar as a leading voice and support for consulting engineering companies across Ontario.

To read more about the strategic plan [click here](#).

2023  
-2026



### PROACTIVE ADVOCACY

Our Goal: ACEC-Ontario represents our collective and diverse industry with a goal to improve the business environment for consulting engineering in Ontario. Our Association drives effective change through targeted advocacy in areas of policy, legislation, and procurement/contracting issues.



### ENGAGEMENT AND RESOURCES THAT DELIVER VALUE

Our Goal: ACEC-Ontario is the 'go-to' resource offering knowledge and education programs, while providing equitable and inclusive volunteer environments, all of which deliver value and demonstrate impact for the full spectrum of Member Companies.



### RAISING THE PROFILE OF ACEC-ONTARIO AND ITS MEMBERS

Our Goal: ACEC-Ontario provides thought leadership for the consulting engineering industry. We lead, inspire and are the trusted advisors to industry and stakeholders, promoting and elevating the voice of our Member Companies.



## PROACTIVE ADVOCACY

“Despite changes at the provincial and municipal levels, ACEC-Ontario continued to build on its proactive approach to advocacy.”

## Overview

Over the past twelve months, we witnessed a number of changes in the political landscape. The provincial election in June saw the PC Party re-elected to power with an even larger number of MPPs, leaving the opposition parties in disarray. With a new mandate, and the pandemic in the rear-view mirror, the government embarked on a strategy to accelerate the construction of infrastructure projects, with a particular emphasis on housing. To do this, several pieces of legislation were introduced aimed at dramatically altering the municipal world.

While attempting to deal with the flurry of changes coming from the province, municipalities were in the midst of local elections that led to several new mayors and councillors taking office. The transition to the new municipal councils delayed the approval of items such as capital budgets. Months later, these councils are finally setting in and are tackling the challenges facing them.

Despite these changes at the provincial and municipal levels, ACEC-Ontario continued to build on its proactive approach to advocacy.

## Getting Results

Thanks to this approach, ACEC-Ontario was able to generate positive progress for members in a number of areas in 2022-23. Some of the more notable accomplishments include:

- The Standing Committee on Finance and Economic Affairs mentioned ACEC-Ontario and its recommendation regarding project pipelines in its pre-budget consultation report;
- The Ministry of Transportation (MTO) incorporated ACEC-Ontario's recommendations in its proposal to pause the use of the Corporate Performance Rating;
- MTO produced for ACEC-Ontario an Engineering Services Project Pipeline;
- Developed and submitted revisions to Infrastructure Ontario (IO)'s reliance letter template, and raised concerns around its professional liability framework;
- Engaged with the CEO and other senior officials at Metrolinx on issues such as collaborative behavioural assessments, out of country resources, approval of team members, and problematic terms and conditions;
- Launched an advocacy campaign calling on the government to make changes to the professional liability insurance regulation under the Professional Engineers Act;
- The City of Waterloo agreed to make changes to its engineering services agreement, with discussions ongoing regarding possible additional changes;
- Advocated for changes to the City of Toronto's consultant liability policy; and,
- Secured support from Ottawa City Councillors to have the city review its purchasing by-law.



## Government Relations

Following the provincial election, ACEC-Ontario set out to meet with many of the new MPPs, including Andrew Dowie, who is the only P.Eng in the legislature. Moreover, meetings took place with political staff and ministry officials on topics ranging from environmental assessments and professional liability insurance to delays in the approvals process.



At a series of events, the Association spoke with the Premier and cabinet ministers, which increased the profile of the industry and raised awareness of member issues. This led to additional conversations that explored in-depth with decision-makers ACEC-Ontario's recommendations to enhance the delivery of infrastructure projects:

- Appropriate risk allocation,
- Fair and reasonable procurement terms and conditions,
- Development of a procurement model framework,
- Early integration of engineering and design, and,
- Providing project pipeline information.

Municipally, ACEC-Ontario met with representatives from communities such as Barrie, Mississauga, Ottawa, Sudbury, Toronto and Waterloo. These meetings set the stage for more collaborative working relationships that have already produced results. In conjunction with the Association's five local chapters, ACEC-Ontario seeks to grow its presence at the municipal level through the establishment of liaison committees, so that issues can be resolved proactively.



MPP Brian Saunderson met with ACEC-Ontario to discuss ACEC-Ontario's pre-budget submission, and the need to enhance professional liability insurance requirements.



March 27th, Hon. Jill Dunlop, Minister of Colleges and Universities and Doug DeRabbie.

## Stakeholder Relations

ACEC-Ontario entered the past year with a view to strengthen existing relationships with key stakeholders, and to establish new ones in order to help advance the interests of members.

The Association continues to have positive working relationships with the Ontario General Contractors Association, the Ontario Association of Architects, the Ontario Road Builders Association, the Ontario Society of Professional Engineers, the Ontario Association of Certified Engineering Technicians and Technologists, and the Municipal Engineers Association. ACEC-Ontario also has a strong presence within the Construction and Design Alliance of Ontario.

These relationships led to support for ACEC-Ontario's advocacy campaign regarding professional liability insurance, more coordination between respective chapters, a draft submission on the Construction Act, and work on updating the standard engineering agreement.

ACEC-Ontario also positioned itself as a key member of the Ontario Chamber of Commerce. As part of the Chamber's Infrastructure Policy Council, the Association raised issues such as appropriate risk allocation and qualifications based selection. This led to the Association being invited to join the upcoming consultation on procurement modernization. In addition, ACEC-Ontario's Government Relations Committee reviewed and commented on the Chamber's submissions on the budget and the provincial planning statement. Further, ACEC-Ontario attended numerous events through the

Ontario Business Advisory Council where it had the opportunity to bring issues directly to the attention of key cabinet ministers.

In terms of new relationships, ACEC-Ontario reached out to the Association of Municipalities of Ontario and the Association of Municipal Managers, Clerks, and Treasurers of Ontario. These discussions have led to partnership opportunities to enhance the profile of the consulting engineering industry, along with the potential to work together on common issues, such as infrastructure funding, environmental assessment approvals, and the locates backlog. Going forward, ACEC-Ontario will work with these and other municipal associations to the benefit of members.



## Member Relations

ACEC-Ontario is grateful for its many volunteers who are the backbone of the Association. In 2022-23, the various standing committees worked overtime to ensure that the consulting engineering industry had its views heard at Queen's Park and across the province.

