

ANNUAL REPORT 2024 - 2025

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ABOUT ENGINEERS GEOSCIENTISTS MANITOBA

The Association was established on March 27, 1920, by The Engineering Profession Act to regulate the profession of engineering in Manitoba. In 1998, the Manitoba Legislature expanded the Association's mandate to regulate professional geoscientists in Manitoba with The Engineering and Geoscientific Professions Act.

In 2015, the Association adopted the working name of Engineers Geoscientists Manitoba while retaining the legal name of The Association of Professional Engineers and Geoscientists of the Province of Manitoba.

Its purposes are to:

- Govern and regulate the practice of professional engineering and professional geoscience in Manitoba;
- Promote and increase, in the public interest, the knowledge, skill, and competency, of its members, and of all other persons governed or regulated by it, in all things relating to the professions of engineering and geoscience;
- Advocate where the public interest is at risk;
- Promote professional engineering and professional geoscience and the role of the Association; and,
- Carry out any duties and exercise any powers that are given to it by another enactment.

It is governed by a Council of elected professional engineers and professional geoscientists and appointed public representatives. The Council has the authority to exercise any and all powers conferred on Engineers Geoscientists Manitoba by The Engineering and Geoscientific Professions Act or any other Act. The Association is a constituent member of both Engineers Canada and Geoscientists Canada.

Engineers Geoscientists Manitoba is the leader in governance and regulation for the practice of professional engineering and professional geoscience in the province of Manitoba. The Association administers The Engineering and Geoscientific Professions Act by licensing professional engineers and geoscientists and setting standards for and regulating these professions in Manitoba so that the public interest is served and protected.

Rigorously educated, experienced, and committed to a Code of Ethics that puts the public interest first, licensed engineers can be identified by the "P.Eng." and licensed geoscientists by the "P.Geo." after their names.

LAND ACKNOWLEDGEMENT

Engineers Geoscientists Manitoba governs and regulates the practice of professional engineering and professional geoscience in Manitoba. The Association acknowledges and respects the Treaties. We acknowledge that engineering and geoscience projects have played roles in harms that have been inflicted on First Nations, Inuit, and Métis Nations from resource extraction and development. We dedicate ourselves to moving forward with First Nations, Inuit, and Métis Nations, and rights holders in a spirit of reconciliation and collaboration in the meaningful exercise of Indigenous rights.

These remain First Nations, Inuit, and Métis lands: the lands of the Anishinaabeg, Ininiwak, Anisininewuk, Dakota Oyate, Dene, Inuit, and the national homeland of the Red River Métis. Their nations have welcomed many peoples who have arrived over generations and continue to make these lands home. First Nations, Inuit, and Métis have cared for the land, water, and relations, and developed innovative ways and methods to thrive in the harshest of conditions – the original engineers and geoscientists. We are committed to respecting and honouring their histories, cultures, and ongoing contributions to our professions.

VISION

Greater recognition of engineers and geoscientists as trusted professionals in society.

MISSION

Setting, upholding, and promoting high professional standards in engineering and geoscience.

COUNCIL GOVERNANCE

NEW STRATEGIC PLAN

In 2025, Engineers Geoscientists Manitoba established a new strategic plan to guide the Association's priorities and long-term direction. Informed by extensive input from practitioners, Council, and senior leadership, the plan reaffirms the Association's mandate while strengthening its vision, mission, and foundational value statements. The updated framework provides a clear focus on advancing regulatory excellence, supporting the professions, and enhancing organizational effectiveness.

The strategic plan identifies several key imperatives essential to the future of engineering and geoscience in Manitoba, including promoting equitable and efficient registration processes, supporting workforce mobility, and reinforcing public trust in the professions. It also emphasizes the importance of advocacy—ensuring that the contributions of engineers and geoscientists are better recognized—and highlights continued commitment to equity, diversity, inclusion, and fair practices for both new applicants and existing members.

Approved by Council on June 12, 2025, the plan establishes a strong foundation for the years ahead. Work is now underway to develop a balanced scorecard and operational plan that will translate strategic priorities into measurable actions and outcomes. Together, these efforts will ensure the Association remains responsive, forward-looking, and well positioned to meet the evolving needs of practitioners and the public it serves.

STRATEGIC IMPERATIVES

Strategic imperatives are the critical priorities that Engineers Geoscientists Manitoba will focus on to achieve our long-term vision. They serve as the guiding pillars that connect the Association's mission and values with measurable outcomes, ensuring that resources and efforts are directed toward what matters most.

By clearly identifying strategic imperatives, we create alignment across teams, strengthen decision-making, and provide a roadmap for navigating challenges and opportunities. These strategic imperatives will help us to focus, build momentum, and ensure that every initiative undertaken contributes meaningfully to the organization's overall success and sustainability.

- **The public will recognize the value of professional engineers and geoscientists.**
- **Our regulatory framework will be modernized.**
- **Our skilled and professional members will reflect the society that they serve.**
- **Our operations will be sustainable.**

ENGINEERS GEOSCIENTISTS MANITOBA 2024 - 2025 COUNCIL

- **David Amorim, P.Eng.**
Elected Councillor, President
- **Kathryn Atamanchuk, P.Eng., FEC**
Elected Councillor, Past President
- **Mike Houvardas, P.Eng.**
Elected Councillor, Vice-President
- **Steven Brennan**
Appointed Councillor
- **Kaitlin Fritz, P.Eng., FEC**
Elected Councillor
- **Carol Martiniuk, P.Geo.(SM)**
Elected Councillor
- **Crystal Paculan**
Appointed Councillor
- **Alan Pollard, P.Eng.(SM), FEC**
Elected Councillor
- **Justin Rempel**
Appointed Councillor
- **Julia Singh, P.Geo.**
Elected Councillor
- **Lisa Thomson, P.Eng.**
Elected Councillor
- **Shipra Verma**
Appointed Councillor
- **Kyle Ward, EIT**
Intern Councillor
- **Steven Wu, P.Eng., FEC**
Elected Councillor

PRESIDENT'S MESSAGE



As my term as the Association's 105th President comes to a close, I've taken time to reflect on what has been a meaningful and productive year for Engineers Geoscientists Manitoba. Our collective efforts have continued to strengthen the foundation of our organization and position us well for the future. This year, our focus mostly centered around three major priorities: continued advancement of our governance framework; development of our new strategic plan, and the ongoing work to modernize our governing legislation through the Act Re-Write Project.

Strengthening our Governance Framework

This year marked continued progress in strengthening governance at Engineers Geoscientists Manitoba. With support of Governance Solutions Inc., Council and its Committees refined existing policies and developed new policies and processes to ensure our governance model remains modern, effective, and accountable. Highlights include the creation of a Council competencies matrix, a Council evaluation framework, improvements to the nominating process, and a revamped CEO performance evaluation framework. These measures may not always be visible externally, but they are vital to maintaining confidence in our work and the integrity of our decision-making.

Strategic Plan Development

One of Council's key accomplishments this year was the creation of our new 2025-2029 Strategic Plan, which will guide the Association over the next several years. Developed through extensive consultation with members,

Council, and staff - and facilitated by Governance Solutions Inc. - the plan reflects a renewed vision: that the public recognizes Engineers and Geoscientists as trusted professionals.

Our mission continues to emphasize setting, upholding, and promoting high professional standards in Engineering and Geoscience, and for the first time, we've formally articulated our organizational values - Trust, Integrity, Stewardship, Professionalism, Collaboration, and Equity. These values will serve as the ethical and cultural backbone of our work moving forward.

The plan identifies four key strategic imperatives including the enhancement of public recognition of the professions, modernization of our regulatory framework, advancement of equity and inclusion within our membership, and ensuring the sustainability of our operations. Each of these imperatives is accompanied by clear objectives, formally replacing the Association's previous "Ends" under the past Carver governance model. To support Council's oversight, consulting firm MNP has been engaged to develop a Balanced Scorecard, which will serve to provide Council with measurable indicators of the Association's progress on these strategic imperatives.

Act Re-Write Project

Finally, the most significant undertaking this year has been the continued advancement of our Act Re-Write Project. This initiative to modernize the legislation that governs our professions is being spearheaded by the Association's Government Relations team with support of external legal counsel Filmore Riley, and with the support of the Government Relations Advisory Committee (GRAC) serving an advisory role - Council is ultimately engaged by the Government Relations team for reviews and approvals at major project milestones. I'd like to take this opportunity to thank Scott Sarna, Director of Government Relations, and consultant Eric Schillberg for their considerable efforts in continuing to advance this project.

Over the past year, the project has progressed steadily and reached an important milestone this summer, when senior provincial policy advisors confirmed the government's intent to introduce the new legislation in 2027; they encouraged the Association to take the necessary time to ensure that our Legislative Proposal (LP) is comprehensive before submission. Accordingly, the project schedule has been adjusted to present the draft LP to Council in January 2026, allowing time for additional development, review and consultation.

The LP contains a number of legislative objectives spanning a broad range of issues and topics. Among the legislative objectives I'm particularly interested in are those exploring the regulation of artificial intelligence and emerging technologies, clarifying the Association's dual mandate to both regulate and advocate for our professions, and establishing practice management plans and audits, now common in several western provinces. Engagement efforts continue to expand - including renewed Indigenous consultations and coordination with other Manitoba regulators - to ensure consistency and collaboration across professions.

Overall, this progress represents a careful balance of diligence and momentum. The work accomplished this year has meaningfully advanced the Act Re-Write Project - a major project that will shape our professions for decades to come.

