



CEA ANNUAL REPORT

2024 - 2025

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CEA Team



Ken Kozakewich, MBA, P.Eng.
CEO and Registrar



Lisa Krewda
Chief Operating Officer



Inderjeet Singh
Information Specialist



Cortney Goldade
Member Engagement and
Marketing Specialist



Board of Directors



Chris Workman
PRESIDENT
Thurber Engineering



Jason Maurer
PAST PRESIDENT
Scheffer Andrew



Michael Jackson
VICE PRESIDENT
WSP



Megan Fernandes
TREASURER
Hatch



Alex Eddie
YP DIRECTOR
Thurber Engineering



Amie McGowan
DIRECTOR
Urban Systems



Arne Gjerlaug
DIRECTOR
ISL Engineering and Land Services



David Thatcher
DIRECTOR
Stantec Consulting



Derek Cathro
DIRECTOR
Tetra Tech Canada



Fabiola MacIntyre
DIRECTOR
Entuitive Corporation



Glen Thoman
DIRECTOR
Al-Terra



Jarrett Zilinski
YP DIRECTOR
McElhanney



Jeff Smith
DIRECTOR
MCW Hemisphere



Magdalena Cammidge
HONORARY DIRECTOR
Lloyd Sadd



Nadeer Lalji
DIRECTOR
Associated Engineering



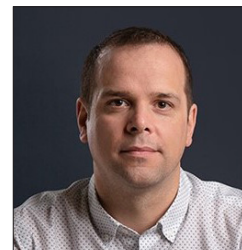
Ryan Betker
ACEC LIAISON
McElhanney



Terri Steeves
APEGA LIAISON



Todd Simenson
ACEC LIAISON
Stantec Consulting



Travis Jensen
DIRECTOR
Wave Engineering Consultants

President's Message

As my term as CEA President ends, I reflect on what has been another rewarding year for our association. While we face economic uncertainty and potential challenges, we've also leveraged opportunities to shape Alberta's future.

Our theme this year, "Value through Engagement," has guided us in moving forward with our strategic priorities. Collaboration and cooperation are as important as ever to address Alberta's evolving needs. Engagement with government, industry partners, and communities provides insight and positions us to drive progress and create lasting impact.

With respect to the Provincial government, we continue to have very strong relationships at the Minister and Deputy Minister level in several departments, notably Transportation and Economic Corridors, Infrastructure and Municipal Affairs, and have been able to make some inroads with Environment and Protected Areas. The recent provincial budget's commitment to infrastructure funding is a clear recognition of the influence we have, and the critical role our industry plays in both planning for and building Alberta's future.

Infrastructure is more than just physical assets — it's a foundation for economic growth, community well-being, and environmental resilience. CEA continues to promote Asset Management as an important component of optimizing and extending the longevity of these resources.

Through our various committees, CEA engages with municipal governments, focusing on promoting better program management, procurement methods, and project delivery processes to achieve improvements for all parties involved. Among the ongoing discussions, we are addressing the shortage of experienced staff among owners, consultants, and contractors — a challenge that can lead to the perception of reduced service quality within our industry.

Restructuring and staff changes at the Cities of Edmonton and Calgary have necessitated ongoing dialogue, education, and, when appropriate, the elevation of key issues. We are also increasing our collaboration with Rural Municipalities of Alberta and Alberta Municipalities to strengthen our advocacy and educational efforts with these associations and the numerous municipalities they represent.

CEA remains at the forefront of advocating for fair procurement practices that prioritize quality and long-term value. We support methods that recognize the importance of engaging engineering consultants early in project planning and design. By focusing on thoughtful planning upfront, we can deliver optimized outcomes that reduce risks, improve construction quality, and minimize life-cycle costs. Please have a look at the new Value through Engagement document we have posted on www.cea.ca, which is available for your use. This year the Board decided to no longer provide salary recommendations in conjunction with our annual

rate recommendations. CEA was the only organization of its kind to provide salary recommendations to its members. This was initiated in the early 2000s as part of an initiative to increase salaries in our industry as reported by APEGA and has been largely successful. However, APEGA changed their survey methods and has now stopped this process entirely due to concerns with the new federal competition act. We do know that there are some firms that used this information, and we are evaluating our options in this regard.

As usual, the year was filled with many great opportunities to engage with one another. Events like our industry mixers in Edmonton and Calgary provided valuable opportunities for networking with clients and colleagues. We also successfully supported Alberta Infrastructure with a new conference in Edmonton last fall.

One highlight for me was the Young Professionals Conference. It was wonderful to see the energy and thoughtfulness of our future generations. To support this energy, we have finalized our 5-year commitment for undergrad scholarships at both The University of Alberta and The University of Calgary. These will contribute to raising the profile of consulting engineering and encourage young professionals to enter our industry.

The Transportation Connects Conference, along with the 28th Annual CEA Showcase Awards Gala remain our signature events, showcasing excellence in our industry. Congratulations to all the award nominees and winners, including Jeff DiBattista, winner of the CEA Lieutenant Governor's Award for Distinguished Achievement and Jarrett Zilinski, winner of the Harold L. Morrison Rising Young Professional Award.

Looking ahead, we will continue working closely with government entities, industry partners and our national organization, ACEC-Canada, to ensure our industry is represented and that our contributions are valued.

To everyone who has contributed this year—our board and committee members, and volunteers—I extend my heartfelt gratitude for your dedication and support. Together, we have made a difference.

Finally, I would like to make a special thanks to the wonderful CEA staff: Ken Kozakewich, Lisa Krewda, Inderjeet Singh and Cortney Goldade. They continue to do the heavy lifting for CEA and have made my role easy. With Ken's planned retirement later this year, I would like to acknowledge and thank him for his many contributions as CEO for the past seven years. Ken has been instrumental in the success of CEA's government relations activities and moved CEA forward in many other areas. We extend our sincere gratitude for this, and for his many prior years of service to CEA as a board member and volunteer.



Chris Workman, M.Eng., P.Eng.



CEO and Registrar's Message

Once again CEA's year has drawn to a close and I am pleased to report on our progress in several areas. Together with representatives from our Board and industry, we have had continued collaboration with allied industry associations which include the Alberta Roadbuilders and Heavy Construction Association (ARHCA), the Alberta Construction Association (ACA) and the Consulting Architects of Alberta. Our focus continues to be directed at major client groups in the public sector which include the Government of Alberta, the City of Edmonton, and the City of Calgary. Additionally, we are interacting with provincial regulatory bodies and other stakeholders (such as Alberta Municipalities and the Rural Municipalities Association) to address common issues that impact our members.

Regular meetings with the Deputy Ministers and staff of Alberta Infrastructure (AI) and Alberta Transportation and Economic Corridors (ATEC) took place this year through the Industry Liaison Committee and Strategic Priorities Group (SPG), respectively. Concerns were raised by both CEA and construction associations in both departments on the increase of risk transfer from the provincial government to the private sector. Additionally, a Contract Modernization initiative is underway within AI which introduced even more onerous terms and conditions to service providers. Several Risk Allocation meetings took place to delve into specific contract clauses and procurement methods with the intent to get more reasonable agreements for our industry. This work is currently continuing into the new year. Our five-year struggle to resolve some of the industry's issues around ATEC's cancellation of escalation in their consulting agreements has finally reached some degree of conclusion. A methodology to approach amendment of outstanding agreements under various scenarios has been proposed.

This year included participation in several face-to-face industry sessions with Ministers and their staff in addition to meetings held through our Government Relations Committee. CEA hosted a roundtable session last summer with Minister Devon Dreeshen and key CEA representatives. This was followed by participation by CEA and ARHCA in a Utilities Forum hosted by the Minister. Most recently a meeting with CEA and ARHCA was held by Minister Dreeshen seeking our input in relation to the ongoing tariff issues and possible impacts on the government and our industries. I was also invited by Minister Pete Guthrie to participate in two Construction Roundtable sessions hosted by Alberta Infrastructure to provide our industry's input on efficient delivery of the School Construction Accelerator program. Additionally, we have initiated regular meetings with senior staff at Alberta Environment and Protected Areas with a focus on regulatory response times and intend to build a better long-term rapport with this department.

The Government of Alberta's Budget 2025 was one of the few in my memory that generally met most of the CEA's

recommendations to provide predictable and sustainable funding for infrastructure. The three-year Capital plan incorporated a two-phase approach to budgeting which CEA has promoted, committing budget dollars for early planning and design of major infrastructure before finalizing construction estimates. Underspending of previous year's budgets has been an ongoing discussion in our meetings with ATEC, AI and Treasury Board representatives over the past year. We have continued to work with department personnel on recommendations to improve their efficiency and effectiveness in the procurement and delivery processes.

Over the past couple of years, we have participated in the consultation process on Prompt Payment and Construction Lien Act with Service Alberta and Red Tape Reduction. In general, the amendments made to the Act this spring and its extension into the Public Works Act have included CEA's requests to give our members options, such as the ability to "opt out" of the Act under contract with owners and avoid the unintended consequences of the initial legislative changes. To my knowledge, the provincial government will not be introducing holdback on engineering fees on their Public Work Act projects. There is continued work ahead for CEA in relation to getting amendments in standard agreements from major municipalities in relation to holdbacks on engineering fees introduced from their interpretation of the original legislation.