The Government Relations Committee took part in meetings with provincial and municipal representatives, as well as with associations. Members helped draft the Association's 2023 provincial pre-budget submission, reviewed changes to the environmental assessment process, and developed a workplan to guide the Committee's activities.

Meanwhile, the Business Practices Committee played an instrumental role in advancing the interests of members with IO, Metrolinx, and municipalities. Members also helped develop bulletins on items such as project fixed rates and inflation factors and brought forward ideas for webinars on topics such as excess soils, COR certification, and the One Ontario pilot project. These efforts ensured that members were regularly informed of new developments and had the resources needed to carry out their day-to-day duties.

Once again, the three joint MTO/ACEC-Ontario Committees featured prominently in the Association's activities. The Engineering Sub-Committee and the Contract Administration Sub-Committee worked together to develop the Association's submission on MTO's proposal to pause the use of the CPR. Individually, the sub-committees advocated on behalf of members on several items, including the generic procurement

documents, the Construction Administration and Inspection Specifications, a new Contract Management System, revisions to the qualification procedures, and the inclusion of construction and/or unbiddable items in design assignments.

The Executive Committee met regularly to identify and resolve issues related to engineering services and the construction contract administration industry in Ontario, specific to MTO contracts. It oversaw the development and implementation of ACEC-Ontario's Transportation Network and brought forward steps to enhance the effectiveness of the joint committees. Through these efforts, the Association will increase transparency with members, and strengthen its voice with the ministry.



## Volunteer Recognition

Over the past year, ACEC-Ontario volunteers have worked towards the common goal of making a positive difference in the engineering consulting industry. We have selected a small few of these dedicated individuals to recognize.

# Volunteer Spotlights

Over the course of the year these individuals have been recognized for their dedication to ACEC-Ontario.



**Kevin Bainbridge**

*Vice President*  
Robinson Consultants  
Inc



**Jason Bettez**

*Senior Civil Engineer*  
J.L. Richards &  
Associates Limited



**Navan Chawla**

*Structural/Bridge  
Engineer*  
Entuitive



**Tom Halpenny**

*Executive VP*  
H.H. Angus and  
Associates Ltd



**Domenica D'Amico**

*Director, Roads,  
Transportation Ontario*  
WSP in Canada



**Max Laretta**

*Mechanical EIT*  
CBCL Limited



**Steve Pilgrim**

*Vice President,  
Transportation and  
Municipal*  
McIntosh Perry



# Volunteer Leadership Awards

This year, we launched our inaugural Volunteer Leadership Awards program. This program serves to highlight the exemplary work ethic, values and contributions that ACEC-Ontario encourages all volunteers to strive to achieve.



From left to right:  
Joe Sframeli, Past Chair, with  
award recipients: Mark Tulloch,  
Ryan Matthews, and Julianna  
Arcese, with ACEC-Ontario  
Executive Director, Bruce G.  
Matthews.

## Emerging Leader Award

Recognizes one ACEC-Ontario young professional volunteer who, within the first five years of volunteering with ACEC-Ontario, has demonstrated remarkable promise as a future leader and community-builder in the consulting engineering sector.

*2022 recipient – Julianna Arcese, R.J. Burnside & Associates Limited*

## Pinnacle Award

Recognizes one ACEC-Ontario volunteer for their exceptional leadership in their volunteer role at ACEC-Ontario.

*2022 recipient – Ryan Matthews, J.L. Richards & Associates Limited*

## Chair's Award

To a deserving ACEC-Ontario member volunteer who has made a significant contribution to the Association over the course of the ACEC-Ontario outgoing Board of Director Chair's term as Chair and/or Chair-Elect.

*2022 recipient – Mark Tulloch, TULLOCH Engineering*

## Distinguished Service Award

Recognizing an individual who has made distinguished and enduring contributions to the Association for 10+ years.

*2022 recipient – Edson Donnelly, Novatech Engineering Consultants Ltd*

# Volunteers

## 2022-2023

We couldn't accomplish the work of the Association without all of the 185 dedicated volunteers. Thank you!

|                   |  |
|-------------------|--|
| Rehman Abdul      | Englobe                                    |
| Ali Al-Ansari     | WalterFedy Inc.                            |
| Kevin Alemany     | Stantec Consulting Ltd.                    |
| Bill Allison      | Dillon Consulting Limited                  |
| Danielle Anders   | GM BluePlan Engineering Limited            |
| Andrew Antoun     | Comtech Group Inc                          |
| Joseph Arcaro     | HDR Corporation                            |
| Julianna Arcese   | R.J. Burnside & Associates Limited         |
| Mark Armstrong    | Hatch                                      |
| Mo Bagajati       | AECOM Canada Ltd.                          |
| Kevin Bainbridge  | Robinson Consultants Inc.                  |
| Rick Baldasti     | LEA Consulting Ltd.                        |
| Tim Barichello    | CIMA+                                      |
| Mike Beadle       | WSP Canada Inc                             |
| Mark Belanger     | Associated Engineering (Ont.) Ltd.         |
| Scott Belton      | Hub International                          |
| Mark Bendix       | Arcadis Professional Services (Canada) Inc |
| Jason Bettez      | J.L. Richards & Associates Limited         |
| Hugues Bisson     | CIMA+                                      |
| Christine Blair   | Stantec Consulting Ltd.                    |
| Ian Blevins       | AECOM Canada Ltd.                          |
| Noris Bot         | Parsons                                    |
| Andre Bourque     | Jacobs                                     |
| Kevin Brown       | TYLin                                      |
| James Burn        | GM BluePlan Engineering Limited            |
| Pierre Burton     | Associated Engineering (Ont.) Ltd.         |
| Nikos Chalaris    | AECOM Canada Ltd.                          |
| David Chamberlain | Eramosa Engineering Inc.                   |
| Navan Chawla      | Entuitive Corporation                      |
| Botel Chiu        | EXP Services Inc.                          |
| Don Cleghorn      | SNC-Lavalin Inc                            |
| Michael Collins   | GHD Limited                                |
| Gregg Cooke       | Stantec Consulting Ltd.                    |
| Darcy Cowan       | Parsons                                    |
| Brad Craig        | Dillon Consulting Limited                  |
| Tanya Cross       | Dillon Consulting Limited                  |
| Richard Cunliffe  | Cunliffe & Associates                      |