As I complete my term, I want to express my sincere gratitude to my fellow Council members, our dedicated volunteers, and our exceptional staff. Serving as President has been both a privilege and a learning experience - a reminder of the importance of collaboration, trust, and shared purpose in serving the public good. The progress made this year lays a strong foundation for the future, and I am confident that Engineers Geoscientists Manitoba will continue to thrive and evolve under the capable leadership of incoming President, Mike Houvardas.

MESSAGE FROM THE CEO & REGISTRAR



Over the past year, Engineers Geoscientists Manitoba has continued to navigate through a period of purposeful transition. With the strategic plan now charted and the course set, we've been focused on ensuring that the ship remains steady while making meaningful progress toward our long-term goals.

One of the most significant undertakings this year was the completion and implementation of the revised Manual of Admissions, which came into effect on July 1, 2025. This work represents more than just a policy update—it's a reflection of our commitment to fairness, transparency, and alignment with national standards. The process was informed by extensive engagement with

- members,
- regulators across Canada, and,
- Manitoba's Fair Registration Practices Office.

The result is a more robust and inclusive admissions framework, including the introduction of competency-based academic assessment—an approach that recognizes the value of professional experience alongside formal education.

Our work on equity, diversity, and inclusion also continued to gain momentum. The Equity in Professional Regulation Action Plan remained a central focus, with the development of a public EDI Commitment Statement serving as a key milestone.

“Engineers Geoscientists Manitoba is committed to leading and supporting inclusive and equitable practices throughout the professions of engineering and geoscience. We recognize the need to address systemic issues of inequity and inequality in alignment with our mandate. Our practitioners are striving to continually advance a profession that reflects and embraces the diversity of our communities and encourages the competencies of open mindedness, respect, and empathy. Together, we share responsibility for protecting the public and ensuring that equity, diversity, and inclusion are treated as essential to our work.”

This statement, shaped through engagement with members and stakeholders, reinforces our shared responsibility to build a profession that reflects the communities we serve and protects.

Over the past year, we also celebrated the strength of our volunteer community. From the Spaghetti Bridge Competition to the Engineer-in-Residence program, our volunteers have once again demonstrated their dedication to inspiring the next generation. National Volunteer Week gave us the opportunity to formally recognize the many members who contribute their time and expertise to our outreach, governance, and regulatory initiatives.

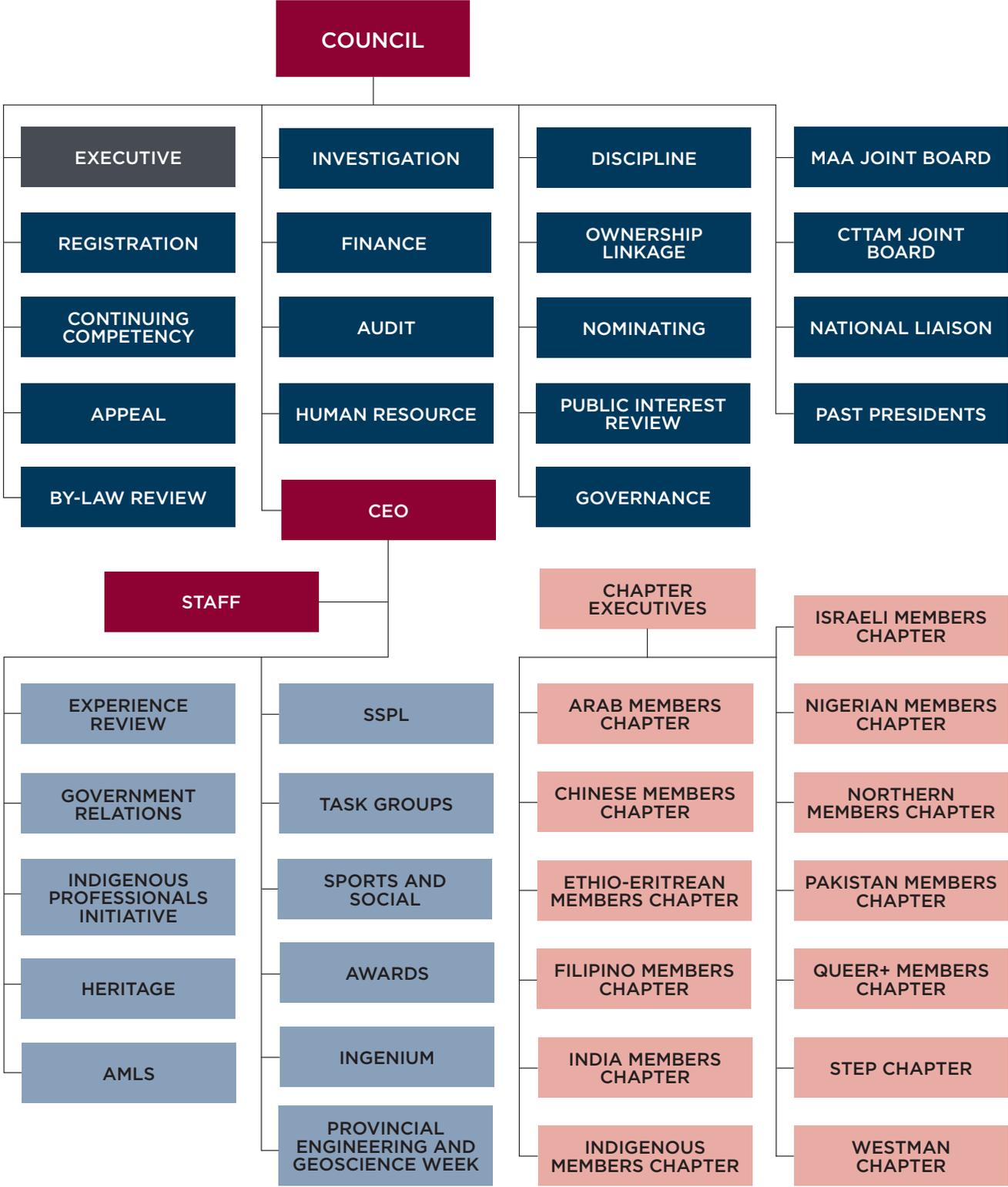
Other annual events continued to serve as important touchpoints for connection and collaboration. The 2025 Making Links Engineering Classic brought members together in a spirit of camaraderie and raised money for education, while the eighth Annual MLA Reception provided a valuable platform to engage with provincial leaders and highlight the essential role of engineers and geoscientists in Manitoba's development.

The Act Change Project reached a critical milestone this year with Council's approval of 53 proposed objectives. These recommendations, shaped through legal analysis and member engagement, set the stage for a full legislative rewrite. The government has confirmed its intent to introduce new legislation in 2027, and a senior policy advisor has been assigned to support the process. With drafting preparations underway and Indigenous consultations ongoing, the Association is well-positioned to modernize its regulatory framework with clarity, inclusivity, and purpose.

We also took time to honour excellence within our professions. The Association Awards, which were announced just a few hours ago, celebrated individuals and organizations whose contributions exemplify innovation, leadership, and service. These recognitions are more than ceremonial; they are reminders of the values we uphold and the impact our members have on the world around them.

As we look back on the year, I am reminded that progress is not always about acceleration. Sometimes, it's about maintaining a steady hand on the wheel, ensuring that each decision is grounded in principle, and that every step forward is taken with purpose. I remain grateful to our Council, volunteers, staff, and members for their continued trust and collaboration.

GOVERNANCE CHART



2024 - 2025 VOLUNTEERS

For more than a century, Engineers Geoscientists Manitoba has upheld its mandate to regulate the engineering and geoscience professions in the public interest, advancing high standards of competence, ethics, and professional practice across the province. This work is sustained not only by the dedication of licensed practitioners and staff, but also by the many volunteers who generously contribute their time, expertise, and leadership.

Guided by the Association's core values of trust, integrity, stewardship, professionalism, collaboration, and equity, these volunteers help strengthen our regulatory processes, enhance public understanding, and support initiatives that foster a safe, innovative, and inclusive engineering and geoscience community in Manitoba. Their commitment is essential to advancing our mission and ensuring that the professions continue to serve and protect Manitobans today and into the future. Thank you to those volunteers who served the 2024 - 2025 year on all Association Boards, Committees, and Task Groups.