Consultation with Advanced Education continued over the past year in relation to the new Professional Governance Act. This Act has now been tabled in the legislature and CEA, as requested, will be removed as a Professional Regulatory Organization and our bylaws revised as previously approved by our membership. Implementation of the new bylaws will therefore be planned in the upcoming year.

From the Registrar's perspective, our membership support remains strong. We currently have 76 member firms within our association. Our "N" number is also stable at 9339 (compared to 9093 last year). I thank these firms and their staff for the ongoing support of CEA which provides continued stability in our finances, services, and programs for the membership.

On a final note, many of you will know that I plan to retire from CEA this summer and this will be my last annual report to you. It has been a pleasure to represent this industry over the past several years. I appreciate the ongoing respect and professional relationships I have had from our Board and Committees. I also extend special appreciation to CEA's talented staff - Lisa Krewda, Inderjeet Singh, and Cortney Goldade - for their commitment to the organization over the past year and the support they have provided to me and our members.



Ken Kozakewich, MBA, P.Eng.



Chief Operating Officer Message

The 2024/2025 year has continued the fast-paced tradition of activity within CEA, and I've thoroughly enjoyed the opportunity to lead through it. As Chief Operating Officer, I've had the privilege of overseeing the day-to-day operations of the Association, ensuring that our programs, events, and initiatives run smoothly and continue to deliver value to our members.

This year, CEA executed a diverse and impactful calendar of events that fostered professional development, industry collaboration, and member engagement. Attendance for several events surpassed our historical numbers. Highlights include:

- Sold-out Golf Tournament
- Showcase Awards Gala
- Transportation Connects Alberta Conference
- Infrastructure Partners' Conference (partnered event)
- Young Professionals' Conference
- City of Edmonton & Partners Mixer
- City of Calgary & Partners Mixer
- Transportation & Partners Mixer
- CEO and Senior Managers' Breakfast Sessions
- Partnering with Industry Session in Edmonton
- PSMJ Course Offerings
- Virtual Lunch & Learn sessions
- Young Professional networking events, tech tours, and professional development sessions

These events and initiatives represent the strength of our operations and the dedication of our staff – Cortney and Inderjeet, volunteers, and committee members. Their hard work behind the scenes ensures the consistency and quality of every program we deliver.

I would also like to thank the CEA Board of Directors for their guidance and support throughout the year. Their strategic leadership, paired with the operational efforts of our team, has kept CEA agile and member-focused.

On a personal note, I'd like to acknowledge Ken Kozakewich, our CEO and Registrar, who will be retiring at the end of August. Having worked closely with Ken over the past seven years, I will truly miss the partnership we've developed and the steady leadership he has consistently provided.

As we look forward, I remain excited about the opportunities ahead and confident in our team's ability to continue delivering excellence in service to our members and partners. Thank you for your ongoing support.



Lisa Krewda



***CEA would like to thank all of
our member firms and
external sponsors for their
continued support.***



Thank you to our member firms and external sponsors for their support.



Treasurer's Message

CEA exceeded its financial goals in 2024/2025 through the provision of excellent, well-attended events. The support and participation by our member companies on committees, event attendance, engagement with Government, and on the Board continue to be fundamental for the organization's overall resilience and effectiveness. The Association remains in a solid position to continue to meet our strategic priorities by building on the many successes of this past year.

Network Events

CEA's Edmonton Golf tournament continues to be a popular sold-out event and exceeded its budgeted net revenue of \$15,000 with a net revenue of \$16,720.

The Transportation Connects Alberta conference, held in March 2025 at the Edmonton Convention Centre, was a resounding success with a net revenue of approximately \$60,000, exceeding its net revenue budget of \$45,000.

The City Mixers - were also very successful this year with all events seeing great attendance from City staff. As we typically wish to see, these events did not see a revenue as CEA sponsors the attendance of City staff; an indicator of larger attendance and interest from City staff.

Future Leaders

Our Young Professionals' (YP) events and annual Conference were well attended with strong sponsorship support. The CEA feels that these YP events, which are intended to educate and develop our future leaders, are worth the investment and are strategizing to rebuild participation.

To further support our future leaders, CEA initiated an annual scholarship with both the University of Alberta and University of Calgary which will see a \$3,000 scholarship awarded to students from each University annually for the next 5 years.

Education and Industry Support

This year, our PSMJ sessions were in high demand with attendance far exceeding our 2024/2025 budget. These sessions saw a net revenue of approximately \$48,000 which indicates high interest by the industry to further hold these valuable educational sessions.

Additionally, CEA filled a lead coordination role for the Infrastructure Partners Conference in October 2024 which saw a revenue of \$30,000 for management of the event. CEA was approached after the 2024/2025 budget was established and this revenue was above our expected year end revenues.

Overall, CEA saw a higher than expected revenue due to the success and attendance of many of our events which has informed our 2025/2026 proposed operating budget.



Megan Fernandes, P.Eng.
Hatch

2025/2026 Proposed CEA Operating Budget:

Revenues	AMOUNT
Memberships, Investment Interest and Sponsorships	\$639,541
Misc. Net Revenue	\$30,150
Events and Programs (Net)	\$99,750
Total Projected Revenue	\$769,441
Expenses	
Administration	\$546,070
Variable Administration	\$166,800
Membership Expenses	\$14,500
Committees and Strategic Initiatives	\$50,500
Total Projected Expenses	\$777,870
Projected 2025/2026 Net Income:	(\$8,429)



Independent Practitioner's Review Engagement Report for Year Ended March 31, 2025

Mowbrey Gil, Chartered Professional Accountants LLP

We have reviewed the accompanying financial statements of Consulting Engineers of Alberta (the Society) that comprise the statement of financial position as at March 31, 2025, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Consulting Engineers of Alberta as at March 31, 2025, and the results of its operations and its cash flows for the year then ended in accordance with ASNPO.



Chris Workman, M.Eng., P.Eng.
President, CEA



Megan Fernandes, P.Eng.
Treasurer, CEA



Mowbrey Gil
Chartered Professional Accountants

Statement of Financial Position:

	2025	2024
ASSETS		
Current		
Cash	\$314,825	\$451,811
Short-term investments	276,964	76,426
Accounts receivable	9,684	14,541
Prepaid expenses and deposits	23,511	26,530
	\$624,984	\$569,308
Long-term investments	521,936	490,767
Equipment	2,087	2,859
Deposit	12,441	12,441
	\$1,161,448	\$1,075,375
Liabilities and Net Assets		
Current		
Accounts payable and accrued liabilities	\$44,126	\$36,780
Deferred revenue	179,974	167,096
Funds held in trust	119,220	157,600
	\$343,320	\$361,476
Deferred leasehold inducement	24,231	26,184
	\$367,551	\$387,660
Net Assets		
Unrestricted fund	663,897	557,715
Internally restricted fund	130,000	130,000
	793,897	687,715
	\$1,161,448	\$1,075,375

Statement of Revenues and Expenditures:

	2025	2024
Revenues		
Events and Programs	\$1,023,039	\$668,478
Membership dues	561,484	549,624
Interest Income	42,288	30,433
Strategic Initiatives and Committees	5,370	32,169
	\$1,632,181	\$1,280,704
Expenses		
Events and Programs	\$819,692	\$498,871
Administration	648,275	605,290
Strategic Initiative and Committee	58,032	68,939
Meloche Monnex Scholarship Fund	-	2,250
	1,525,999	1,175,350
Excess of revenues over expenditures for the year	\$106,182	\$105,354

Statement of Changes in Net Assets:

	Unrestricted Fund	Internally Restricted Fund	2025	2024
Net assets – beginning of the year	\$557,715	\$130,000	\$687,715	\$582,361
Excess of revenues over expenses for the year	106,182	–	106,182	105,354
Net assets – end of year	\$663,897	\$130,000	\$793,897	\$687,715

Notes to Financial Statements

1. Purpose of the Society

Consulting Engineers of Alberta (the Society) was formed in 1978 under the Societies Act of Alberta. The Society now operates under the Consulting Engineers of Alberta Act as a not-for-profit organization. The Consulting Engineers of Alberta Act (Bill 29) received Royal Assent by the Alberta Legislature on June 11, 1992 and was proclaimed on April 28, 1993. As a not-for-profit organization under the Income Tax Act, Canada, the Society is not subject to income taxes.

The Society represents the business and professional interests of consulting engineering companies in Alberta. The Society works with all levels of government and other stakeholders to promote opportunities and a positive business environment for its members.

2. Significant accounting policies

These financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations. The precise determination of many assets and liabilities is dependent on future events. As a result, the preparation of financial statements for a period involves the use of estimates and approximations which have been made using careful judgment. The significant areas requiring management estimate are the allowance for doubtful accounts and the estimated useful life of equipment. Actual results could differ from those estimates and approximations. The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and within the framework of the accounting policies summarized as follows:

Cash

Cash consists of demand deposits held with a financial institution.

Equipment

Equipment is stated at cost less accumulated amortization and is amortized over its estimated useful life at the following rates and methods:

Computer equipment	30%	declining balance method
Furniture and fixtures	20%	declining balance method

Leasehold inducements

Leasehold inducements, including rent-free periods received from non-related third parties are amortized on a straight-line basis over the term of the lease (10 years) and recorded on the statement of revenues and expenditures.