|                      |  |
|----------------------|--|
| Dave Currie          | McIntosh Perry                                     |
| Domenica D'Amico     | WSP Canada Inc                                     |
| Drew Davidge         | R.J. Burnside & Associates Limited                 |
| Robin Deduro         | Tatham Engineering Limited                         |
| Bill Deley           | GHD Limited  |
| Mehemed Delibasic    | McIntosh Perry                                     |
| Stewart Dickson      | R.V. Anderson Associates Limited                   |
| Lyndsay Dokas        | MTE Consultants Inc                                |
| Edson Donnelly       | Novatech Engineering Consultants Ltd               |
| Keith Dustin         | Morrison Hershfield Limited                        |
| Steve Dyck           | SNC-Lavalin Inc                                    |
| Rick Dykstra         | Dillon Consulting Limited                          |
| Matt Eades           | Associated Engineering (Ont.) Ltd.                 |
| David Evans          | R.V. Anderson Associates Limited                   |
| Gord Firth           | WSP Canada Inc                                     |
| Sebastian Flaszynski | AECOM Canada Ltd.                                  |
| Annik Forristal      | McMillan LLP                                       |
| Shelley Forwell      | WalterFedy Inc.                                    |
| Carolyn Francis      | Jacobs   |
| Karen Freund         | Jacobs   |
| Dean Frier           | Parsons  |
| Beth Gatenby         | Tatham Engineering Limited                         |
| Marc Gaudet          | GHD Limited  |
| Duane Girard         | GHD Limited  |
| Matt Gleben          | Highway Construction Inspection Ontario Inc.       |
| Apurva Gollamudi     | WSP Canada Inc                                     |
| Skyler Goudswaard    | Parsons  |
| John Graf            | J.L. Richards & Associates Limited                 |
| Vince Grande         | R.V. Anderson Associates Limited                   |
| Michael Gundry       | Stantec Consulting Ltd.                            |
| Bob Gunn             | WSP Canada Inc                                     |
| John Hagan           | GEMTEC Consulting Engineers and Scientists Limited |
| Jennifer Hale        | Stantec Consulting Ltd.                            |
| Josh Hale            | Stantec Consulting Ltd.                            |
| Tom Halpenney        | H.H. Angus & Associates Ltd.                       |
| Matthew Hartfiel     | GM BluePlan Engineering Limited                    |
| Sandra Hayman        | Arcadis Professional Services (Canada) Inc         |
| Jeff Hayward         | McIntosh Perry                                     |
| Owen Healey          | TULLOCH Engineering                                |
| Rick Hein            | Parsons  |
| Melo Helder          | HDR Corporation                                    |
| Chris Hendry         | WSP Canada Inc                                     |

|                      |   |
|----------------------|---|
| Ryan Hern            | Development Engineering (London) Limited        |
| David Heska          | WSP Canada Inc                                  |
| Brad Hewton          | Morrison Hershfield Limited                     |
| Christine Hill       | Arcadis Professional Services (Canada) Inc      |
| Keri-Ann Hobson      | GHD Limited                                     |
| Laurel Hoffarth      | WSP Canada Inc                                  |
| Don Holland          | GHD Limited                                     |
| Phil Hutton          | EXP Services Inc.                               |
| Todd Hutton          | Stantec Consulting Ltd.                         |
| Bernard James        | Parsons   |
| Jason Johnson        | Dillon Consulting Limited                       |
| Naveen Kaushik       | CONSOR Engineers, LLC                           |
| Trevor Kealey        | R.V. Anderson Associates Limited                |
| Adam Keane           | Upper Canada Planning & Engineering Consultants |
| Jeremy Kearns        | Robinson Consultants Inc.                       |
| Mike Keating         | Parsons   |
| Ray Kennedy          | WSP Canada Inc                                  |
| Akram Khan           | CIMA+   |
| Sunil Kothari        | SNC-Lavalin Inc                                 |
| Angela Kroetsch      | GM BluePlan Engineering Limited                 |
| Kelly Lalonde        | Robinson Consultants Inc.                       |
| Peter Langan         | R.V. Anderson Associates Limited                |
| Bill Larosa          | Morrison Hershfield Limited                     |
| Max Lauretta         | CBCL Limited                                    |
| Peter Lejcar         | Associated Engineering (Ont.) Ltd.              |
| Chris Lierman        | Spriet Associates                               |
| Appana Lok           | R.V. Anderson Associates Limited                |
| Arend Lootsma        | Arcadis Professional Services (Canada) Inc      |
| Derek Lougher-Goodey | Stantec Consulting Ltd.                         |
| Julia Marson         | WSP Canada Inc                                  |
| Jeff Matthews        | Dillon Consulting Limited                       |
| Ryan Matthews        | J.L. Richards & Associates Limited              |
| Peter McAllister     | Dillon Consulting Limited                       |
| Don McBrayne         | Associated Engineering (Ont.) Ltd.              |
| Chris McBride        | WSP Canada Inc                                  |
| Ross McIntyre        | Goodkey Weedmark & Associates Limited           |
| Paul McLennan        | GM BluePlan Engineering Limited                 |
| Michael Melanson     | Aplin & Martin Consultants Ltd                  |
| Sarah Merriam        | Parsons   |
| Chris Metaxas        | GEI Consultants                                 |
| Rachel Migicovsky    | WSP Canada Inc                                  |
| Stuart Mitchell      | Jacobs  |