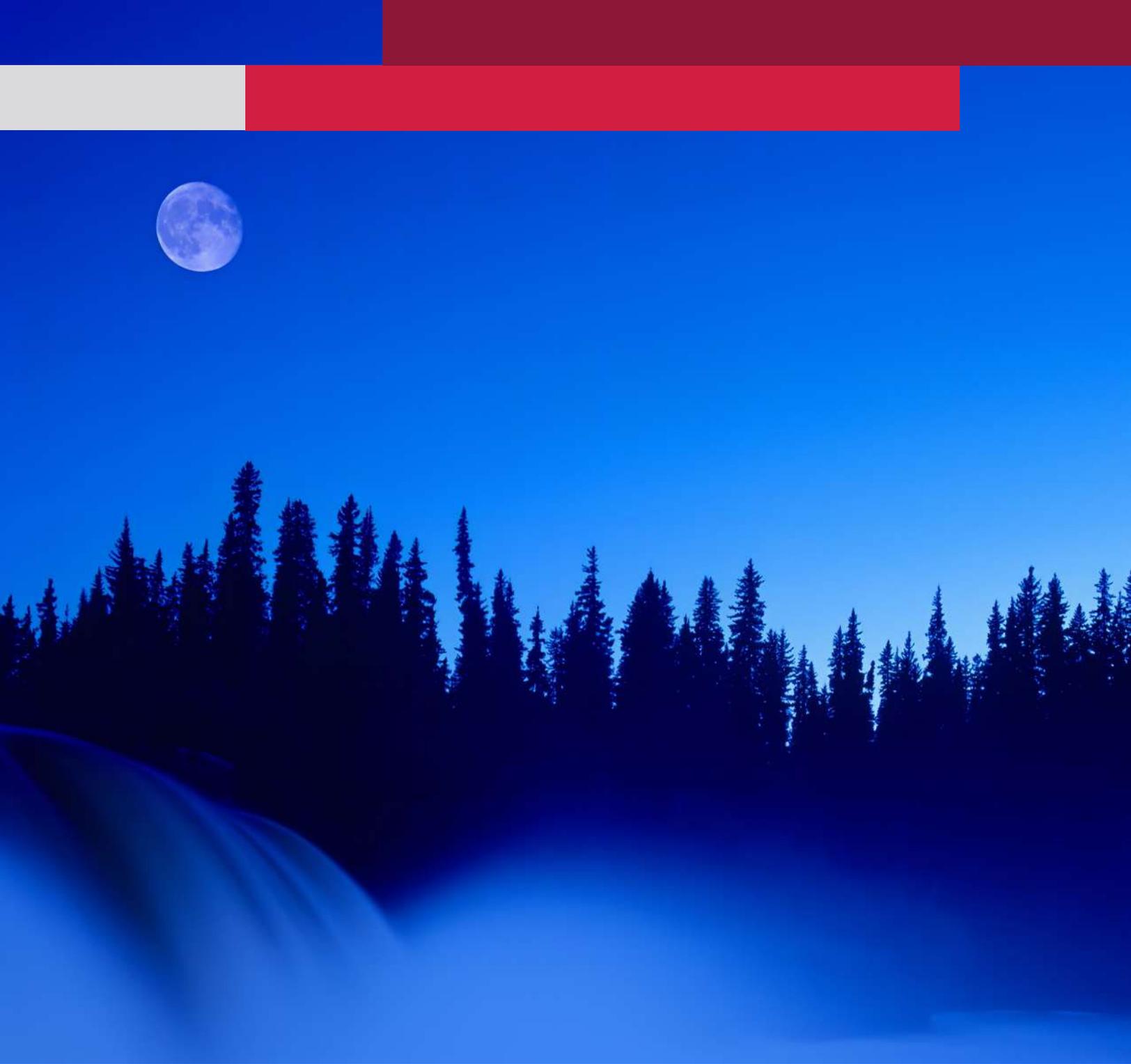
J.A. Abel, P.Eng.	J.A. Blatz, P.Eng., FEC	D.G. Dreger, P.Eng., FEC	K.M. Harb, P.Eng.
N.M.M.M. Aboutaleb, EIT	G.E. Blazek, P.Eng.	C.L. Dyck, P.Eng.(SM), FEC	W.U. Hassan, EIT
S.M. Abu Nawwas, P.Eng.	H. Boge, P.Eng.	D.A.J. Ennis, P.Eng.(SM), FEC	H. Hassanzadeh
M.A.M.E. Abuzeid P.Eng.	C.O. Bohm, P.Geo.	B.G. Erkabu, P.Eng.	Khakmardani, P.Eng.
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A.S. Adeoye, EIT	J.L. Braga, P.Eng.	L.C. Ezeogbulafor, EIT	C.T.D. Heske, P.Eng.
J.T. Adu, P.Eng.	W.H. Brant, P.Eng., FEC	Y. Fang	C.J. Hewitt, P.Eng., FEC
A.M. Aftanas, P.Eng.(SM), FEC	A.M. Brawerman, P.Eng. FEC	K.A. Fanstone, P.Eng.	M. Hiebert, P.Eng.
L.L.T. Ager, EIT	S.W. Brennan	G.R. Faveri, P.Eng.	D.D.J. Himbeault
A. Aghajani, P.Eng.	W.J. Burgess, P.Eng.	B.K. Fell	R.P. Hoemsen, P.Eng., FEC
M. Ahmeduzzaman, P.Eng.	L.D. Cabasug, EIT	L.R. Ferchoff, P.Eng.(SM), FEC	M.A. Houvardas, P.Eng.
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D.A.M. Archer, EIT	V. Churilov, P.Eng.	E. Fonseca, P.Eng.	T.R. Ingelbeen, P.Eng.
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		M.S. Hajar, EIT	A.G. Kraj, P.Eng.

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 L.R. Le Léannec, P.Geo.
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 S. Mitra, P.Eng.

M.N.M. Mohamed, EIT
 N. Mohammad EIT
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 S.C. Moyer, EIT
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 S. Nami, P.Eng.
 A. Nelson
 N.M.C. Nguyen, P.Eng.
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 A.V. Ogundare, P.Eng.
 O.T. Ola
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 T.D.N. Posch, EIT
 N.C. Privat, P.Eng.
 P.L. Pulak
 Q. Qiao, P.Eng.
 S. Qiu, EIT

L.A.Y. Quan, P.Eng.
 T. Rahman, P.Eng.
 A.R. Raichura, P.Eng.
 C.A.A. Ramirez, P.Eng.
 A. Razzaq, EIT
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 J. Reinsch, FEC
 J.N. Rempel, P.Eng., FEC
 J. Rempel
 L. Reznik, P.Eng.
 C.L.M. Rivard, P.Eng.
 J.C.A. Rivard, EIT
 J.S. Roadley, P.Eng.
 R.J.V. Robillos, P.Eng.
 C.D. Roque Pena, P.Eng.
 G.A. Rutherford, P.Eng.
 J.L. Ryan, P.Eng.
 M.W. Safklou, P.Eng.
 J.A.A. Salcedo-Carag, EIT
 M. Samiee, P.Eng.
 B.M. Samkari, P.Eng.
 C.S. Sandhu, P.Eng.
 D.S. Sandhu, P.Eng.
 J.T. Santos, P.Eng.
 J.B.D.L. Santos, EIT
 R.A.S.C. Sator, P.Eng.
 M.J. Scerbo, P.Eng.
 A.R. Schappert, P.Eng.
 M.S. Schenk, P.Eng.
 K.B. Schram, P.Eng.
 S.B.B. Secter, P.Eng.
 M.K. Seewald, P.Eng.
 M.M. Sefin
 T.M. Semenchuk, EIT
 K.N. Shambo
 S.J. Shelemy, P.Eng.
 T. Sherepanov, P.Eng.
 A.D. Silk, P.Eng., FEC
 K.K.T. Sim, P.Eng., FEC
 M.A. Singer, P.Eng., FEC
 E. Singh, P.Eng.
 I. Singh, P.Eng.
 J.E. Singh, P.Geo.
 P.M.A. Slota, P.Eng.
 I.C. Smallwood, P.Eng., FEC
 T.W. Smeall, P.Eng.
 E.W. Smith, P.Eng.
 G.E.P. Smith, P.Eng.
 M.P. Smith, P.Geo.
 T. Soares Lara, P.Eng.
 S.H.S. Soprovich, P.Eng.
 P.R.R. Soriano, P.Eng.
 D.N. Spangelo, P.Eng.(SM),
 FEC
 J.D. St. Laurent, P.Eng., FEC
 T.D.M. Starodub, P.Eng.(SM),
 FEC
 R.R. Sugden, P.Eng., FEC

S. Suri, P.Eng.
 W.M. Tadesse, EIT
 P.V.I. Taiarol, P.Eng., FEC
 E.C. Tapia, EIT
 R.P. Tarun, EIT
 E. Teklemariam, P.Eng., FEC
 M.S. Thakar, P.Eng.
 A. Thakur, P.Eng.
 W.E. Thames, P.Eng.
 D.J. Thomson, P.Eng.
 L.H. Thomson, P.Eng.
 F. Timyati, P.Eng.
 H.G. Tolossa, P.Eng.
 M. Toma, P.Eng.
 S. Tremblay, P.Eng.
 C.N. Trenholm, P.Eng., FEC
 K.E. Trotter, P.Eng.
 H.M. Turanli, P.Eng.(SM), FEC
 W.M. Turchyn, P.Eng.(SM),
 FEC
 M.E. Ugbor
 R. Vaid, P.Eng.
 P.G. Vandoorne, P.Eng.
 S. Verma, FCPA, FCA
 A. Vij, EIT
 C.M. Vitt, P.Eng.
 A. Vladimirovsky, P.Eng.
 Y. Wang, EIT
 K.C.P. Ward, EIT
 A.S. Warring, EIT
 P. Washchyshyn, P.Eng.(SM),
 FEC
 K.L. Wassell Calitis, P.Geo.
 J.G. Watling, FEC
 C.R. Watters, GIT
 E.M. Watters, P.Eng.
 M.S. Wetick, P.Eng.
 S.R. Whaley, P.Eng., FEC
 G.J. Whiffen, P.Eng., FEC
 B.J.P. White, EIT
 C.W. Whitton, P.Eng.
 D.G.P. Wijeweera, P.Eng.
 P.V. Williams, P.Eng.
 J.A. Wires-Munro, P.Eng.
 G.M. Wolk, P.Eng.
 W.K. Wong, P.Eng.
 W. Wu, P.Eng., FEC
 S. Xu, P.Eng.
 J. Yang, EIT
 R.R.O. Yang, P.Eng.
 T. Yeasmin, P.Eng.
 Q. Yuan, P.Eng.
 J. Zarate
 R. Zhang
 D.E. Zubert, P.Eng., FEC
 K.R. Zurek, FEC