Impairment of long-lived assets

The Society tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent the carrying value exceeds its fair value.

Revenue recognition

Membership dues are recognized as revenue in the year in which they are billed. Membership dues are billed at the beginning of each fiscal year.

Events and programs revenues are recognized as revenue when the services are provided.

Strategic initiative and committee revenues are recognized as revenue when the services are provided.

Interest income is recognized as revenue when earned.

The Society follows the deferral method of accounting for contributions. Contributions are recognized as revenue in the year in which the revenues are received or receivable. The exception is that contributions to fund a specific future period's operating expenses are included in revenue of that later period.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the statement of revenues and expenditures. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of revenues and expenditures.

Contributed services

Volunteers contribute large numbers of hours every year to assist the Society in carrying out its events. The Society does not track the hours contributed by volunteers therefore contributed services are not recognized in these financial statements.

3. Cash

	2025	2024
Cash	\$540,931	\$502,347
Cash held in investment accounts	701	3,844
Outstanding cheques	(229,248)	(74,652)
Outstanding deposits	2,441	20,272
	\$314,825	\$451,811

Notes to Financial Statements

4. Investments

	2025	2024
Short-term investments and accrued interest	\$276,964	\$76,426
Long-term investments	521,936	490,767
	\$798,900	\$567,193

Investments in the amount of \$119,220 (2024 - \$157,600) are held in trust for future use on programs specified by the contributors. The amount has been shown as funds held in trust on the balance sheet. The details of the amounts held in trust are outlined in Note 8.

Short-term investments consist of term deposits and accrued interest earned in the year on investments held with National Bank Financial and a GIC held with Scotiabank. The bonds bear interest at 1.41% to 3.37% per annum and have maturity dates of less than one year. The GIC earns interest at 3.60% per annum and matures in February 2026.

Long-term investments consist of bond and equity investments, and term deposits held with National Bank Financial. The bonds bear interest at 0.30% to 6.93% per annum and have maturity dates of greater than one year.

5. Equipment

	Cost	Accumulated Amortization	2025 Net Book Value	2024 Net Book Value
Computer equipment	\$12,911	\$11,515	1,396	1,995
Furniture and fixtures	1,500	809	691	864
	\$14,411	\$12,324	\$2,087	\$2,859

6. Accounts payable and accrued liabilities

	2025	2024
Accounts payable and accrued liabilities	\$35,174	\$31,469
Government remittances payable	8,952	5,311
	\$44,126	\$36,780

7. Deferred revenue

The funding received by the Society is deferred and recognized in conjunction with the related expense. The balance at year end consists of the following:

	2025	2024
CEA Transportation Conference	365	365
Showcase Awards Gala	37,023	92,467
CEA Membership Dues	107,199	51,718
ACEC Membership Dues	32,130	15,409
General Scholarship fund 50/50	1,000	1,000
Miscellaneous	1,878	5,758
Young Professionals Red Deer	379	379
	\$179,974	\$167,096

8. Funds held in trust

	2025	2024
Strategic Priorities Group	52,927	52,927
Infrastructure Partnerships Conference	49,521	87,901
Operations Expo	16,772	16,772
	\$119,220	\$157,600

The Strategic Priorities Group (SPG) was established as a result of the partnership between Alberta Transportation, the Alberta Roadbuilders & Heavy Construction Association and Consulting Engineers of Alberta to develop and support an annual two day Transportation Conference in March of each year. Historically, Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other two partners. Any surplus funds realized from the Tri-Party Transportation Conference from prior years are held in trust by the Society and will be spent at the discretion of the SPG committee.

The Infrastructure Partnerships Conference was established between the Alberta Government Infrastructure, Consulting Architects of Alberta, Consulting Engineers of Alberta, Alberta Construction Association, and the Edmonton Construction Association to develop and support an annual two day Infrastructure Conference in the late fall of each year. The conference is held in Edmonton. Consulting Engineers of Alberta receives a management fee to organize and execute the conference on behalf of the other partners. Any surplus funds realized from the conference are held in trust by the Society and will be spent at the discretion of the group.

The Operations Expo was established as a partnership between Alberta Transportation and the Alberta Roadbuilders & Heavy Construction Association to develop and support an annual highway maintenance conference. The Society was contracted to organize and execute the conference. Any surplus funds realized from the conference are held in trust by the Society and will be spent at the discretion of the two partners.

9. Deferred leasehold inducement

The Society received a rent-free year relating to their premises lease.

	2025
Opening Balance	\$26,184
Amortization	(1,953)
	\$24,231

10. Internally Restricted

The Financial Stabilization Fund was established to provide for unexpected expenses. As directed by the Board, the Fund is to approximate three months of expenses.

Notes to Financial Statements

11. Lease commitments

The Society's total commitment, under an operating lease and a property lease agreement, exclusive of occupancy costs, is as follows:

2026	36,890
2027	36,890
2028	37,252
2029	39,060
2030	32,550
	<u>\$ 182,642</u>

12. Financial instruments

Financial instruments are defined as contractual rights to receive or deliver cash or another financial asset. The Society's financial instruments consist of recorded amounts of cash, short-term investments, accounts receivable, long-term investments, accounts payable and accrued liabilities, deferred revenue, and funds held in trust.

The Society is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Society's risk exposure and concentration as of March 31, 2025.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Society is exposed to credit risk primarily from members. An allowance for doubtful accounts is established based upon factors surrounding the credit risk of specific accounts and other information. The Society has a significant number of members which minimizes concentration of credit risk.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Society is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, in order to pay its accounts payable and accrued liabilities, deferred revenue, and funds held in trust.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The Society is not exposed to currency risk and other price risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Society is exposed to interest rate risk primarily through its fixed rate short-term and long-term investments.



Transportation Committee

The Transportation Committee (TC) focuses on developing relationships with Transportation and Economic Corridors (TEC) and serves as a liaison between CEA members and TEC. Current and former TC executive members sit on several Tri-Party committees, which include representatives from TEC and the Alberta Roadbuilders and Heavy Construction Association (ARHCA). These committees include the Strategic Priorities Group (SPG), the Operations Committee (OPS), and the Bridge Operations Committee (BOC). They provide a forum for all parties to raise concerns and promote open communication on issues ranging from high-level policy to day-to-day operations. TC's participation in these committees give CEA member firms the opportunity to engage in these important discussions.

Our committee meets five times a year and frequently hosts guest speakers — typically from TEC — who provide updates or information on planned changes. In the past, meetings were held in person in Edmonton with a video conference option available in Calgary. This format encouraged strong interaction and networking by bringing everyone together and proved successful in generating discussion. This year, we trialed a hybrid format for several meetings, offering in-person attendance along with a virtual option for those unable to attend. The committee will evaluate this format to determine its effectiveness and whether it should be continued in the future.

A major initiative from TEC this year has been the review and update of the *Standard Specifications for Highway Construction*. This is the first major overhaul in over a decade and involves a comprehensive review, rather than a simple update. TEC has issued a call for comments on the initial set of sections and will continue collecting feedback before making changes. CEA will have the opportunity to review and comment on the revised specifications as they are developed.

Other developments include TEC's implementation of changes to the *General Specifications* and *Consultant Guidelines* to ensure compliance with the *Public Works Act* and prompt payment principles. These changes will affect how consultants review contractor invoices and prepare progress estimates.

Highlights of some of our topics the committee has been actively addressing:

- **Escalation on older contracts:** Two categories of projects are affected—those with contracts signed prior to January 1, 2020, and those signed between January 1, 2020, and December 31, 2023. This has been a continuing concern that the committee has escalated to SPG.

- **Design bulletin #115: Additional Guidance for Roundabout Designs:** This bulletin requires that roundabouts on provincial highways be designed with two-lane configurations. Member firms have raised concerns that this blanket requirement may have implications for both budget and safety performance.

The Transportation Committee has been engaging with TEC to find a viable path forward.

- **Regional Engineering Contracts:** Regional offices have expressed concerns about delays in delivering rehabilitation programs due to the time required to go through ranking lists and RFPs. To address this, a pilot project was launched in the Central Region to select four regional consultants to deliver up to 50% of the region's rehabilitation projects. The committee was involved in pre-RFP discussions with TEC to address concerns raised by member firms.



Fred Greenhough, P.Eng.
AI-Terra

Key events this year included the annual TEC mixer held in September, which saw strong attendance from both CEA and TEC. TEC also provided an update on the upcoming construction program. Additionally, the 5th Annual Transportation Connects Alberta Conference took place from March 2–4 at the Edmonton Convention Centre, attracting over 500 attendees. The event featured the presentation of the Minister's Award for Transportation Innovation and the Transportation and Economic Corridors Partnering Awards. Congratulations to all the winners, and sincere thanks to the CEA staff and volunteers who helped make the event a success. A great deal of effort goes on behind the scenes to organize an event of this scale, and it is truly appreciated.

In closing, I would like to thank all the member representatives who attend our Transportation Committee meetings and contribute valuable insights. Special thanks to the Executive Members of the Transportation Committee — Russell Pinchak (Vice-Chair) and Warren McKay (Past Chair) — for their ongoing participation and dedicated efforts.