|                       |  |
|-----------------------|--|
| Carol Mitchell        | MTE Consultants Inc                        |
| Dan Mohr              | WSP Canada Inc                             |
| Sylvain Montminy      | Parsons                                    |
| Debanjan Mookerjea    | R.J. Burnside & Associates Limited         |
| Robert Morgan         | Dillon Consulting Limited                  |
| Saeed Muhammad        | Jacobs                                     |
| Michael Murray        | CIMA+                                      |
| Dave O'Gorman         | Arcadis Professional Services (Canada) Inc |
| Kevin O'Neill         | H.H. Angus & Associates Ltd.               |
| Steve Overend         | CIMA+                                      |
| Nick Palomba          | R.V. Anderson Associates Limited           |
| Jeff Paul             | Stantec Consulting Ltd.                    |
| Tom Pepper            | TULLOCH Engineering                        |
| Joe Perrotta          | R.V. Anderson Associates Limited           |
| Steven Pilgrim        | McIntosh Perry                             |
| Brad Porter           | Stantec Consulting Ltd.                    |
| Derek Potvin          | Robinson Consultants Inc.                  |
| Patrick Puccini       | AECOM Canada Ltd.                          |
| Doug Raby             | Jacobs                                     |
| Toby Racine           | J.L. Richards & Associates Limited         |
| Greg Remisz           | REMISZ Consulting Engineers Ltd.           |
| John Riggs            | Parsons                                    |
| Magdy Samaan          | EXP Services Inc.                          |
| Chris Sandink         | EXP Services Inc.                          |
| Greg Santyr           | CIMA+                                      |
| Mark Scanlon          | CBCL Limited                               |
| Hendrik Schuurmans    | Archibald Grey & McKay Engineering Ltd     |
| Shawn Scott           | R.V. Anderson Associates Limited           |
| Darrin Sellick        | WSP Canada Inc                             |
| Joe Sframeli          | WSP Canada Inc                             |
| Christine Shillinglaw | McIntosh Perry                             |
| Graham Sled           | GHD Limited                                |
| Darryl Smaglinski     | Stantec Consulting Ltd.                    |
| Josh Smith            | Development Engineering (London) Limited   |
| Joshua Smith          | McIntosh Perry                             |
| Tim Sorochinsky       | AECOM Canada Ltd.                          |
| David Speller         | EXP Services Inc.                          |
| Bryan Stanton         | Tatham Engineering Limited                 |
| Jessica Stapleton     | R.J. Burnside & Associates Limited         |
| Otto Steenkamp        | LEA Consulting Ltd.                        |
| Sear Sultani          | SNC-Lavalin Inc                            |
| Saad Syed             | HDR Corporation                            |

|                             |  |
|-----------------------------|--|
| Mark Tarras                 | TYLin                                      |
| Sabina Taylor               | Hugh Wood                                  |
| Mario Tedesco               | WSP Canada Inc                             |
| Heather Templeton           | HDR Corporation                            |
| Jordan Thatcher             | WalterFedy Inc.                            |
| Michelle Throssell-Connolly | Jacobs                                     |
| Mark Torrie                 | GHD Limited                                |
| Michael Troop               | J.L. Richards & Associates Limited         |
| Mark Tulloch                | TULLOCH Engineering                        |
| Ludomir Uzarowski           | WSP Canada Inc                             |
| Bill Van Ryn                | Tatham Engineering Limited                 |
| Keven Van Velzen            | BBA E&C Inc                                |
| Alice Varkey                | GHD Limited                                |
| Bill Veitch                 | MTE Consultants Inc                        |
| Jim Weir                    | Morrison Hershfield Limited                |
| Kevin Welker                | Stantec Consulting Ltd.                    |
| Geoffrey White              | GEI Consultants                            |
| Andrew Wilson               | Dillon Consulting Limited                  |
| Montana Wilson              | GRIT Engineering Inc                       |
| Bob Wilson                  | Hub International                          |
| Sam Youssef                 | Arcadis Professional Services (Canada) Inc |

# ACEC-Ontario Networks

Our Networks program continued to grow in its second year. An avenue for information sharing, peer connection and support, we are pleased to see how our members can grow their skills and their impact on the consulting engineering industry through these groups.

## Future Leaders Network

Led by Jeremy Kearns from Robinson Consultants and Max Laretta from CBCL, our FLN is focused on expanding opportunities for young professionals across the province.

The FLN is a place for young professionals (YP's) employed by ACEC-Ontario member firms to gather and enhance leadership skills, increase professional networks and gain industry insights by discussing common trends and issues experienced by YP's within the consulting engineering industry.

Over the past year, the FLN hosted its first virtual networking event, expanded leadership positions for YP's across ACEC-Ontario standing committees, and is working to promote the consulting engineering industry to the next generation of engineering professionals.

## Chapter Leadership Networks

As an ACEC-Ontario chapter executive leader, this space provides Chapter Chairs with an opportunity to connect with ACEC-Ontario staff and peers in a similar role so everyone can share best practices and strengthen our local chapters through peer collaboration.

## Womens Network

Our Womens Network is a space for both women employees of ACEC-Ontario member firms and their allies to join and discuss common trends that women experience within the consulting engineering industry. In particular, the Womens Network has a focus on addressing the high attrition rates of women in the industry. The Bridge is an ACEC-Ontario Womens Network project that mobilizes knowledge through

digital information sharing and peer conversation.

Each issue of The Bridge centres on one knowledge gap within the consulting engineering sector. This gap is dissected holistically through research summaries, interviews, stories and actionable steps.

Issues of focus in The Bridge over the past year included the Great Resignation and Dissecting Discourse & Collaboration.

## Sustainability and Climate Change Network

Consulting Engineering Companies have a significant role to play in addressing climate change issues. They ensure that designs and operations are continuously adapted to the impacts of climate change in order to help protect public safety.

SCCN is ACEC-Ontario's newest Network and will act as a knowledge broker to disseminate innovative ideas, resources and solutions to climate change within the consulting engineering sector.

## Transportation Network

Our Transportation Network is for member companies and their employees who conduct, or may in the future conduct, business with the Ministry of Transportation. This forum is a large-scale, low-commitment opportunity for members to remain informed of MTO issues in a timely, nuanced manner. Members who sign-up to the Transportation Network are put on a communications distribution list so they are directly informed of updates relating to the MTO.

# ACEC-Ontario Chapters

ACEC-Ontario has currently defined five regional chapters. Each chapter works with local municipalities and stakeholders to build relationships and promote fair and reasonable business practices. The following reports provide an overview of the achievements, challenges, activities, and goals of the individual chapters.

## Grand River Chapter

The Grand River Chapter had a successful year, engaging with local municipal engineering directors, MPPs, and MPs. They gained new members for the board, bringing the total to 10 representatives from various consulting firms. The young professional representative played an active role in coordinating events for the Future Leader Network (FLN). The chapter's AGM was held in-person, and they received numerous excellent project submissions for the Grand River Awards of Merit. Additionally, they defined the boundaries of the Chapter's catchment area.