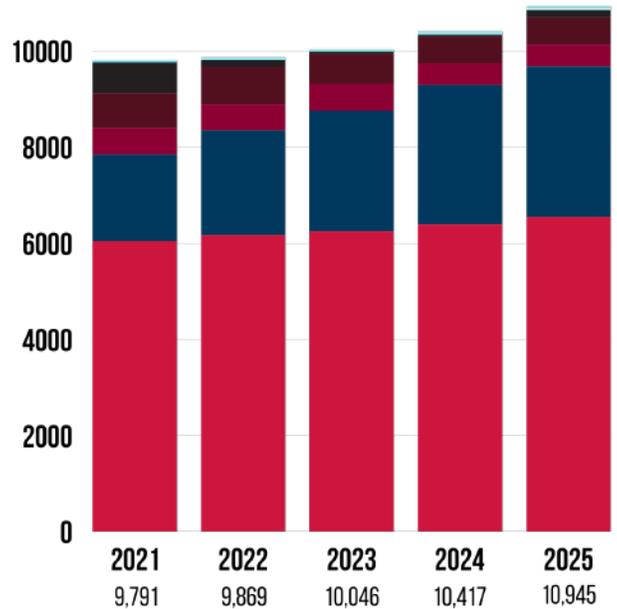


DEPARTMENT UPDATES

2024 - 2025 MEMBER STATS

NUMBER OF REGISTRANTS AND STUDENTS OVER 5 YEARS

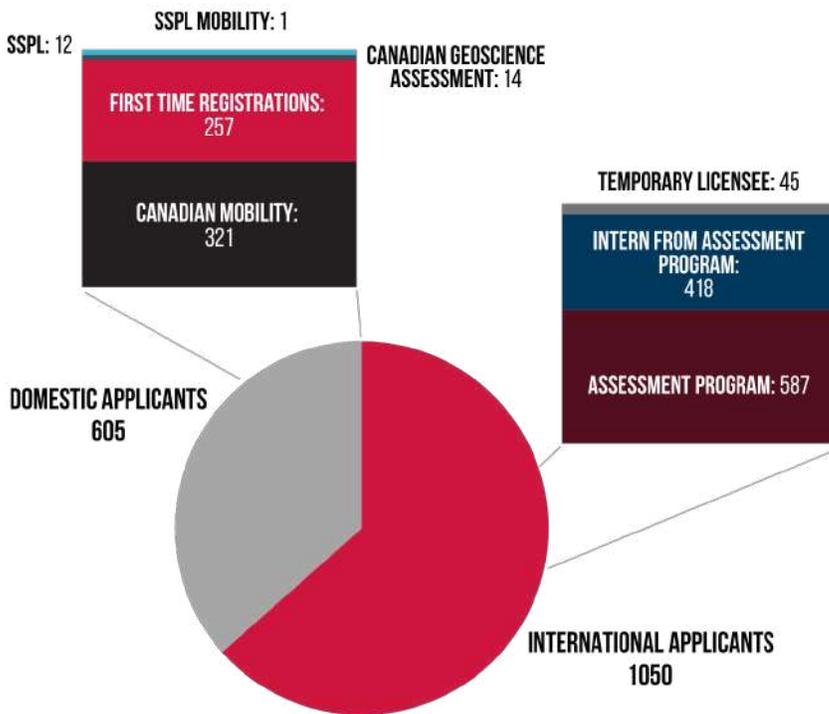
As of June 30



ASSESSMENT	ON LEAVE
FULL PRACTICING	SENIOR
INTERN	SPECIFIED SCOPE
LICENSEE	STUDENT

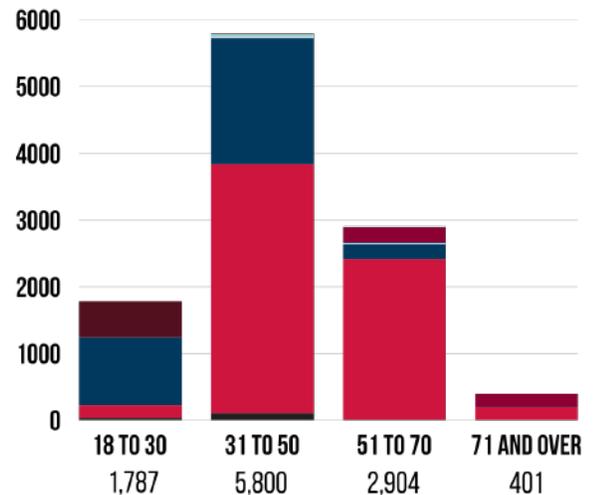
APPLICANTS COMING FROM INTERNATIONAL VS. DOMESTIC

July 1, 2024 - June 30, 2025



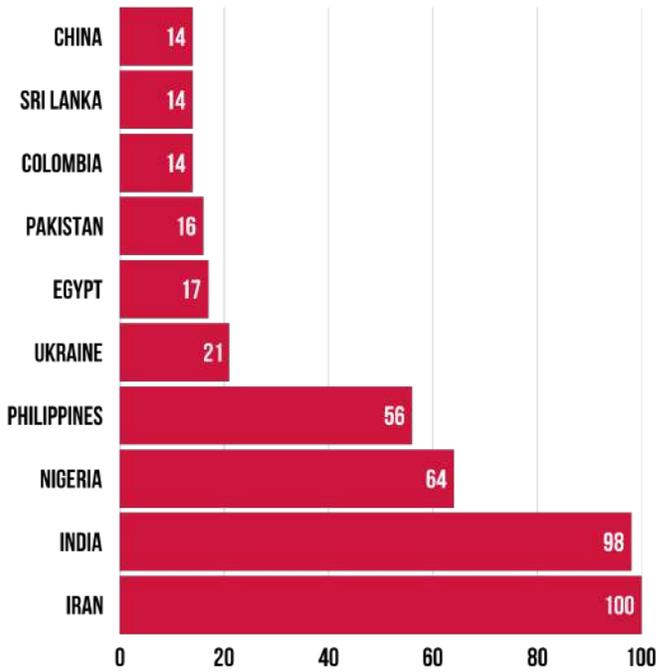
NUMBER OF REGISTRANTS BY AGE

As of June 30, 2025



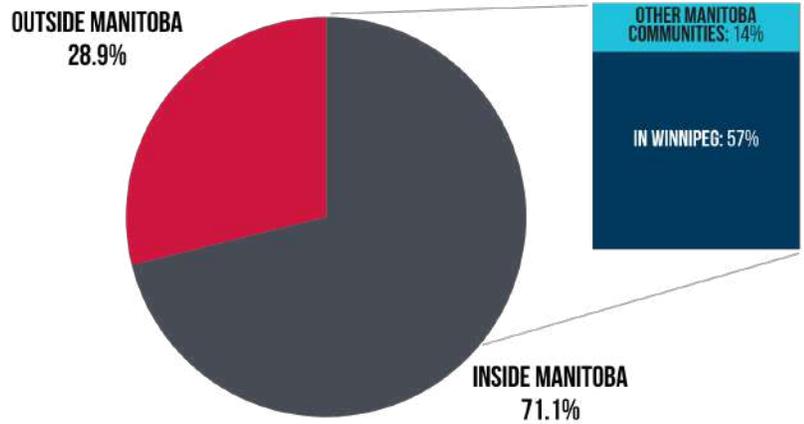
TOP 10 COUNTRIES FOR INTERNATIONAL APPLICANTS

July 1, 2024 - June 30, 2025



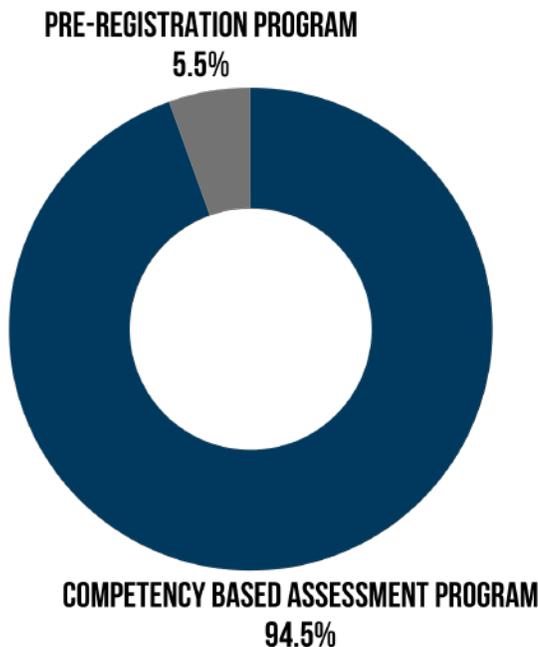
CURRENT REGISTRANTS IN MANITOBA VS. OUTSIDE MANITOBA

As of June 30, 2025, based on home address



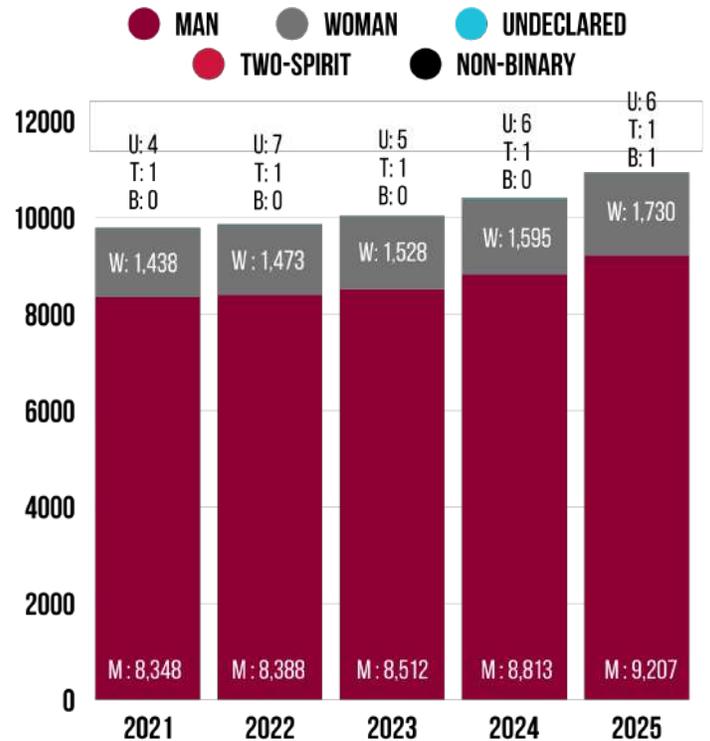
CURRENT INTERNS IN PRE-REGISTRATION PROGRAM VS. COMPETENCY BASED ASSESSMENT PROGRAM

As of June 30, 2025



NUMBER OF REGISTRANTS AND STUDENTS BY GENDER

As of June 30



ADMISSIONS

CONTINUED INTEREST IN PROFESSIONAL REGISTRATION

Canadian inter-association mobility applications remained stable compared to last year. Admissions staff ensured an applicant's good standing before the Registrar approved applications from other Canadian jurisdictions. The Registrar's decision on mobility applications is required within 30 days to comply with the Domestic Labour Mobility Applicants Regulation. This was achieved on 99.5% of applications with most inter-association mobility approvals taking less than 10 days.