Government Relations Committee

The Government Relations Committee continues to lead the advocacy for our industry, from contracts and procurement through to funding and engagement. The focus of our advocacy is on the Provincial Government, and we continue to build relationships inside the Legislature, enjoying unprecedented access to MLAs, Deputy Ministers,



**Ryan Betker, P.Eng.
McElhanney**

and other decision makers. Our purpose is to raise awareness of our industry, gain predictability and improve the terms of our business.

The GR Committee, while focused provincially, is also working with the Regional Municipalities of Alberta (RMA), and Alberta Municipalities (AM), with the intent to ramp up local advocacy in the coming

year following the municipal elections. For our municipal leaders, we will be messaging on procurement, value of our services, and asset management.

Our advocacy continues to remain aligned as much as possible with our partner associations, such as the Alberta Roadbuilders and Heavy Construction Association (ARHCA), Alberta Construction Association (ACA) and the Consulting Architects of Alberta (CAA).

Our message to the Provincial Government continues to be focused on sustainable and predictable funding (long-term), and with the 2025 Provincial Budget, our message has been reflected by government. With the 2025 Budget, member firms can continue to plan, knowing there should be a steady flow of projects in the coming years. Another reflection of our advocacy work in the Legislature is the recent changes to prompt payment, which now allows member firms the ability to opt out of prompt payment to better suit business requirements.

We have developed a mature relationship with our most important Ministries, with a round of key meetings this past fall.

1. Transportation and Economic Corridors (TEC) – Devin Dreeschen
2. Infrastructure – Pete Guthrie
3. Service Alberta & Red Tape Reduction – Dale Nally

With the recent departure of Pete Guthrie from Government Caucus, it comes as a bit of a disappointment for the GR Committee, as we had invested in establishing that relationship. However, the new Infrastructure Minister, Martin Long knows CEA, stemming from ongoing CEA engagement with him dating back to 2020. This highlights the importance of getting our brand out to MLAs, beyond Ministers, so that as MLAs move around in portfolios, we are already a known entity.

We have also continued to engage Ministers with portfolios that can support our industry, including Brian Jean (Energy and Minerals), Nathan Neudorf (Affordability and Utilities) and Ric McIver (Municipal Affairs). While these Ministers are not directly involved in what we are advocating, we can remain current with them providing the ability for these Ministers to advocate for CEA platforms within Government Caucus.

Our advocacy also pushes down within the provincial government to Deputy Ministers, including Bryce Stewart (TEC) and we have seen a significant increase in engagement at this level, noting the renewed Strategic Priorities Group (SPG) under Bryce Stewart's leadership, with participation from CEA and ARHCA has become a forum of discussion and decision making for highway maintenance, design and construction.

Moving forward, this committee will continue to have direct conversations with the government about our important issues, from predictable funding through to the value of Consulting Engineers. Forward looking advocacy will include conversations with municipal elected officials (leveraging through RMA and AM) as well as a fall campaign with a wider reach of MLAs as we continue to build the awareness of CEA across the Province.



Planning and Building Alberta's Future

Our #1 Policy Priority

Sustainable and Predictable Funding and Procurement

Sustainable and predictable public funding attracts investment, drives competition, and provides long-term benefits for both urban and rural Albertans.

Growing cities have complex infrastructure priorities, including schools, universities, hospitals, utilities, mass transit, and recreation centres. These projects attract investment and labour supply and make Alberta competitive globally Predictable, consistent and transparent funding and procurement make city-building better, faster and more affordable.

Rural municipalities are highly sensitive to disruptions in public infrastructure funding and more susceptible to long-term impacts from emergency events. Dependable and sustained commitments to public investment in rural Alberta support regional development initiatives and connect communities.

For Alberta's Future

Consulting engineers are dedicated to planning and building Alberta's future. Through communication and collaboration with owners, consulting engineers can effectively develop long-term strategies for infrastructure operations, maintenance and development. Ensuring the best outcomes requires a multi-year approach in planning and budgeting which is rooted in a commitment to predictable and sustainable funding for infrastructure investments.

Economic and Community Development

Public leaders in all levels of government work hard to support our communities and improve people's quality of life. Over the next several years, these pursuits will be challenged by a growing population, increasing costs of living, unstable supply chains, declining housing affordability, increased labour competition, and shifting environmental regulation and investment trends.

Adequate investment in pre-project planning and design through consulting engineers aids public leaders in making informed decisions on high-dividend investments in essential assets, such as schools, hospitals, transit, roads and utilities.

These investments create jobs, improve quality of life, and increase Alberta's attractiveness to potential workers and spur further economic development.

Prioritizing Public Infrastructure

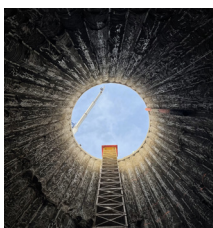
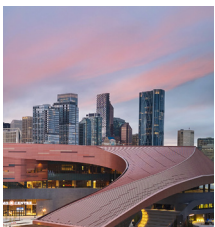
- Consulting engineers are a significant stakeholder in the public infrastructure discussion; being at that decision-making table is critical for Alberta's continued economic development.
- We support alternative procurement and project delivery models to provide cost effective solutions to budgetary and scheduling challenges.
- We are aligned with other professional and construction industry associations to support greater transparency in the planning and procurement of public infrastructure.
- Prudent investment in critical infrastructure includes asset management.
- Consulting engineers can help government prioritize the needs and value of infrastructure investments to achieve the greatest return for our economy, jobs, and economic competitiveness.

Value of Consulting Engineers

Significant concerns in public infrastructure often involve how to best achieve reduction in schedule delays and cost escalation on projects. Achieving successful outcomes in project delivery provides value to owners, designers, builders and the public. The root cause of these delays and cost overruns are most often the result of limited pre-planning investment, and underdeveloped design investment. Engaging consulting engineers early in the planning and budgeting process assists owners in defining the most reasonable scope, budgets and timing for their projects and programs.

Consulting engineers are experts who provide professional services to all levels of government in the planning, design, construction, and maintenance of critical public infrastructure. We understand how public sector budgets work, how to prioritize projects and how to work with all affected stakeholders.

We share government's commitment to cost-effective capital planning, smart asset and risk management, environmental stewardship, and transparent investment and procurement.



Executive Committee

President Chris Workman
 Vice President Michael Jackson
 Treasurer Megan Fernandes
 Past President Jason Maurer

Standing Committee on
Acts, Regulations & Bylaws

Chris Workman

Nominating Committee

Ryan Betker
 Jason Maurer
 Chris Workman
 Michael Jackson
 Ken Kozakewich
 Lisa Krewda

SPEAK WITH ONE VOICE
FOR OUR INDUSTRY

GUIDE PUBLIC POLICY THROUGH
ADVOCACY AND STRATEGIC ENGAGEMENT

DELIVER EVENTS, EDUCATION, PUBLICATI
NETWORKING OPPORTUNITIES TO OUR I

Communications

Internal

External

Ken Kozakewich
 Chris Workman
 Michael Jackson
 Jason Maurer

Industry Collaboration

ACEC
Liaison

Craig Clifton
 Todd Simenson

CAA

CAA
Liaison

Megan Fernandes
 Michael Jackson

ACR
Liaison

Ken Kozakewich

APEGA

APEGA
Liaison

Terri Steeves

APEGA
Stakeholder
Meeting

Ken Kozakewich
 Chris Workman
 Jason Maurer
 Michael Jackson
 David Nagy

ARHCA
Liaison

Ryan Betker

Stakeholders

AI Industry
Liaison

Michael Jackson

AJIRT

Ken Kozakewich
 Michael Jackson



2024 - 2025 Organizational Chart

er Firms

CEA Staff

CEO and Registrar Ken Kozakewich

Chief Operating Officer Lisa Krewda
Member Engagement & Cortney Goldade
Marketing Specialist
Information Specialist Inderjeet Singh

IONS AND
MEMBERS

PROTECT AND ENHANCE THE PROFILE
OF CONSULTING ENGINEERS

BECOME MORE INCLUSIVE, DIVERSE AND EQUITABLE
WITHIN OUR ORGANIZATION AND INDUSTRY

Transportation

Transportation Committee

Chair:
Fred Greenhough
Board Member:
David Thatcher

SPG

Ken Kozakewich
Sheldon Hudson
Jim Zagaz
Warren McKay

OPS

Warren McKay
Fred Greenhough
Russell Pinchak

Environment

Environment Committee

Chair:
Kathryn Wilneff
Board Member:
Nadeer Lalji

Municipal

Municipal Committee

Chair:
Paul Seal
Board Member:
Amie McGowan

City of Edmonton Liaison Committee

Chair:
Vacant
Board Member:
Jason Maurer

City of Calgary Liaison Committee

Chair:
Peter Tkalec
Board Member:
Chris Workman

Wood Buffalo Liaison Committee

Chair:
John Rybak
Board Member:
Todd Simenson

Business Practices

Government Relations

Chair:
Ryan Betker
Working Committee:
Michael Jackson
Ken Kozakewich
Jason Maurer
Nadeer Lalji
Derek Cathro

Rate and Fee Guideline

Chair:
Megan Fernandes
Working Committee:
Chris Workman
Todd Simenson
Travis Jensen
Arne Gjerlaug
Jeff Smith

Young Professionals' Group

YP Liaison

Michael Jackson/Lisa Krewda

Board Member:
Alex Eddie
Jarrett Zilinski

Edmonton

Chair:
Jarrett Zilinski

Red Deer

Chair:
Brett Kruger

Calgary

Chair:
Ana Tarin Arvizu

City of Calgary Liaison Committee

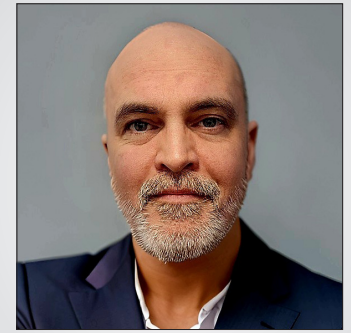
The CEA and the City of Calgary continued interacting through 2024/25 via our CEA City of Calgary Liaison Committee. The committee is chaired by CEA, with Peter Tkalec of GHD as Chair and Lee Hang-Liu of Associated Engineering as Vice-Chair. The committee meets bi-monthly, with five meetings from September through May and a break in the summer.