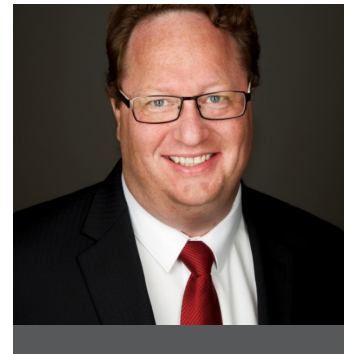
The year also presented challenges due to ongoing COVID restrictions, making it difficult to meet with clients, especially with many working remotely. Changes in client staff required a restart to some of their previous engagement efforts. Nevertheless, the chapter continued to engage with ACEC-Ontario member clients through various mediums.

The chapter significantly increased its event activities, hosting the AGM and Awards of Merit ceremony in-person and holding regular meetings every two months, either in-person, virtual, or a combination of both. The young professional director organized successful gatherings, including a mentoring session at a local brewery.

In the upcoming year, Grand River plans to re-engage with municipalities, particularly focusing on representatives new to their roles who may not be familiar with ACEC-Ontario's mission and advocacy objectives. They also aim to engage with non-municipal clients, such as the Homebuilders and Heavy Construction associations. Additionally, they plan to establish a Region of Waterloo Liaison group to address shared concerns and opportunities through regular meetings.

Grand River extends its gratitude and recognition to the following individuals for their leadership this year:

- Tim Barichello P.Eng. (CIMA+) – Secretary & Awards Merit
- Lyndsay Dokas P.Eng. (MTE) - Treasurer
- Angela Kroetsch P.Eng. (GMBluePlan) – Communications
- Juliana Arcese P.Eng. (RJ Burnside) – YP Initiatives
- Stu Mitchell P.Eng. (Jacobs) – Business Practices/ Industry Liaison
- Michael Troop (JL Richards) – Business Practices/ Industry Liaison



**David Chamberlain**  
Interim Chair,  
Grand River Chapter  
Eramosa Engineering



*Grand River Chapter recognition con't.*

- Jordan Thatcher P.Eng. (WalterFedy) – Awards of Merit
- Robert Morgan P.Eng. (Dillon) - Business Practices/ Industry Liaison
- Montana Wilson P.Eng. (GRIT Engineering) – Past Chair

## London Chapter

The London Chapter has achieved several significant milestones this year. Firstly, the chapter established a 10-year commitment to updating the student award criteria at Western University in the name of ACEC-Ontario. This initiative aims to encourage well-rounded students to consider the consulting field as a career choice. Additionally, the chapter successfully



**Ryan A. Hern, P.Eng.**  
Chair,  
London Chapter  
Development Engineering

resumed in-person meetings after the COVID-19 pandemic restrictions were lifted. The chapter has also been actively engaging with different divisions of the City of London on various topics, including requests for “Working Groups” to address changes in design and construction standards. Moreover, positive collaboration with the City of London has taken place to navigate new major provincial regulatory changes, such as Excess Soils and Consolidated Linear ECA.

While there have been challenges in engaging members and soliciting industry responses, there is optimism that the involvement of new staff members will bring fresh energy and dedication to industry matters. On a positive note, several member firms continue to take leadership positions in relevant topics.

The chapter has been actively involved in hosting meetings and events in collaboration with the City of London. These events covered a range of topics, including updates to Standard Contract Documents, Design Standards & Requirements Manual, development approvals process efficiency, Building & Development Liaison forum, Lot Level Flooding, and the ESC review. There are also future considerations for organizing a combined PEO/ACEC-Ontario golf tournament. The chapter traditionally holds a “Spring Social” with City of London staff, but due to purchasing/gift policies, the approach needs to be reconsidered to allow for technical presentations and similar activities.

Looking ahead, the chapter’s top priorities and goals for the coming year include maintaining working relationships with the City of London Engineering Directors Group to foster collaboration on local industry concerns. They also plan to reach out to the City of St. Thomas Engineering leadership. Furthermore, the chapter intends to follow up with the City regarding the new ECA-CLI process and specific design basis issues for streamlined infrastructure approval. They will also review engineering contract concerns regarding the use of purchase orders by the City of London with the Purchasing Division management, as well as address engineering as-constructed plan scope of practice concerns with City Geomatics Division management.

The London chapter would like to acknowledge the following individuals for their exceptional service:

- David O’Gorman (IBI Group), Matt Hartfiel (GM BluePlan), and Peter McAllister (Dillon), Chapter Executive.
- Bill Veitch (MTE), London Building & Development Liaison Forum and the ESC review committee.
- Josh Smith (Development Engineering (London) Limited), London lot level flooding review committee.
- David O’Gorman (IBI), Peter McAllister (Dillon), and Laurence Murray (Development Engineering (London) Limited), ESC review committee.

## Niagara Chapter

One of the biggest achievements for the Niagara chapter this past year was the continuation and growth of the Municipal Liaison Committee. Although initiated the previous year, additional focus was spent on expanding engagement with the Region, making it a significant area of attention throughout 2023.

Engaging members to actively participate in chapter activities has been an ongoing challenge with the chapter. However, as a group, they were able to overcome this hurdle by reaching out to industry contacts and colleagues, resulting in attracting a few new and returning members. Currently, the Niagara chapter boasts a membership of 11 firms.

Over the year, bi-monthly meetings were held, predominantly virtual, with a couple of in-person meetings and lunches to foster networking and collaboration.

Additionally, the municipal liaison committee met quarterly with the Region of Niagara, with approximately four chapter members attending each meeting. In 2022-2023, they maintained an active engagement with the Region of Niagara Public Works officials (PWO) group, providing feedback and guidance on chapter activities, as well as ongoing procurement and contracting practices. We also emphasized the importance of Qualification Based Selection and are currently engaging with Regional Council on this matter in collaboration with ACEC-Ontario. Finally, our 2022 Chapter AGM took place virtually in March 2023. Furthermore, they proudly supported the local Niagara Region Andy Koschak Memorial Golf Tournament in July 2022.



**Danielle Anders**  
Chair, Niagara Chapter  
GM BluePlan

The chapter acknowledges that although there was a moderate return to activity, some programs were still tempered earlier in the year. With renewed focus and the expectation of returning to full in-person activities in 2023, we aim to drive increased attendance and participation. The plans include expanding engagement with Niagara College and the Heavy Construction Association to further grow the Chapter under a new Executive.