Applicants enrolling to become interns dropped slightly by 9.6% in 2024-2025, with 761 new interns compared to last year, 842. Once enrolled as an intern, applicants are required to complete competency-based assessment to be eligible for professional registration. This year, there were 258 new first time professional registrations from intern. This was an increase of 17%, with 183 of 258 new first-time professional registrations via competency-based assessment.

COMPETENCY-BASED ASSESSMENT (CBA)

CBA is the process to assess an applicant's competencies gained through work experience and readiness for professional registration. Admissions continued to offer virtual how to apply and CBA overview sessions for prospective applicants, interns and validators, and offered a CBA validator session at Ingenium 2024. Presentations were also delivered to Manitoba engineering employers and newcomer organizations. Efforts to recruit volunteer CBA assessors continued, with 13 new assessors joining, for a total of 69 assessors. Two CBA assessor sessions were delivered to discuss and share best practices for conducting assessments.

CHANGES TO ACADEMIC ASSESSMENT

The Admissions Department was actively involved in supporting the Manual of Admissions Task Group and work to revise the academic assessment criteria for intern enrollment and confirmatory program options. Council approved the revised Manual of Admissions on June 12, 2025, for implementation July 1, 2025. The Department prepared and led implementation efforts including recruitment of academic assessors and the new Academic Review Committee.

COMPLIANCE WITH FAIR REGISTRATION PRACTICES

Under The Fair Registration Practices in Regulated Professions Act, the new Language Proficiency Testing Regulation came into effect in September 2024, which requires regulators to accept specific language tests and waiving of testing requirements for academic programs instructed and evaluated in English. The Association implemented policy changes to ensure compliance, which was confirmed by the Fair Registration Practices Office.

OUTREACH TO STUDENTS

Admissions staff presented to engineering and geoscience students at the University of Manitoba as well as civil engineering technology students at the Red River College on the pathway to registration and licensure. The department also established monthly student hours at the Price Faculty of Engineering to provide an opportunity for information sharing to engineering students.



EQUITY & REPRESENTATION

EQUITY IN REGULATION ACTION PLAN PROGRESS

Implementation of the Equity in Regulation Action Plan has made the following progress:

The Equity in Regulation Action Plan was developed in 2024 after the completion of an environmental scan and practitioner engagement. Over the past year, action items have included the creation of the Equity, Diversity and Inclusion (EDI) Committee, the development of an EDI commitment statement, evaluation of existing Truth and Reconciliation and EDI professional development modules, and the development of EDI Guiding Principles tool for the review and development of existing and new policies and processes. The Director of the department also presented the action plan to a newly formed Engineers Canada CEO task group looking to collaborate on EDI work across the country.

EQUITY, DIVERSITY AND INCLUSION COMMITMENT STATEMENT

Engineers Geoscientists Manitoba is committed to leading and supporting inclusive and equitable practices throughout the professions of engineering and geoscience. We recognize the need to address systemic issues of inequity and inequality in alignment with our mandate.

Our practitioners are striving to continually advance a profession that reflects and embraces the diversity of our communities and encourages the competencies of open mindedness, respect, and empathy.

Together, we share responsibility for protecting the public and ensuring that equity, diversity, and inclusion are treated as essential to our work.

INDIGENOUS PROFESSIONALS INITIATIVE

The Association continues to build relationships with Indigenous governments (AMC, SCO, MKO, MMF), the Maamawi bigiwewininaanig giniijaanisaanig - Together We Will Bring Them Home - Indian Residential School Council, organizations (AISES, ENGAP, Wii Chiiwaakanak), educators, and practitioners in ongoing efforts to better serve their nations, communities, citizens, practitioners, and students.

The Our Future campaign was run for a second year to inspire Indigenous and non-Indigenous students to consider engineering as a career.

OTHER ONGOING INITIATIVES

The 2024-2025 Women in Engineering and Geoscience Mentorship program had one P.Geo, two GITs, two geoscience students, 38 P.Eng.'s, 42 EITs, and 82 engineering students participate for another successful year.

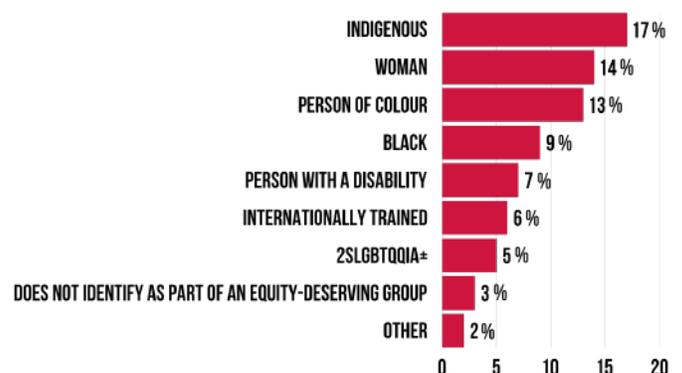
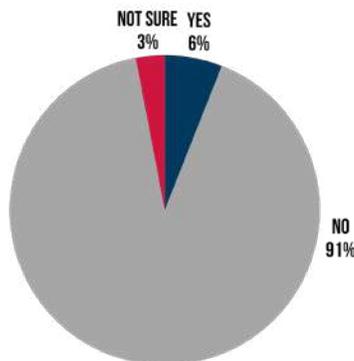
The department hosted a series of professional development workshops and events, including:

- Walking in a Good Way to Pave the Way for EDI in Engineering and Geoscience
- Understanding How to Engage with Diverse Public for Our Projects
- Professional Engineers and Geoscientists are Key in Walking with (Re)conciliation
- Understanding Foundational Teachings to Work Towards Two-Eyed Seeing
- Event in Honour of Indigenous Peoples Day: All My Relations Workshop
- Celebrating the Amazing Work of Women Engineers - International Women in Engineering Day Panel

and the Manitoba 2030 Coalition mentorship series:

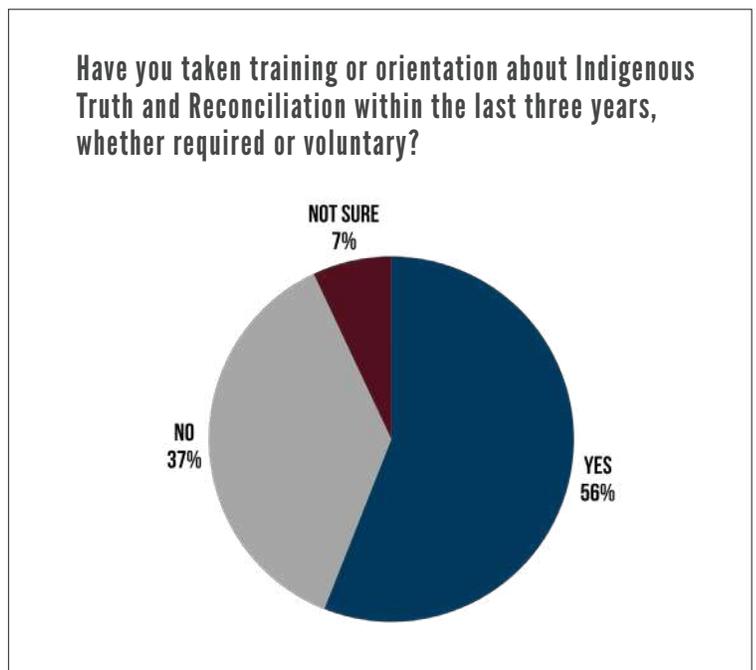
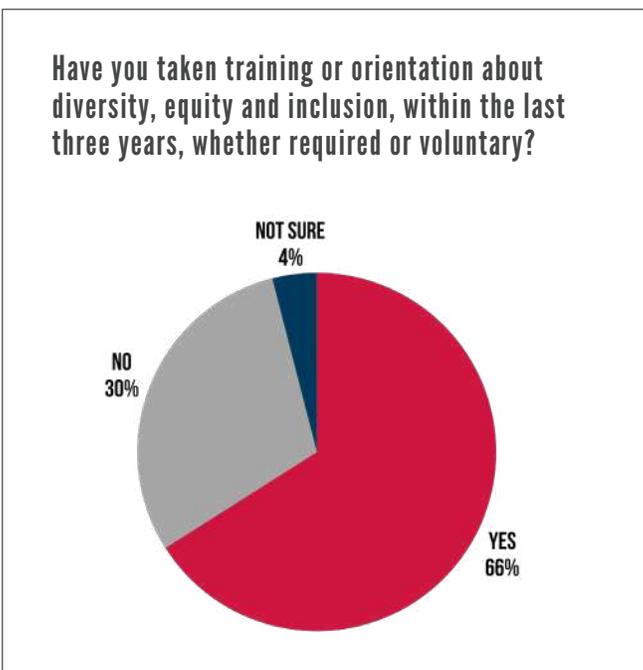
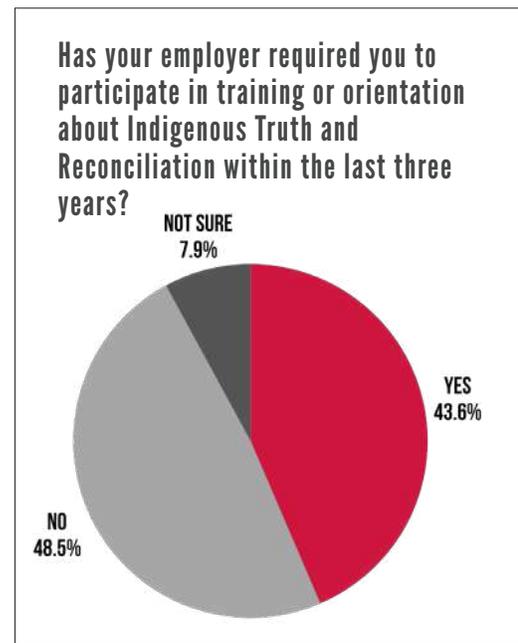
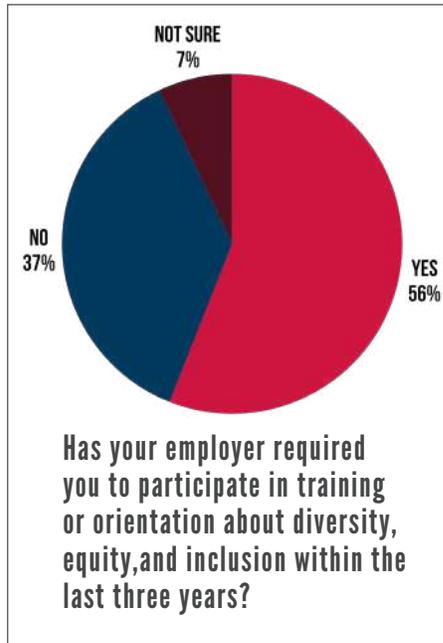
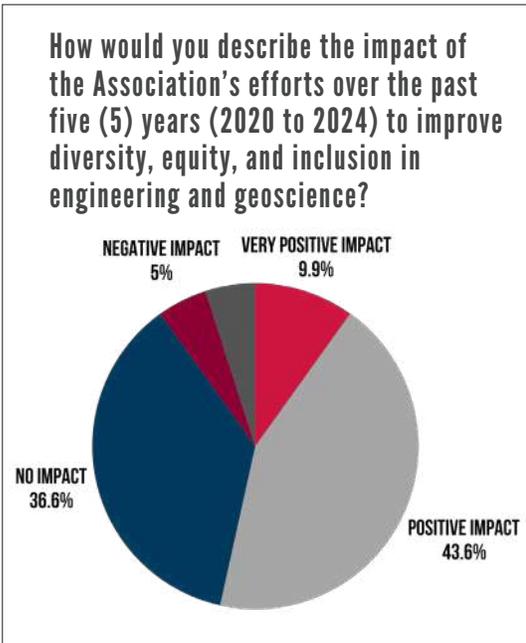
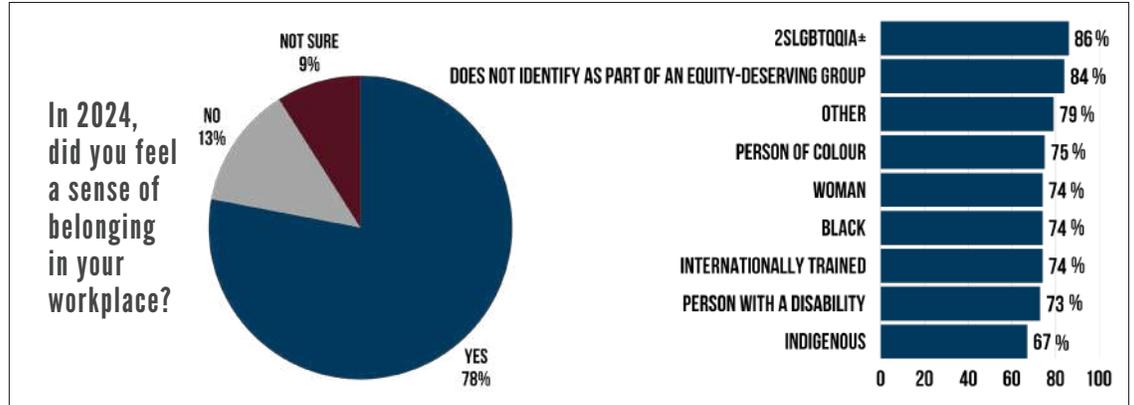
- Retaining Talent: Research & Real World Experiences on establishing Equitable Mentorship Programs
- How to Be an Effective Mentor - Best Practices
- How to Get the Most Out of Mentorship - Best Practices for Mentees

In 2024, did you consider leaving the profession as a result of unwelcome comments or conduct or differential treatment?



2025 PRACTITIONER SURVEY

The 2025 Practitioner Survey EDI results can be found here. Notably, respondents continue to report differential experiences and sense of belonging in the professions, based on their identities. Encouragingly, practitioners report higher rates of voluntary TRC and EDI training than they are required to take by their employer and the majority of respondents describe EDI efforts by the Association and their employer as positive or very positive.



GOVERNMENT RELATIONS

LEGISLATIVE UPDATE: THE ENGINEERING AND GEOSCIENTIFIC PROFESSIONS ACT

The Act Change Project has advanced into its next phase with Council's receipt of the finalized Legislative Objectives Document – Version C. After constructive discussions with the Minister's staff and formal confirmation of the government's plan to introduce legislation in 2027, the Association has moved into a more structured planning stage. Legal counsel has completed a comparative analysis and obtained official guidance on legislative formatting. The government has now assigned a senior policy advisor. While most right-holder consultations are complete, engagement with Indigenous communities is ongoing. The Council's June 12 vote marks a key milestone, as focus shifts to legal drafting, policy coordination, and the development of strong legislative materials to support upcoming Council decisions and formal submissions to government.

LEGISLATIVE OBJECTIVES DOCUMENT

The finalized Legislative Objectives Document – Version C was presented to Council for consideration at its June 12, 2025, meeting. This comprehensive document outlines 53 proposed statutory reforms, developed through internal consultation, legal analysis, and operational review. To support informed decision-making, a dedicated Council information session was held on June 4, 2025, allowing members to discuss and provide input prior to the vote. Feedback from this session informed a structured motion framework, enabling Council to approve, defer, set aside, retain for future policy work, or reject each objective. The recommendations are grouped by theme such as governance modernization, statutory authority, registration and discipline, advocacy, proactive regulation, environmental responsibility, and technologist recognition, and assessed for their appropriate placement in legislation, by-laws, or policy.

LEGAL

Legal counsel has provided two key deliverables: a Table of Concordance comparing *The Engineering and Geoscientific Professions Act* with similar legislation across Canada, and a legislative proposal outline from the Government of Manitoba to guide the structure and formatting of the Association's future submission. Weekly coordination meetings between legal counsel and the Government Relations department are ongoing. In addition, a brief review of Bill 47 (The Fair Trade in Canada 'Internal Trade Mutual Recognition Act', confirmed it has no impact on the Association's legislative direction. Legislative activity continues to be closely monitored.

INTEREST HOLDER ENGAGEMENT

The finalized External Member Insights Report was included in the June 12 Council meeting materials. A separate summary report on Indigenous consultations will be developed and shared once all meetings with interest and right-holders are completed. Meanwhile, Probe Research continues to support outreach by designing a survey for all members, aimed at gathering input on key policy and strategic issues. A follow-up email was sent for past focus group participants, along with a general update for the membership outlining progress and next steps in the Act Change Project.

The Association is engaging with Indigenous rights holders, including First Nations, the Manitoba Métis Federation, the Manitoba Inuit Association, and Tribal Councils, as part of the broader consultation process.

GOVERNMENT CORRESPONDENCE

Government engagement progressed meaningfully during this period. In May 2025, the Association held an initial meeting with the Ministers of Labour and Immigration staff, where expectations for the structure of the upcoming legislative proposal were discussed, and the assignment of a senior policy advisor was initiated. This was formally confirmed in a letter from the Minister dated May 27, 2025, indicating the government's intent to introduce legislation in 2027. A follow-up meeting on June 2, 2025, confirmed the appointment of a senior policy advisor to support the Association throughout the legislative process. The meeting also focused on establishing an ongoing communication framework to facilitate collaboration. In response, the Government Relations team and legal counsel are refining internal timelines and workplans to align with the 2027 legislative target, allowing for comprehensive research, right-holder input, and high-quality drafting to support future Council decisions.



2025 MLA RECEPTION

On Thursday, May 15, 2025, Engineers Geoscientists Manitoba hosted its seventh annual MLA Reception in Winnipeg. This event provided an excellent opportunity for numerous insightful dialogues about the engineering and geoscientific professions.

The Government of Manitoba officials in attendance were: Honourable Jamie Moses (Minister of Business, Mining, Trade and Job Creation), the Honourable Adrien Sala (Minister of Finance), and the Honourable Minto Sandhu (Minister of Public Service Delivery). Three MLAs, the Leader of the Opposition, MLA Obby Khan, one City Councillor, one Deputy Minister, and several staff members from MLAs, and Cabinet Ministers' offices also joined us, contributing to the exchange of ideas and perspectives.