The first portion of our meetings is for CEA members only and comprises internal member discussions relating to meeting topics and items that we would like to address. The CEA board and administration use this opportunity to update the membership of ongoing CEA activities. This is also a valuable opportunity for member firms to have a candid conversation related to the local working environment and its effect on member firms.

Staff from the City join us for the second half of our meetings, the focal point of our discussions has primarily been on procurement process changes, including improved procedural changes and commitments around debriefs, and around prompt payment as it relates to regulatory changes and provincial practices. In addition, these meetings allow the City to bring information to the consulting community, including notification of policy changes, new initiatives, and occasionally notification of public competitions that they choose to bring additional attention to.

While valuable there was a mutual decision made by the committee and the City to add an additional quarterly meeting with a smaller set of attendees to allow for extended discussion on key topics. These meetings began in 2025 and will occur quarterly. This allows for an additional opportunity for interaction between CEA and the City, deepening the relationship between the organizations and allowing for different touchpoints as needed.

We anticipate a year of continued valuable collaboration for the City of Calgary Liaison Committee in 2025/26, and welcome ongoing participation and input from member firms to help represent the voice of the consulting industry in Calgary.



CHAIR: Peter Tkalec, P.Eng.
GHD Limited



City of Edmonton Liaison Committee

Through 2024/2025 the City of Edmonton Liaison Committee has continued to maintain a strong working relationship with the City of Edmonton. Five committee meetings were held virtually throughout the year, consisting of CEA firms only, meeting every two months from September through May. Through these meetings and additional input from member firms, we have participated collaboratively with the City of Edmonton.

A subcommittee, consisting of the following members, meets with City Branch Managers to represent and provide updates to the larger committee:

- Jason Maurer, Scheffer Andrew Ltd.
- Tony Plamondon, ISL Engineering and Land Services
- Corry Broks, AI-Terra Engineering
- Kent Eklund, Associated Engineering

Quarterly meetings are held with the Integrated Infrastructure Services Branch Managers, and twice a year are done jointly with CAA with discussions on procurement, contracts, and project execution. Most recently this subcommittee participated in a workshop with City representatives around collectively improving project outcomes.



An extremely well-attended City of Edmonton Mixer was held at the Westin Hotel in October. The committee continued its tradition to host the Edmonton Partnering with Industry Symposium on January 23, 2025. The symposium was held at the Royal Glenora Club and presentations were made by the City of Edmonton, Strathcona County, City of St. Albert, City of Leduc, Leduc County and EPCOR.

Joleen Muzurat from AI-terra is the incoming committee chair starting in September 2025.



CHAIR: Jason Maurer, P.Eng.
Scheffer Andrew



Municipal Liaison Committee



**Paul Seal, C.E.T. M.Sc.
McElhanney**

The Municipal Liaison Committee (MLC) consists of representatives from member firms throughout Alberta. Sub-committees are focused on engagement with urban and rural municipalities, local government administrators, and indigenous client groups to act as one voice for the CEA.

The MLC is working with CEA to update their mandate which is roughly aged 10 years. Currently reviewing a revised mandate to align with CEA and the support

provided through the Vision, Mission, and Values that define us.

The Committee's focus over the past years has been to foster more direct lines of communication with Alberta Municipalities (AM), Rural Municipalities of Alberta (RMA), Local Government Administration Association of Alberta (LGAA), and Indigenous Relations, to preferably

meet on a regional basis. We hope this will provide an opportunity to meet with smaller groups to listen and determine where and how CEA can support these client sectors and open discussions on project delivery options while listening to existing issues currently faced by these municipalities.

The Rural Municipalities of Alberta Sub-Committee (RMA) are looking to update the 2024 RMA Conference presentation materials to be ready for the next event on November 17-20, 2025.

The Indigenous Relations Sub-Committee is compiling background information for areas of collaboration. The primary area of interest is assisting Indigenous Services Canada (ISC) improve consistency in RFP procurement, as well as to improve relationship between ISC and MLC. Reviewing options to support ISC through training sessions, resource sharing, and/or collaborative workshops.

APEGA Liaison Report

APEGA Membership

APEGA welcomed hundreds of new registrants in 2024, bringing its net total to 69,575, the highest since 2020. This includes 115 new active permit holders, bringing that total to 4,892, which is notably higher than the previous five-year average of 4,614.

Public Affairs and Government Relations

It is expected that the *Professional Governance Act* will replace the *Engineering and Geoscience Professions Act* in 2025. This will bring 20 professional regulatory organizations (PROs) under one act, with each PRO having specific regulations. APEGA has been working with the government throughout the process.

New Registrar & CEO Paul Wynnyk

On April 1, 2025, Paul Wynnyk, CMM, MSM, CD, P.Eng., started as APEGA's new registrar and CEO after an extensive search by an executive search firm. Most recently, Wynnyk was acting deputy minister of Executive Council for the Government of Alberta, holds a degree in civil engineering, and after four decades in the Canadian Armed Forces, he says he is honoured to help maintain APEGA's proud history of regulating the engineering and geoscience professions. We wish Jay Nagendran, P.Eng., FCAE, ICD.D, FEC, FGC (Hon.), who has guided APEGA for the past eight years, all the best in his retirement.

Internationally Trained Applicants

As more people flock to Alberta, more internationally trained geoscientists and engineers apply for APEGA licensure—to the degree that approximately 50 per cent of the 2024 applicants came from outside of Canada. In October 2024, APEGA launched an awareness campaign showcasing how APEGA supports newcomers with the registration process.

Application Processing Times

With more than 575 new registrant applications submitted each month, APEGA's ability to efficiently process them is crucial to keeping

Albertans safe. APEGA processed 95.3 per cent of the 6,901 applications it received in 2024 (up from 93.8 per cent in 2023) within the six-month time frame required by Alberta's *Fair Registration Practices Act*.

Interprovincial Mobility

Alberta's *Labour Mobility Act* requires interprovincial applications to be processed within 30 business days—APEGA took fewer than

four business days, on average, to process the 1,048 interprovincial applications received in 2024. In light of recent U.S. tariffs, it's more important than ever to make Alberta accessible to qualified engineers and geoscientists from across Canada, while keeping a focus on public safety and competency.

Salary Survey

Due to recent amendments to the *Competition Act*, APEGA is discontinuing the annual Salary Survey. The *Competition Act* governs various activities that could affect market dynamics, including the sharing of competitively sensitive compensation information by employers. APEGA has chosen to take a cautious approach to ensure compliance by removing copies of previous Salary Surveys and by no longer publishing future reports.

For more information about APEGA's 2024 achievements, please [read its 2024 annual report on apega.ca](#).



Terri Steeves

ACEC Liaison Report

2025 celebrates 100 years of the Association of Consulting Engineers of Canada – a tremendous milestone in industry and a testament to the success of our industry. ACEC will celebrate this year in several ways, from events to social media and member engagement. It has been an exciting year representing the Consulting Engineers of Alberta on the ACEC National Board this past year, largely due to the instability in our federal government and the enhanced opportunity for ACEC to advocate for our industry, influencing politicians as they navigate policy changes and the spring election.

ACEC's strategic priorities include Champion Industry, Strengthen Firms and Support Members. As the national voice for the Consulting Engineering Industry, ACEC advocates for a predictable, stable, and thriving business environment for its member companies through consistent funding of infrastructure in support of the public interest. As a trusted and influential partner to the federal government, ACEC continued outreach with parliamentarians and officials. In the period leading up to the federal election, ACEC President and CEO, John Gamble was seen on several media outlets and formats, promoting the position of ACEC and our policy positions related to infrastructure. ACEC staff continue to advance the strategic priorities of the organization, leveraging opportunities for conversations with policy and decision makers. Please visit the ACEC Website www.acec.ca for more information. **Highlights of the past year, of some key initiatives, services and programs of the organization are as follows:**

Champion Industry (Advocacy)

Parliament Hill Day Meetings – CEC-Canada brought over 45 representatives of the consulting engineering sector from across the country to Ottawa for over 25 in-person meetings with legislators and policy makers, ranging from MPs to Senators to Deputy Ministers. This was timely, ahead of the 2025 Budget, and ACEC Representatives advocated for the National Infrastructure Assessment (NIA), renewing of the Canada Infrastructure Program (CIP) for sustainable and predictable funding for provinces and municipalities, as well as presenting the negative impacts of the new capital gains inclusion on employee-owned businesses, and how that could impact the future viability of those businesses.