The chapter would like to recognize and thank:

- Danielle Anders, (GM BluePlan), Chair
- Vince Grande (R.V. Anderson), Vice Chair
- James Burn (GM BluePlan), Secretary Treasurer
- Kevin Bainbridge (Robinson Consulting), Municipal Liaison Committee and other endeavors of our chapter

## Ottawa Chapter

The Ottawa Chapter had a remarkable achievement this past year through their continued engagement and partnership with staff and elected officials at the City of Ottawa. In addition to ongoing discussions with senior staff in infrastructure and procurement, the chapter successfully held productive meetings with councillors and the office of the Mayor. These interactions provided a valuable platform for the chapter to advocate for changes in procurement practices and policies at the City.

One of the challenges faced by the chapter was the recruitment of young professionals to actively participate in local chapter meetings. However, at the recent local AGM, several young professionals expressed their interest in joining and engaging with the chapter, showing promising progress in addressing this challenge.

Throughout the year, the Ottawa chapter conducted a range of meetings, events, and activities. This included approximately six bimonthly chapter meetings, which encompassed the annual general meeting (AGM). Additionally, there were six bimonthly meetings between the chapter's executive and senior staff from the City of Ottawa, fostering collaboration and dialogue. Furthermore, the chapter held five meetings with City of Ottawa councillors and the Mayor's office, providing an opportunity to discuss important matters. Lastly, the chapter organized a successful golf tournament.

In the upcoming year, the chapter aims to continue making positive changes at the City of Ottawa that benefit both the city and the consulting engineering industry. Additionally, they strive to enhance participation levels at all chapter events and encourage a more diverse representation that reflects the various firms they represent.



**Kevin Alemany**

Chair, Ottawa Chapter  
Stantec

The Ottawa chapter extends its recognition to chapter executives:

- Kevin Alemany (Stantec), Chair
- Christine Shillinglaw (McIntosh Perry), Vice Chair
- Sylvain Montminy (Parsons), Past Chair
- Derek Potvin (Robinson Consultants), Treasurer

The chapter also recognizes ACEC-Ontario staff Doug DeRabbie and Laura Lambie for their continuous support and assistance in organizing, attending, and leading meetings with councillors and the office of the Mayor. Their contributions have been invaluable to the success of these engagements.

## Simcoe Chapter

The Simcoe Chapter's greatest achievement over the past year was the successful initiation of meetings with area municipalities. These meetings served the purpose of identifying specific challenges that ACEC-Ontario can assist with. By proactively reaching out to municipalities, the chapter demonstrated its commitment to understanding and addressing local needs.

One of the major challenges faced by the chapter last year was establishing itself as a known entity in key area municipalities. However, through persistent efforts, the chapter was able to overcome this challenge by making valuable connections and fostering relationships. This allowed for future dialogue and collaboration opportunities to promote the chapter's objectives effectively.

Throughout the year, the Simcoe Chapter organized a series of meetings, events, and activities to engage its members and stakeholders. The chapter held monthly executive-level meetings to discuss strategic matters, review progress, and plan upcoming initiatives. Additionally, three working sessions were conducted in partnership with [AECO Innovation Lab](#) on the Simcoe County "One Ontario" pilot project. These sessions provided a platform for knowledge exchange and collaboration among industry professionals.

Looking ahead, the ACEC-Ontario Simcoe Chapter aims to achieve the following goals in the upcoming year continuing to build relationships, harnessing the current momentum to further strengthen its relationships with area municipalities. They intend to do this by organizing regular meetings and events, and expanding chapter participation, aiming to increase the participation of member firms in its activities. By engaging a wider range of industry professionals, the chapter can harness diverse perspectives and expertise, enhancing its collective impact and ability to address regional challenges effectively.



**Bryan Stanton**  
Chair, Simcoe Chapter  
Tatham Engineering

In recognition of their contributions, the Simcoe Chapter would like to acknowledge chapter executives:

- Bryan Stanton (Tatham Engineering), Chair
- Mehemed Delibasic (McIntosh Perry Consulting Engineers), Vice-Chair
- John Hagan (GEMTEC), Business Practices Representative
- Drew Davidge (R.J. Burnside & Associates), Treasurer

The chapter would also like to thank Laura Lambie and Doug DeRabbie. Both individuals played instrumental roles in helping the chapter take root and establish connections with area municipalities.



# Events & Education

## Events

Over the past fiscal year, ACEC-Ontario has hosted a series of engaging and impactful events aimed at promoting professional development, fostering industry connections, and advancing the consulting engineering sector in Ontario. These events have brought together industry leaders, government representatives, and members of ACEC-Ontario, creating a dynamic platform for knowledge-sharing, collaboration, and collective action. Throughout the year, ACEC-Ontario and its chapters organized 16 events, including online sessions

covering a variety of industry topics such as excess soil regulation changes and human resource trends. These events highlight ACEC-Ontario's commitment to providing a comprehensive and impactful event calendar for its members. By offering opportunities for professional development, networking, and collaboration, ACEC-Ontario remains at the forefront of promoting excellence and advancement within the consulting engineering industry in Ontario.

With the goal of meeting changing membership needs and fostering continued professional development and networking opportunities, ACEC-Ontario launched its inaugural "Engineering Means Business" Forum. This day-long event combined the Annual General Meeting (AGM) with esteemed speakers discussing trending industry topics, followed by a networking reception. In 2023, member companies can expect a separate full-day forum dedicated to the A/E/C community, distinct from the AGM.

## Education

Professional development is a cornerstone of the Association's offerings and strategic plan. This year, in-person MTO courses resumed successfully, exceeding expected enrollments. ACEC-Ontario aims to support staff at member companies in excelling through productive compliance with PEO's new PEAK Program. In line with this new criterion, ACEC-Ontario launched EngineeringCPD.ca, a one-stop learning platform that provides online CPD (Continuing Professional Development) hours at a discount for staff of member companies across Canada.

## Ontario Engineering Project Awards (OEPA)

The Association of Consulting Engineering Companies - Ontario (ACEC-Ontario) recently celebrated the 20th annual Ontario Engineering Project Awards (OEPA) to recognize the achievements of the Ontario engineering community.

This year, the OEPA program underwent changes by introducing new award categories in Internal Innovation and Sustainability, in addition to the top 10 Awards of Distinction. The awards ceremony, held in-person, honored 15 deserving recipients for their outstanding contributions.