In addition to the opportunities to interact with elected officials, the event fostered informal dialogue between practitioners and the Association Council members, committee members, Association staff, and engineering and geoscience university students. There were 67 attendees from these groups.

In preparation for the MLA Reception, the Association's Government Relations Department organized one online information session. These sessions aimed to equip members with a better understanding of the reception's purpose, the Association's current initiatives, the structure of the Government, and the etiquette for interacting with government officials. All participants were provided with an MLA Reception Information booklet. This comprehensive guide, coupled with photographs and biographies of the government officials who confirmed their attendance, helped to ensure that attendees were given support to attend and engage in a way that they felt most comfortable and confident at the reception.

CONCLUSION

The 2024–2025 reporting period marked a significant year of progress for the Government Relations Department. From advancing the Act Change Project into its next strategic phase to deepening engagement with Indigenous rights holders and interest groups, the department has laid strong groundwork for the development of modernized legislation. The successful finalization of the Legislative Objectives Document and Council's endorsement reflect a shared commitment to regulatory excellence and transparency.

Ongoing legal collaboration, strengthened ties with government officials through events such as the MLA Reception, and the continued oversight of (GRAC) have collectively contributed to a well-coordinated and forward-looking approach. As the Association moves into the legislative drafting and submission stage, the department remains focused on building constructive relationships, enhancing member engagement, and supporting informed, inclusive policy development.

The coming year will be pivotal as we translate our legislative vision into action. The Government Relations Department is committed to maintaining momentum, ensuring accountability, and representing the interests of the engineering and geoscientific professions with integrity and purpose.

PROFESSIONAL STANDARDS

In 2024, the department continued to support key areas of professional regulation, including investigations, enforcement, and professional development. A total of 18 professional conduct investigation cases were actively managed, with 12 formally closed through outcomes such as dismissals, cautions, and penalty proposals. Enforcement efforts remained steady, with 11 cases closed, including several long-standing files. These resulted in appropriate registration or title corrections by both individuals and companies, reinforcing our commitment to protecting the public and maintaining professional accountability.

The department also contributed to important by-law and policy reviews, leading to updates that improved clarity, strengthened regulatory alignment, and enhanced protections for both the public and the membership. The Professional Development Reporting Program maintained a compliance rate above 99%, demonstrating strong engagement across the profession. Educational resources were expanded to include nine online learning modules, with new content added on Environment and Sustainability. These tools, along with member engagement and policy initiatives, continue to promote ethical practice and support regulatory excellence within the profession.

PRODEV COMPLIANCE



- **Number of members up for evaluation on December 31, 2024:** 4893
- **Number of members suspended:** 18
- **Number of members who became compliant:** 7

ENFORCEMENT CASES

- **Enforcement cases received in 2024:** 10
- **Enforcement cases open in 2024:** 10
- **Enforcement cases closed in 2024:** 11
- Among the 10 enforcement cases open in 2024, 5 were companies, and 5 were individuals.
- Companies either registered, or confirmed that they were not going to practice in Manitoba
- Individuals either registered, or amended their online presence to no longer identify themselves as professional engineers.
- 4 long term cases were closed in the first half of 2024.

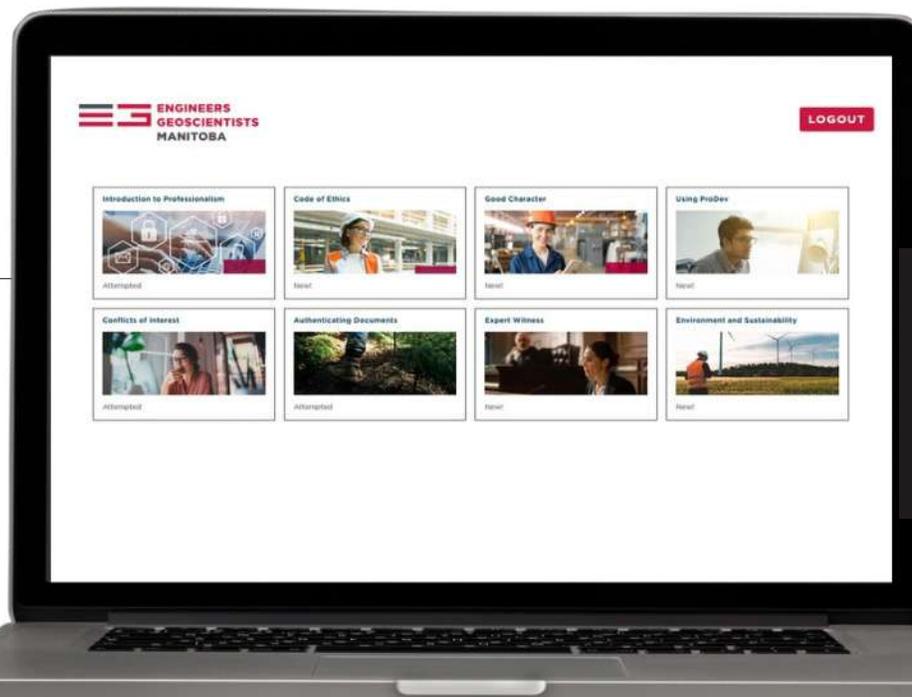
INVESTIGATIONS CASES

- **New investigation cases received in 2024:** 11
- **Investigation cases open in 2024:** 18
- **Investigation cases closed in 2024:** 12
- Among the 18 investigation cases open in 2024, 3 were dismissed at first instance, and 15 were investigated.
- Among the 12 investigation cases closed in 2024, 7 were dismissed, 3 had a formal caution, 1 has a voluntary withdrawal, and 1 had a penalty proposal.

ONLINE LEARNING MODULES

Currently there are 8 modules available:

- Introduction to Professionalism
- Code of Ethics
- Good Character
- Using ProDev
- Conflicts of Interest
- Authenticating Documents
- Expert Witness
- Environment and Sustainability **NEW!**





ASSOCIATION UPDATES

IN THE COMMUNITY



2025 CURLING FUNSPIEL

On January 22, 2025, EngGeoMB hosted the annual Curling Funspiel. Eighteen teams gathered at the St. Vital Curling Club in search of a fun afternoon, prizes, and their name on the trophy.

The Sports Committee thanks all participants for joining this year's Funspiel and helping to raise over \$5,000 to support geoscience students at the University of Manitoba.

2024 ASSOCIATION CHAPTER PICNIC

Over 300 people attended the event to participate in fun summertime activities on August 24, 2024. Participating Chapters included the Arab, Chinese, Ethio-Eritrean, Filipino, Nigerian, and India Chapters.



ENGGEOMB VOLUNTEERS WITH HABITAT FOR HUMANITY

On August 22, 2024, EngGeoMB volunteers and staff joined Habitat for Humanity Manitoba at their largest development in the history of the organization's 35 years, located on Pandora Ave. West in Transcona.



2025 NATIONAL ENGINEERING AND GEOSCIENCE MONTH

EngGeoMB witnessed incredible participation during Provincial Engineering and Geoscience Week 2025, with 1,200 eager students from across Manitoba coming together to design, construct, and ultimately test their creations at the annual Spaghetti Bridge Competition. In total, Association volunteers smashed 528 trusses. The strongest spaghetti bridge entered the competition this year was made by a Grade 7 student. Their winning bridge held an impressive 148.5 kg!



NATIONAL VOLUNTEER WEEK 2025

This year's national volunteer appreciation campaign slogan was *Volunteers Make Waves*. On Wednesday May 28, 2025, the Association held a volunteer appreciation event at the Assinaboine Park Zoo to recognize the dedicated employees of Engineers Geoscientists Manitoba. Every volunteer effort, whether large or small, contributes to a wave of positive change in our communities.



WOMEN'S MENTORSHIP WRAP-UP

The Women in Engineering and Geoscience Mentorship Program wrapped up with a networking event at the Winnipeg Art Gallery on March 18, 2025. More than 100 of 168 registered participants attended, with color-coded nametags for students, protégées, and mentors.

The evening featured opening remarks from Kathryn Atamanchuck, P.Eng., and Aimee Intac-Leung, P.Eng., followed by informal networking and refreshments.



MENTORSHIP PROGRAM CAREER NIGHT

The 2025 EngGeoMB Mentorship Program Career Night was an excellent opportunity to explore industry companies and network with company representatives, fellow professionals, and peers. Held on June 11, 2025, some companies were scouting for talent and offering job positions, making it a fantastic chance to get a foot in the door and potentially secure a position.



2025 MAKING LINKS ENGINEERING CLASSIC

On Thursday, June 19, the 2025 Making Links Engineering Classic golf tournament was held at Quarry Oaks in Steinbach. MLEC was proposed to help make an investment in the future of the profession.

This event has not only been a place for players to join the Association on the links for a day of golf, prizes, and opportunities to network with fellow professionals, but has also acted as a fundraising opportunity for the Price Faculty of Engineering at the University of Manitoba.

2024 AWARD RECIPIENTS

PRESENTED THURSDAY, OCTOBER 24, 2024

2024 TEAM ACHIEVEMENT AWARD

ST. ANDREWS LOCK AND DAM BRIDGE DECK REPLACEMENT PROJECT

In recognition of the engineering excellence demonstrated in integrating ingenuity in the engineering process for the St. Andrews Lock and Dam Bridge Deck Replacement Project, Engineers Geoscientists Manitoba is pleased to present the 2024 Team Achievement Award to Associated Engineering.