Federal Government Language Requirements – The introduction of PN-48R2, mandating translation of all procurement documents posted on federal government websites, including sealed design documents prepared by consultants, remained a central issue for ACEC. This policy, while intended to align with Canada's bilingualism goals, poses significant capacity and financial challenges for both the government and our industry, particularly smaller firms. ACEC took decisive action to ensure our members' perspectives were front and center. ACEC actively engaged with federal officials, including Public Services and Procurement Canada (PSPC), and other key stakeholders. With the support of Nanos Research, ACEC surveyed the industry and generated data instrumental in educating civil servants, politicians, and industry leaders about the real-world implications of this policy, including potential delays, cost overruns, and capacity constraints within the sector. More troubling is that approximately 70% of firms would not be able to participate in federal government projects.

Promoting Strategic Infrastructure Policy ACEC remained a steadfast advocate for a National Infrastructure Assessment (NIA) and its potential to address Canada's long-term infrastructure needs. Through ongoing consultations with Infrastructure Canada and continued calls for its implementation in our pre-budget submission and Parliament Hill Day key messaging, ACEC ensured the NIA stayed on the government's radar amid competing priorities like housing affordability.

Strengthen Firms (Profile Building)

100 Years of ACEC – 2025 is the year to celebrate 100 years of industry advocacy and engagement. There is a robust plan of outward facing advocacy that will celebrate this success. The centennial celebrations will launch on May 25, 2025, with a digital historical timeline and will culminate with a centennial dinner, integrated with the National Leadership Conference on October 22, 2025. One of the themes for celebration is "100 Impacts for 100 Years" and ACEC is still inviting submissions from member firms to showcase impactful projects from their own history.

Future Leaders Management Program – The Future Leaders Forum, was once again a resounding success, starting in the fall of 2024 and culminating in a two-day workshop in Calgary in February 2025. This program pays instant dividends in developing our future leaders, from networking to the development of a presentation that tackled industry issues, presented to the ACEC Board. This program will continue to expand, and ACEC is now offering the next level (200) program, with a 300-level program also in the works for future leaders.

Promoting Equity, Diversity, and Inclusion – ACEC remains dedicated to supporting an industry where everyone feels valued, respected, and empowered to succeed. To this end, ACEC is proud to have launched a digital DEI Resource Center, a go-to source for curated resources of practical tools, expert insights, and actionable strategies specific to the engineering industry to build a more diverse, equitable and inclusive workplace.

Artificial Intelligence (AI) – Through the Future Leaders Network, ACEC has developed a white-paper on artificial intelligence in the consulting engineering industry. This paper provides guidelines (and guardrails) and best practices for the use of AI, including what AI can do, what it can't do and how to manage AI as it integrates into our industry and businesses. This will be available on the ACEC website in May 2025.

Support Members (Member Engagement)

Economic Impact and Sentiment Studies – In October of 2024, ACEC released the 2024 Economic Assessment and 5-Year Forecast, as well as the Engineering Business Sentiment Survey, both of which are available



acec | afgc



Ryan Betker, P.Eng.
McElhanney



Todd Simenson, P.Eng., FEC, ENV SP
Stantec Consulting

ACEC Liaison Report Continued

on the ACEC website. These studies provide critical insights into our industry's contributions to the economy and help to inform advocacy work that is undertaken. As the sentiment study is based on member participation, it is important that this participation continues.

New Program for Member Organizations (MO) – A strong association ensures the consulting engineering industry remains strong and vibrant. To this end, ACEC hosted the inaugural ACEC Association Day this fall which brought together the leadership of the national and provincial associations for a day of engaging discussions on industry challenges and the roles of our associations in addressing them. The event focused on critical advocacy and governance topics, fostering collaboration and shared understanding among the leadership of the consulting engineering industry.

New Awards Program for ACEC – In October of 2025, the ACEC national awards will be presented in Ottawa as part of the National Leadership Conference. This will be a new format, delivered by ACEC, as the partnership with the Canadian Consulting Engineer (CCE) has expired, allowing ACEC to better tailor the program to member firms and



project successes. There has been an excellent uptake in award submissions, and it will be an amazing evening, celebrating industry success.



John Gamble, ACEC Canada, President and CEO
CEA Showcase Awards Gala 2025

ARHCA Liaison Report



Ryan Betker, P.Eng.
McElhanney

Tariffs from the United States remain an uncertain risk for the ARHCA membership; however, ongoing discussions with Alberta Transportation and Economic Corridors (TEC) have led to TEC willing to take on this tariff risk to avoid rising tender costs. A new announcement from TEC regarding this is expected in May 2025. ARHCA continues to advocate for long-term, sustainable, and predictable funding. Budget 2025 was an indicator of this advocacy, with

ARHCA supportive of the funding for projects in the coming years.

For ARHCA, there are several issues that they remain engaged in:

- **Contractor Evaluations:** After years of discussions and partial implementation, TEC has cancelled the Contractor Evaluation Program. This is a success for ARHCA, as there were significant member concerns regarding the implementation of this program and potential impacts to contractors.
- **Under-Tendering:** The lack of tenders coming out from TEC remains a concern – At the CEA Transportation Connects Alberta Conference in March 2025, this was a focus for TEC, however, ARHCA members remain disappointed in the lack of tenders. To date, there remains capacity in 2025 with Roadbuilders, and hope that TEC will release more work to fill this capacity. It is also noted that Alberta Municipalities have put more work out in the past year than expected.
- **Risk Allocation:** The assignment of risk for TEC projects remains ongoing, and all parties are interested in better cost certainty, specifically around utilities and geotechnical. There is a group formed (Risk Allocation Group) through the Strategic Priorities Group (SPG) and CEA has representatives on this group, with the intent to continue to work together in resolving risk allocation.

- **Public Advocacy:** The “Fix our Roads” campaign is currently understated but may ramp up when timing is appropriate. ARHCA is working with the Canadian Construction Association (CCA) to promote the Canada Trade Infrastructure Plan (CTIP) as part of their advocacy program for national trade corridors. A new Communications Manager has been hired, with the intent of strengthening the ARHCA brand externally, as well as improving internal membership communication and engagement.
- **City of Calgary:** Advocacy with the City of Calgary has been a focus of attention this past year, specifically with Jason Veldhoen (current ARHCA Chair) leading the initiative. Discussions with the City of Calgary include the consideration of creating a joint committee to build better working relationships and having discussions on work timing, contract terms and funding.
- **Major Projects Committee:** There has been renewed interest in the Major Projects Committee, especially in terms of procurement models and helping to influence how major projects are procured, from scope of projects to timing of projects. There is potential that CEA may be able to participate in this committee as it develops.
- **Workforce Development:** ARHCA has been working with NAIT on a Roadbuilder program, and has been developing curriculum to build this program, which is nearing completion and hope to launch it in the coming years. Additionally, ARHCA will be hosting a job board on their website for members, this will be based on the current job board hosted by the Calgary Construction Association.

ARHCA remains committed to the relationship with CEA, and as we advocate together on behalf of our industry, from funding through to technical specifications to modern procurement with a shared objective of successful project outcomes. This has been evident through the past year and will continue in the future.

Young Professionals' Group Calgary



**CHAIR: Ana Tarin Arvizu, E.I.T.
McElhanney Ltd.**

In 2024–2025, the Calgary Young Professionals (YP) group remained committed to fostering connections among our members across various companies through in-person meetings, networking events, and meaningful discussions. One of our key initiatives this year was the introduction of the “EDI Moment” during our monthly meetings, which encouraged thoughtful

dialogue around equity, diversity, and inclusion.

We also focused on expanding support opportunities for our members. Notably, we looked at two potential professional development events, which are still in the works: a CPD workshop in collaboration with APEGA to assist new professionals with their reporting, and a CET application workshop in partnership with ASET to support technologists in their certification journey.

Recognizing the importance of flexibility, we continued to offer a hybrid model for our monthly meetings, with both in-person and virtual attendance options. To encourage greater in-person participation, we also experimented with holding meetings after work hours rather than during the lunch hour.

Events and Highlights

We kicked off the year with our Fall Mixer at Activate Calgary SW, followed by appetizers at 403Local. With over 25 attendees participating in team-based arcade games and networking activities, this event was a great opportunity for YPs to connect in a fun, collaborative environment.

In November, we co-hosted the YP Conference at the Kananaskis Mountain Lodge alongside the Edmonton YP group. The conference focused on communication, relationship intelligence, and leadership skills to help YPs navigate multidisciplinary, multigenerational teams. The event sold out and received excellent feedback, with attendees highlighting the value of insights gained about both their teams and themselves.

During the winter season, we organized a technical tour of the BMO Centre Expansion, guided by the project’s architects and engineers. The event drew a strong turnout and offered participants a deeper appreciation for the complexities of building design.

In the new year, we hosted an updated P.Eng. Application Workshop for E.I.T. members, transitioning to a more interactive, workshop-style format. This session included real-life examples and practical guidance, thanks to the enthusiastic contributions of Amit Banerjee and Mohammed Mirza from APEGA.

As in past years, we continued our outreach efforts with post-secondary institutions. We held our annual ‘Life as a Consulting Engineer’ event at the University of Calgary and the ‘Life as a Consulting Engineering Technologist’ session at SAIT. While University of Calgary attendance was lower—likely due to the timing near exams—the SAIT event was well-attended and generated strong engagement. These sessions remain a vital avenue for promoting the consulting engineering profession to the next generation. We are grateful to all our presenters.