AECOM received the prestigious Willis Chipman Award, the highest honor, for their Ontario Line Immersive Studio project. This project demonstrated innovative approaches to public consultation and communication, overcoming the unprecedented challenges posed by the pandemic.

The winners of the 2023 Awards of Distinction, listed in no particular order, included:



- LEA Consulting Ltd: Water Management Plan by Site 46X-0176/BO
- Dillon Consulting Limited: Sewer and Coastal Flood Protection Master Plan
- Hatch Ltd: Process Gas Project (PGP) and Particulate Emissions Project (PEP), Sudbury Smelter
- Entuitive Corporation: Port Lands Bridges
- Eramosa Engineering Inc: Mine Remediation Cloud SCADA Integration
- J.L. Richards & Associates Limited: Manotick Watermain Link, Phase 1 and North Island Watermain Link
- Hatch Ltd: Kingston Third Crossing
- Eramosa Engineering Inc: Electrical Power Studies & Arc Flash Models for Multiple Wastewater Facilities
- McIntosh Perry Consulting Engineers Ltd: Ducks Unlimited Canada Project Infrastructure Inspections for 250 Sites in Ontario



The introduction of new award categories reflected the evolving landscape of consulting engineering in Ontario. The Sustainable Development Impact Award was presented to Dillon Consulting Limited for their Collins Creek Wildlife Mitigation Project, which showcased excellence in society, environment, and economy. Additionally, two Internal Innovation awards were given to TULLOCH Engineering and BBA for their remarkable contributions to philanthropy, community engagement, and talent retention.



Lastly, a special recognition, the Humanitarian Award, was presented to R.J. Burnside & Associates Limited for their Godey Water Supply Project. This award highlighted the exceptional efforts made by the project team to improve the quality of life for a community located outside of Canada. Event photos can be found [here](#).



# Financials

The financial statements of the Association of Consulting Engineering Companies – Ontario (ACEC-Ontario), formerly Consulting Engineers of Ontario, for the year ended March 31, 2023 were prepared in accordance with Canadian accounting standards for not-for-profit organizations and audited by Denis Paganelli, CPA a Licensed Public Accountant. Below are the Statement of Financial Position and Statement of Operations without note references that are extracted from those audited financial statements. The complete audited financial statements are available to ACEC-Ontario members upon request.

## Statement of Financial Position

### March 31, 2023

| Assets        |  | 2023        | 2022        |
|---------------|--|-------------|-------------|
| Current       | Cash                                     | \$366,653   | \$239,529   |
|               | Short-term investments                   | 315,557     | 295,558     |
|               | Accounts receivable                      | 27,935      | 43,147      |
|               | Prepaid Expense                          | 61,992      | 27,161      |
|               |  | 772,137     | 605,395     |
|               | Investments                              | 793,084     | 792,681     |
|               | Capital Assets                           | 62,695      | 87,602      |
|               |  | \$1,627,916 | \$1,485,678 |
| Liabilities   |  |             |             |
| Current       | Accounts payable and accrued liabilities | \$42,924    | \$17,370    |
|               | HST payable                              | 2,196       | 4,819       |
|               | Deferred revenue                         | 34,875      | 11,200      |
|               |  | 79,995      | 33,389      |
| Fund Balances |  |             |             |
|               | Invested in capital assets               | 62,695      | 87,602      |
|               | Board restricted                         | 191,950     | 194,470     |
|               | Unrestricted operating                   | 1,293,276   | 1,170,217   |
|               |  | 1,547,921   | 1,452,289   |
|               |  | \$1,627,916 | \$1,485,678 |



# Statement of Operations

## Year Ended March 31, 2023

| Revenue                                    | 2023             | 2022              |
|--|------------------|-------------------|
| ACEC-Ontario & ACEC-Canada Membership fees | \$ 1,669,595     | \$ 1,442,933      |
| Programs                                   | 291,377          | 219,220           |
| Events                                     | 35,844           | 1,710             |
| Investment income                          | 20,402           | 18,613            |
| Chapters                                   | 6,321            | -                 |
| Sponsorship revenue                        | 4,000            | 18,000            |
| Communication                              | 2,000            | -                 |
| Sundry                                     | -                | 232               |
| Canada Emergency Wage Subsidy              | -                | 135,890           |
| Canada Emergency Loan Forgiveness          | -                | 20,000            |
| Canada Emergency Rent Subsidy              | -                | 16,972            |
|  | <u>2,029,539</u> | <u>1,873,570</u>  |
| <b>Expenses</b>                            |                  |                   |
| Salaries and benefits                      | \$773,891        | \$821,801         |
| Members' dues remittance to ACEC-Canada    | 679,383          | 598,785           |
| Administrative                             | 174,692          | 177,681           |
| Programs                                   | 113,009          | 56,269            |
| Government and stakeholder relations       | 53,537           | 26,689            |
| Events                                     | 43,803           | 24,893            |
| Special projects                           | 43,626           | -                 |
| Marketing and communications               | 25,643           | 15,401            |
| Membership Engagement                      | 23,803           | 7,962             |
| Strategic Initiative Fund expenses         | 2,520            | -                 |
| Loss on disposal of capital assets         | -                | 14,670            |
|  | <u>1,933,907</u> | <u>1,744,151</u>  |
| <b>Net revenue (expense) for the year</b>  | <b>\$ 95,632</b> | <b>\$ 129,419</b> |

# Ally Program

The strength of any organization lies in its ability to foster partnerships and collaborations that enhance its mission and support its members.

ACEC-Ontario takes great pride in its impactful [Ally Program](#), which has emerged as a cornerstone of our commitment to advancing the consulting engineering industry in Ontario. Through strategic alliances with various stakeholders, the program aims to promote knowledge sharing, competitive discounts, facilitate networking opportunities, and create synergies for the mutual benefit of our member companies and allies.

Our Ally Program consists of the following types of allies: Affinity, Industry, Associations, and Educational Institutions. These alliances allow us to leverage the collective expertise and resources of our allies to address industry-wide challenges and explore emerging opportunities.