This year, we also made significant progress in launching our High School Outreach Program, successfully scheduling a presentation at a local high school for June 2025. This initiative aims to inspire students to consider careers in consulting engineering as they plan their post-secondary education.

In April, we hosted our second technical tour of the year, exploring the construction of a new pump station in the Starlight community in southwest Calgary. The tour was well-attended and offered insights relevant to multiple engineering disciplines.

Looking ahead, in May, we will host the YP Spring Mixer at National on 10th, featuring bowling, appetizers, and networking opportunities.

To wrap up the year, we will conduct a third technical tour of the Sunnyside Flood Barrier in June, led by the contractor, to explore key aspects of constructability, coordination, and flood mitigation strategies.

Appreciation and Acknowledgements

I’m excited about the future of the Calgary YP committee and am confident that our dedicated team will continue to grow and lead meaningful initiatives in the years ahead. Big thank you to all our members for their ideas, time, and effort this year.

Special thanks to the following committee members for their invaluable contributions:

- Alex Eddie, Thurber Engineering
- Michael D’Souza, Klohn Crippen Berger
- Osama Javid, Tetra Tech
- Byron Urquhart, Thurber Engineering
- Debra Dawal, McElhanney Consulting
- Deanne Melgar, Hatch
- Parker Jorgensen, Lex3 Engineering
- Ryan Brosas, Steenhof Building Services Group
- Jayden Roch, McElhanney Consulting
- Sarim Baig, HGC Engineering
- Muhammad Ali, Thurber Engineering
- Monica Purewal, McElhanney Consulting
- Sudipta Bhowmick, Kohn Crippen Berger
- Reilly Roberts, McElhanney Consulting
- Ruben Del Rosario, Tetra Tech

Thank you all for making this a successful year!



Young Professionals' Group Edmonton



CHAIR: Jarrett Zilinski, P.Eng.
McElhanney Ltd.

Over the past year, the Young Professionals' Edmonton Group has seen tremendous growth and engagement, marked by increased participation across all events and committee meetings. This momentum reflects the growing interest among emerging professionals in building connections, sharing knowledge, and strengthening their involvement in Alberta's consulting engineering community.

One of the most significant highlights of the year was the highly successful Young Professionals Conference held in Kananaskis, Alberta. This signature event brought together young professionals from across the province for a couple days of networking, professional development, and knowledge sharing in a picturesque mountain setting. The conference fostered meaningful conversations around leadership, innovation, and career growth, leaving attendees inspired and energized.

Locally, the Edmonton Group hosted several engaging and well-attended events that showcased the diverse interests of its members. The Arcadia Brewery Tour and Trivia Night combined social interaction

with fun and friendly competition, connecting YPs from many different consulting companies. The "Day in the Life of a Consulting Engineer" events at the University of Alberta and NAIT offered students a valuable glimpse into the profession. These sessions were met with enthusiasm from both students and professionals, offering insights into real-world projects and career pathways, and helping bridge the gap between academia and industry.

Looking ahead, the Edmonton Group is excited to close out the season with two more events. The annual "40 Under 40" event is coming up in late May, which will showcase Edmonton leaders in their respective industries and provide insight into what has made them so successful. In addition, the group is organizing a technical tour of the newly constructed Strathcona Footbridge—an opportunity for members to gain behind-the-scenes insight into a complex and high-profile infrastructure project.

The CEA Young Professionals Edmonton Group continues to thrive and this year we have seen many new and existing members committing to keep supporting YP initiatives and come up with new ways to connect folks across the industry. While our committee has become too large to mention everyone by name, I wanted to personally thank all those who have worked hard to attend and organize all the events over the past year. We look forward to Josh Visser (V3) and Noah Wishart (Associated Engineering) who will be taking over as Chair and Vice-Chair, respectively, for the upcoming year.



Environmental Committee



Kathryn Wilneff, P.Eng., PMP
WSP

Over the past two years, the Environmental Committee has been focusing on trying to improve regulatory response time for documents (such as permits, licences and approvals) issued by the Government of Alberta under the *Water Act* and the *Environmental Protection and Enhancement Act (EPEA)*.

This initiative is gaining momentum. Quarterly meetings have been set

up between the CEA, the Chair and Co-chair of the Environment Committee, and the Assistant Deputy Minister, Regulatory Assurance Division of Alberta Environment and Protected Areas. There have also been additional meetings between Alberta Environment and Protected Areas and members of the environmental committee, to exchange information regarding the use of the Digital Regulatory Assurance System (DRAS) for *Water Act* submissions, and to exchange

information regarding the *EPEA* approval application and renewal processes.

We are extremely excited to finally be working with Alberta Environment and Protected Areas and look forward to continuing to interact with them on a regular basis.

Environmental topics of concern discussed during these meetings included the following:

- New objectives for PFAS concentrations in drinking water
- PFAS contamination in other environmental aspects (such as soil and wastewater)

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Congratulations to the Winning Firms!



	Award of Excellence	Award of Merit
Building Engineering - Commercial	Project: BMO Convention Centre Expansion Firm: Joint: Stantec Consulting Ltd. & RJC Engineers	Project: Lendrum Affordable Housing Redevelopment Firm: Englobe Corp.
Building Engineering - Institutional	Project: Arthur J.E. Child Comprehensive Cancer Centre Firm: Joint: Stantec Consulting Ltd.; DIALOG; Smith + Andersen	Project: Gene Zwozdesky Centre at Norwood Firm: Joint: DIALOG & SMP Engineering
Community Development	Project: Bonaparte First Nation IR2 Water System Improvements Firm: GHD Limited	Project: Lethbridge Recovery Community Firm: MPE a division of Englobe
Community Outreach and In-House Initiatives	Project: Al-Terra: Compassionate Citizens of our Community Firm: Al-Terra	Project: Building Community Capacity Firm: Associated Engineering
Environmental	Project: GHG Monitoring Firm: GHD Limited	Project: Giant Mine Remediation Project: Stabilization, Substantive Design and Regulatory Approval Firm: Joint: WSP & AECOM
Natural Resource Production	Project: Giant Mine Remediation Project: Stabilization, Substantive Design and Regulatory Approval Firm: Joint: WSP & AECOM	Project: Oilsands Overburden Waste Dump Firm: Thurber Engineering Ltd.
Project Management	Project: Valley Line Southeast LRT Firm: Joint: AECOM; DIALOG; Hatch; ISL Engineering and Land Services Ltd.; Mott MacDonald Canada Limited; SMA Consulting Ltd.; Thurber Engineering Ltd.	Project: Design-Build Innovation: Collaborative Project Management of West Calgary Ring Road Firm: Associated Engineering
Small Firm - Big Impact	Project: 99 Avenue Sanitary Trunk Bypass Project Firm: SMA Consulting Ltd.	Project: Empathetic Project Management Strategies to Facilitate Sustainable Neighbourhood Renewals Firm: Al-Terra
Studies, Software & Special Services	Project: Coast to Coast: Understanding Infrastructure Maintenance Needs for Parks Canada Firm: Associated Engineering	Project: GHG Monitoring Firm: GHD Limited
Sustainable Design	Project: Feasibility Study for Green Hydrogen Production at Lulu Island WWTP Firm: GHD Limited	Project: Arthur J.E. Child Comprehensive Cancer Centre Firm: Joint: Stantec Consulting Ltd.; DIALOG; Smith + Andersen
Transportation Infrastructure - Roads, Interchanges, Airports, Mass Transit	Project: West Calgary Ring Road - Highway 8 to Old Banff Coach Road Segment Firm: Joint: Hatch & CIMA Canada Inc. (CIMA+)	Project: Valley Line Southeast LRT Firm: Joint: AECOM; DIALOG; Hatch; ISL Engineering and Land Services Ltd.; Mott MacDonald Canada Limited; SMA Consulting Ltd.; Thurber Engineering Ltd.
Transportation Infrastructure - Transportation Structures	Project: West Calgary Ring Road - Highway 8 to Old Banff Coach Road Segment Firm: Joint: Hatch & CIMA Canada Inc. (CIMA+)	Project: Bow Valley Gap Wildlife Overpass Firm: DIALOG
Water Resources	Project: Horsefly Regional Emergency Spillway Phase 1 Firm: MPE a division of Englobe	Project: Project: Lloydminster Wastewater Treatment Facility Firm: ISL Engineering and Land Services Ltd.

Lieutenant Governor's Award for Distinguished Service

Innovator, Collaborator and Community Builder

JEFF DIBATTISTA'S resumé boasts an impressive collection of building and infrastructure projects, accumulated over a 20+ year professional engineering career. But he is perhaps most proud of the people he's been able to work with and learn from, as well as those whose lives have been positively impacted by the projects he's led.

As the 2025 recipient of the Consulting Engineers of Alberta's Lieutenant Governor's Award for Distinguished Achievement, he recognizes a few key themes that emerged throughout his career, including collaboration, giving back to your community and making the most of opportunities as they arise.

"One of my core beliefs is that you should make big plans and then go do them," he says. That's exactly what DiBattista did in 1993 after graduating from the University of Waterloo's civil engineering program. He and his wife Traci packed up their lives and moved across the country to Edmonton for a planned two-year stay while he completed a master's degree in structural engineering. "Neither of us had been to Edmonton before, and this was before the internet so we just thought we'd go on an adventure," he says.

But before long, that plan for adventure evolved into something even bigger. After completing his master's, DiBattista went on to complete his PhD at the University of Alberta, where he met many future colleagues and collaborators. One of those was Jim Montgomery of DIALOG. The two would go on to work together, with DiBattista joining DIALOG and working on some of Edmonton's biggest infrastructure projects.

The University of Alberta campus served as a backdrop for many important moments in DiBattista's life. And although he didn't know it when he was a graduate student, he would one day leave his own mark on the buildings and classrooms where he spent long hours studying. Many of the most memorable projects from DiBattista's career were connected to the University of Alberta. He beams with pride when discussing the design and building process for the Edmonton Clinic Health Academy and the Kaye Edmonton Clinic. Although both projects came with their own challenges, the final results more than made up for it.

"They were big projects — very stressful and intense with a lot of demands," he says. "But it feels really good to know that both of those buildings are serving the health care faculties at the U of A as well as patients." Those aren't the only buildings at the University of Alberta DiBattista had a hand in shaping. He also served as the structural engineering project manager for the Markin/CNRL Natural Resources Engineering Facility — a building where he would have spent his academic career.

"Not only was I designing a building for my faculty at my alma mater, but it was actually my department. All of my professors from my master's degree and from my PhD were moving their offices into that building. So let's just say I was feeling a little bit of pressure to do a really great job," he laughs.

But perhaps no other project holds a place in DiBattista's heart like Edmonton's 100th Street Funicular. The project bridged a number of different professional practices, including structural engineering, landscape architecture and transportation design. The idea of collaboration with the different specialties piqued DiBattista's interest from the start. "That project embraces a lot of what I believe in terms of collaboration," he says. "Is it a structural engineering project? Or is it an architecture project or a transportation project? Well, it's got a funicular and a bridge and walking paths. It's a very integrated project and it's really just meant to make lives better for people," he says.

The project was the first of its kind in the city, connecting the downtown core with the city's verdant river valley. Its completion changed river valley access for Edmontonians, opening up new opportunities to enjoy natural spaces. "When it opened at the end of 2018, we had people saying they had never been able to get into the river valley before on their own because of mobility challenges, and now they could do it," he says. "To provide that kind of access felt really special."

In addition to working on these major infrastructure projects, DiBattista has also spent much of his career giving back to the engineering profession, serving terms on both the board of the Consulting Engineers of Alberta (including as president in 2010-2011) and on The Association of Professional Engineers and Geoscientists of Alberta's Council. He has also remained closely connected to the University of Alberta, most recently by leading the school's Civil Industry Advisory Board. The group bridges industry and academia, providing feedback and guidance to the school, so that the university can enhance its programming and better prepare students for life after graduation.

In a way, the group symbolizes the kinds of collaboration that DiBattista sees as integral to any project's success. "Many great opportunities are brought about by bringing together people with different experiences, perspectives and expertise," he says. "It's about collaborating to get things done that we couldn't do on our own, and really trying to make sure that we're providing the best possible service to society."



Harold L. Morrison Rising Young Professional Award 2025



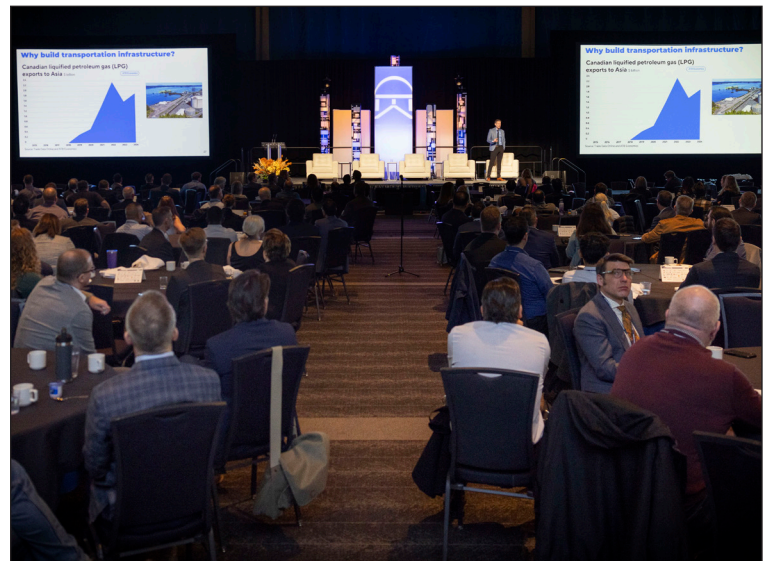
The Harold L. Morrison Rising Young Professional Award recognizes the outstanding and notable achievements in a young professional's career to date as well as their future potential. This year the award was presented to Jarrett Zilinski of McElhanney Ltd.



McElhanney

Jarrett is a Project Manager with a background in transportation planning, functional design and traffic engineering. Since earning his B.Sc. in Civil Engineering from the University of Alberta, Jarrett has become a key contributor to major transportation projects across Alberta. His expertise spans traffic data collection, transportation planning, cost estimation, and client and contractor relations.

Known for his ability to present complex transportation solutions in a clear and meaningful way, he earns the trust of municipal councils and stakeholders alike. He advocates for mentorship and equity, diversity and inclusion. He is Chair of the CEA Young Professionals Edmonton Committee and champions initiatives like the Be More Than a Bystander program at McElhanney.



CEA Member Firms 2024-2025

AECOM	LANIX ENGINEERING CO. LTD.
Akron Engineering Consultant's Group Ltd.	LEX3 Engineering Inc.
Almor Testing Services Ltd.	M2 Engineering
Al-Terra	Magna IV Engineering, Inc.
Aplin Martin	McElhanney Ltd.
Aptus Engineering Ltd.	MCW Hemisphere Ltd.
Arcadis	Mott MacDonald Canada Limited
Associated Engineering	MPA Engineering Ltd.
AtkinsRéalis Canada Inc.	MPE a division of Englobe
Banner Environmental Engineering Consultants Ltd.	Northwest Hydraulic Consultants Ltd.
Binnie Consulting Ltd.	OGL Engineering
CIMA Canada Inc. (CIMA+)	Parsons Inc.
Clifton Engineering Group Inc.	Pasquini & Associates Consulting Ltd.
COWI North America Ltd.	Patching Associates Acoustical Engineering Ltd.
CTM Design Services Ltd.	PBX Engineering Ltd.
CVL Engineers Inc.	RJC Engineers
D.E.S. Engineering Limited	Sameng Inc.
DIALOG	Scheffer Andrew Ltd.
Dillon Consulting Limited	SE Design and Consulting Inc.
Eagle Engineering Corp.	SMA Consulting Ltd.
Egis	Smith + Andersen
EHAN Engineering Ltd.	SMP Engineering
Englobe Corp.	SolidEarth Geotechnical Inc.
Entuitive Corporation	Stantec Consulting Ltd.
Envirogeotech Consulting Inc.	Steenhof Building Services Group
EXP Services Inc.	Stephenson Engineering Ltd.
FVB Energy Inc.	T2 Utility Engineers Inc.
GeoMetrix Group Engineering Ltd.	TDI
GHD Limited	Terracon Geotechnique Ltd.
Hatch	Tetra Tech Canada Inc.
Hawk's Aerial and Technical Solutions Inc.	Thurber Engineering Ltd.
HDR Corporation	TWD Technologies Ltd.
Hedgehog Technologies	Urban Systems Ltd.
HGC Noise Vibration Acoustics	V3 Companies of Canada Ltd.
ISL Engineering and Land Services Ltd.	Wave Engineering Consultants Inc
J.R. Paine & Associates Ltd.	WSP
Jacobs	
Kerr Wood Leidal Associates Ltd.	
Klohn Crippen Berger Ltd.	

CEA Member Charter

As Consulting Engineers, we provide professional advice, engineering expertise and knowledge and endeavor to serve the best interests of our clients. The relationship between Clients and Consulting Engineers are based on mutual trust and cooperation.

CEA fosters a positive business environment for the consulting industry by providing leadership to our members, and serving society through the promotion of economic growth, improved quality of life and environmental stewardship.

CEA’s vision is a sustainable consulting engineering industry that provides value and equality to society. In order to achieve this vision, CEA must continue to be the united voice that speaks for the industry, thereby promoting a high level of trust and respect among our Member firms and the public.

In recognition of this vision, the undersigned as Corporate Leaders of CEA Member companies acknowledge that membership in CEA is important to us and that our companies will uphold the CEA Code of Ethics and the following principles.

Our company will:

- | | |
|---|---|
| 1. Strive to enhance the stature of consulting engineering and the profession in general. | 5. Recruit staff in a manner that reflects how we would wish to be treated. |
| 2. Relate to other Members of CEA with integrity, and respect their reputation and business. | 6. Respect the clientele of other members of CEA and not attempt to supplant them when definite steps have been taken for their engagement. |
| 3. Demonstrate solidarity by supporting the Guidelines issues by the Board. | 7. Promote the selection of consultants based on qualifications and experience. |
| 4. Provide remuneration to our staff that is competitive with other industries to attract and retain the best and brightest people to our Industry. | 8. Encourage alliances between CEA member companies to offer the best available team to our Clients. |



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