In the past fiscal year, we have continued our valuable relationships with industry allies AXA XL, HUB

International, and Matchfield. These alliances have enabled us to provide our members with access to specialized insurance products and risk management solutions, ensuring their businesses are protected and optimized. Additionally, we have continued our affinity partnerships with AERORidge Home and Auto Insurance Brokers, Benefit Partners, and Peninsula, offering our members exclusive discounts and tailored benefits that enhance their competitiveness in the marketplace.

We are excited to announce the addition of new industry allies to our program. McMillan LLP, a leading Canadian law firm, brings legal expertise and guidance to the Association and our member companies, Innovations Academy, a renowned provider of professional development and training programs, and Notarius, a trusted provider of digital signature and document authentication solutions. [Learn about all our allies here.](#)



Innovations Academy



# ACEC-Ontario

## Member Companies

ACEC-Ontario exists to promote and advance the business interests of our member companies and the value of the engineering work they do.

|  |
|--|
| 4K Engineers Ltd                                       |
| A. J. Clarke and Associates Ltd                        |
| AECOM  |
| Ainley Group   |
| Aiolos Engineering Corporation                         |
| Alpin & Martin Consultants Ltd                         |
| Aquafor Beech Limited                                  |
| Arcadis Professional Services (Canada) Inc (IBI Group) |
| Archibald Gray & McKay Engineering Ltd                 |
| Arcon Engineering Consultants Limited                  |
| Arup Canada Incorporated                               |
| Associated Engineering (Ont.) Ltd                      |
| Atkinson Engineering Inc                               |
| B. M. Ross and Associates Limited                      |
| BA Consulting Group Ltd                                |
| BBA E&C Inc  |
| Blackwell Bowick Partnership Limited                   |
| Bouthillette Parizeau Inc                              |
| Buchan, Lawton, Parent Ltd                             |
| Building Innovation                                    |
| CBCL Limited   |
| Cemcorp Ltd  |
| CHA Canada Inc   |
| Chorley & Bisset Ltd                                   |
| Cima Canada Inc (CIMA+)                                |
| Civil ArSa Engineering Inc                             |
| CJDL Consulting Engineers (Cyril J. Demeyere Limited)  |
| CMS Building Consultants Inc                           |
| Comcor Environmental Limited                           |
| Comtech Group Inc                                      |

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| CONSOR Engineers LLC                     |
| Consultec Ltd                            |
| Cowater International Inc                |
| Crossey Engineering Ltd                  |
| D.G. Biddle & Associates Limited         |
| D.M. Wills Associates Limited            |
| David Schaeffer Engineering Ltd          |
| Davroc & Associates Ltd                  |
| Dearden and Stanton Limited              |
| Decast                                   |
| Development Engineering (London) Limited |
| Dillon Consulting Limited                |
| Doherty Engineering Inc                  |
| Doug Dixon & Associates Inc              |
| Engineering Harmonics Inc                |
| Englobe                                  |
| Entuitive Corporation                    |
| Environmental Infrastructure Solutions   |
| Eramosa Engineering Inc                  |
| exp Services Inc                         |
| FCS Fire Consulting Services Ltd         |
| G.L. Tiley & Associates Limited          |
| GEI Consultants                          |
| GEMTEC                                   |
| GeoTerre Limited                         |
| GHD Limited                              |
| GM BluePlan Engineering Limited          |
| Golder Associates Ltd                    |
| Goodkey Weedmark & Associates Limited    |
| Greenview Environmental Management Ltd   |

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GRIT Engineering Inc

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H.H. Angus & Associates Ltd

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Haddad, Morgan and Associates Ltd

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Hatch

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HDR Corporation

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HGC Engineering

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Highway Construction Inspection Ontario

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Homes Water Inc

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HP Engineering Inc

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Introba

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J.H. Cohoon Engineering Limited

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J.L. Richards & Associates Limited

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J.P. Conforzi & Associates Limited

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Jablonsky, Ast and Partners

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Jacobs

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Jewell Engineering Inc

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JNE Consulting Ltd

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John G. Cooke & Associates Ltd

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Keller Engineering Associates Inc

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Kerry T. Howe Engineering Limited

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KGS Group

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Kirkland Engineering Ltd

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Klohn Crippen Berger Ltd

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Lassing Dibben Consulting Engineers Ltd

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LEA Consulting Ltd

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M.H.D Engineering Inc

---

MAT 4Site Engineers Ltd

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McIntosh Perry Consulting Engineers Ltd

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MCW Consultants Ltd

---

Meritech Engineering

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MNA Engineering Ltd

---

Morrison Hershfield Limited

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MTE Consultants Inc

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Mulvey & Banani International Inc

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Nadine International Inc

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Nasiruddin Engineering Limited

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Novatech Engineering Consultants Ltd

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OHE Consultants

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Parsons

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Patriot Engineering Ltd

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Pedelta Canada Inc

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Piotrowski Consultants Ltd

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PPA Engineering Technologies Inc

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Pressure Vessel Engineering

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R. E. Poisson Engineering

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R.A.N.D. Engineering Corporation

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R.J. Burnside & Associates Limited

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R.V. Anderson Associates Limited

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Reinders + Law Ltd

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Remisz Consulting Engineers Ltd

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RJC Engineers

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Robert G. McEwen & Associates Limited

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Robinson Consultants Inc

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RTG Systems Inc

---

Safe Roads Engineering Inc

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Schaeffer & Associates Ltd

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SENER SES Canada Inc

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Shaba Testing Services Ltd

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Sigmund Soudack & Associates Inc

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Skelton, Brumwell & Associates Inc

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Skira & Associates Ltd

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SNC-Lavalin

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Spector CAS

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Spriet Associates

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Stantec Consulting Ltd

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T. L. Mak Engineering Consultants Ltd

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TYLin

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Tacoma Engineers Inc

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Tatham Engineering Limited

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Tecsar Engineering Inc

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The Greer Galloway Group Inc

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Thornton Tomasetti Canada Inc

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Thurber Engineering Ltd

---

Trinity Engineering and Consulting Inc

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Triton Engineering Services Limited

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Tulloch Engineering Group

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TWD Technologies

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Upper Canada Planning & Engineering Ltd

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Valcoustics Canada Ltd

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WalterFedy

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Wood Environmental & Infrastructure Solutions

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WSP Canada Inc

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XCG Consultants Ltd

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ASSOCIATION OF CONSULTING  
ENGINEERING COMPANIES  
ONTARIO



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