2024 STUDENT ACHIEVEMENT AWARDS

ANTHONY GUERREIRO

With research being very minimal in effects of cold environment exposure to steel I girder and reinforced concrete deck composite bridge structures, Anthony aimed at designing and testing a structure that could be used as a baseline for future work.

CUBERT: AN INTELLIGENT RUBIK'S CUBE SOLVING ROBOT

The future consideration for Cubert is to continue to improve the machine learning model so that it can solve Rubik's Cubes in more severely scrambled states. Moreover, the team hopes to refine the physical design to the point where it can be handled like a consumer product. That is, have Cubert be a plug and play device.

2024 INNOVATION AWARD

MANITOBA HYDRO'S OPBIFF TEAM

In recognition of the innovation and engineering ingenuity demonstrated in their OPBIFF project, Engineers Geoscientists Manitoba is pleased to present the 2024 Innovation Award to Manitoba Hydro's OPBIFF project.

2024 EARLY ACHIEVEMENT AWARD

DR. VIKRAM BANTHIA, PH.D., P.ENG.

In recognition of exceptional achievement at the start of their career, Engineers Geoscientists Manitoba is pleased to present the 2024 Early Achievement Award to Vikram Banthia, Ph.D., P.Eng.

2024 CHAMPION OF ENGINEERING EDUCATION AWARD

LIA WRIGHT, P.ENG., B.ED.

In recognition of her dedication to the promotion of S.T.E.M. topics among youth, and her desire to inspire a new and diverse generation of engineers, Engineers Geoscientists Manitoba, together with the Faculty of Engineering at the University of Manitoba, is pleased to present the 2024 Champion of Engineering Education Award to Lia Wright, P.Eng., B.Ed.

2024 JUDITH WEISZMANN WOMEN IN ENGINEERING CHAMPION AWARD

ETHEL FERNANDEZ, P.ENG.

Engineers Geoscientists of Manitoba proudly recognizes Ethel Fernandez for her outstanding contributions, honoring her as a role model who embodies the principles of Judith Weiszmann, inspiring future generations of engineers to strive for excellence and inclusivity in the field.

2024 OUTSTANDING SERVICE AWARD

EFREM TEKLEMARIAM, P.ENG., FEC

In recognition of his commitment to the Association, the profession, and the public, Engineers Geoscientists Manitoba is pleased to present the 2024 Outstanding Service Award to Efreem Teklemariam, P.Eng., FEC.

2024 TECHNICAL EXCELLENCE AWARD

DR. MAROLO ALFARO, PH.D., P.ENG.

In recognition of his outstanding knowledge and visionary technical contributions to the fields of engineering and geoscience, Engineers Geoscientists Manitoba is pleased to present the 2024 Technical Excellence Award to Marolo Alfaro, Ph.D., P.Eng.

CIRCULAR MENTORSHIP PROGRAM

The circular mentorship program completed its third year with a 39% increase in participants, partially from the inclusion of students, providing them with a glimpse of what lies ahead after graduation. 203 participants were spread out to 55 mentorship groups. 86% of participants are from the engineering field with almost half are engineering interns. There were 54 groups comprising of engineers and 1 group of geoscientists.

75% of the registrants are earning an income while 25% are not earning any income and declared their status as unemployed, retired, or full-time student. Those who declared they were unemployed during registration are all engineering interns.

To foster participant development, EngGeoMB organizes four Professional Development events, each focused on a topic proposed by participants to enhance their goal attainment. The themes of the PD events were Work Ethics: Integrity as Your Ethical Compass, Leadership: Developing Leadership Adaptability by Adopting a Curious Mindset, Interpersonal Communication, and Time Management.

WE'VE BEEN LISTENING: HERE'S WHAT'S IMPROVED

While participants in the mentorship program are eager to collaborate and connect, they often face logistical challenges.

The Mentorship Portal serves as a centralized hub where participants can register, quickly access group member details, communicate seamlessly within their circle, conveniently manage meeting schedules, reserve a mentorship room, and keep a journal.

If emails of mentorship events are missed or lost, activities and access to PD event video recordings can easily be found in the Events page while other helpful materials are available in the Resources page. Joining the Circular Mentorship Program is not limited within the circle. Participants can collaborate, share, and connect beyond their circles through the Community Forum page.



EXPANDED ACCESS TO THE MENTORSHIP CENTRE

Previously exclusive to mentorship participants, the Mentorship Centre has been made accessible to registered students and practitioners in good standing.

To support varying schedules of members while upholding work-life balance to staff members, mentorship rooms are available for use until 8 p.m. on Wednesdays when advanced booking is made.

The Mentorship Centre has 4 single workstations and 3 collaboration rooms for study, work, or meeting purposes, along with complimentary amenities including wi-fi, use of kitchen, free parking, and complimentary coffee and tea.

Regular business hours, Monday to Friday, 8:30 a.m. to 4:30 p.m., with extended hours until 8:00 p.m. on Wednesdays. Bookings must be made at least 48-hours in advance. If no bookings are made, the centre will close at 4:30 p.m.

The mentorship centre has been booked 55 times between January and June. The most popular day is Wednesday between 4:30 a.m. to 8:00 p.m.



NEW MENTORSHIP ROOM ONLINE BOOKING PAGE

A request for a convenient way to view real-time room availability and the ability to reserve a room without needing to send an email or make a phone call was received.

In response, the mentorship room online booking page went live in February 2025.

Members can now easily book a mentorship room at any time through the booking page and receive confirmation of booking and reminder emails. To ensure equitable access, reservation may still be made via email or phone, and a staff member will book the room. For convenience, the link to the booking page is available within the Association's website and Circular Mentorship portal page.

MENTORSHIP ACTIVITIES AND EVENTS: TAILORED, ADVANCED SCHEDULING, HYBRID FORMAT

Professional development events are thoughtfully designed based on consultations with participants to ensure relevance and impact. We gathered topics and activity suggestions via surveys, then selected the top 5 that garnered the highest votes. Participants choose between attending in-person or online. This approach accommodates those who prefer face-to-face interactions while allowing others to join virtually and still receive the same full benefit of the event.

Sessions and special events included in the first half of the 2025 year included Managing Up - Practical Tactics for handling difficult supervisors, How AI is Transforming the Engineering and Geoscience Industries and a AI one-hour Workshop, and a Career Night Networking Event.

The first Career Night networking event was held on June 11, 2025, at the Association's office which offered valuable opportunities for participants wanting to expand their network, students explore career paths, practitioners seek new roles, and organizations to enhance their reputation while showcasing their culture and career offerings.

DRIVERS OF PARTICIPANT SATISFACTION

Circular Mentorship participants agree to commit to the group for a year and invest time getting to know the members, learn about their interests, and ambitions, and work together in achieving identified goals.

The success and satisfaction of the experience depend on the active and intentional contributions of every member. Some participants have shared what led to their dissatisfaction and satisfaction.

“ Thank you for organizing this mentorship program. It has been a valuable opportunity to connect with other professionals and gain insights into the engineering industry in Manitoba. I appreciate the structure and intention behind the program, and I encourage continued support for both mentors and mentees—especially with tools, resources, and guidance to keep engagement consistent. Looking forward to the remainder of the program. ”

- Saeed Kia, EIT

GOALS FOR THE 2025 CIRCULAR MENTORSHIP PROGRAM

Increase compatibility among groups and resolve meeting schedule delays

A modified registration questionnaire will allow registrants to select their preferred matching criteria and select their available time slots from a predefined list, enhancing the matching the process and giving their group members advance notice of their availability.

Offer relevant events targeting different learning needs

Add Experience-Level-targeted workshops to accommodate different learning needs and retain participants from different experience levels.

Reduce unresponsive participants through personalized check-ins

A proactive mentorship structure is essential to maintain participant engagement during the early stages of the program. Curated connections by mentorship coordinator in setting up the initial meetings in smaller groups to overcome inertia and to get members to start engaging.

Sustainable program

Intensive support from the circular mentorship coordinator is essential to ensure continuity and engagement. As participation in circles becomes more consistent and have a stable base of returning registrants, we anticipate reaching a point where coordinator involvement can be more strategic and less hands-on over time.

MEDIA CAMPAIGNS

In 2025, Engineers Geoscientists Manitoba executed a multi-platform advertising campaign to elevate public awareness of the engineering and geoscience professions and their impact on Manitobans' lives. The campaign featured two cornerstone phases:

This multi-media campaign based on the "Their Story" theme focused on highlighting the human impacts Engineering and Geoscience has on the people they serve, as well as future-focused contributions. The first videos in the series focused on Aron and Carol's story with the work being done by Dr. Zhara Moussavi, P.Eng.

THEIR STORY



WORKING FOR TOMORROW

The goal of this campaign was to raise broad awareness and recognition among the general population in Winnipeg about the engineering and geoscience professions, and trust in professional engineers and professional geoscientists. The campaign connected to the website on all advertising and digital ads all click through to EngGeoMB.ca raising general traffic. Instead of radio ads like last year, this year, it was chosen to invest in television along with digital streaming and transit like before.

By focusing on TV, digital streaming, and transit kings, the media plan ensured EngGeoMB had broad, city-wide coverage; a mix of sight, sound, and motion for emotional and memorable storytelling; both mass reach and targeted reinforcement across demographics; and strong visibility in multiple contexts — at home, online, and in the community.

GOOGLE DISPLAY ADS

By the end of the campaign, EngGeoMB successfully achieved just under 6.5 million impressions and close to 5,000 clicks, building strong visibility for Engineers Geoscientists Manitoba.

KEY INSIGHTS

AUDIENCE ENGAGEMENT

- Government & Public Sector Job category drove **54.1% of total clicks**
- Top performing age groups are **65+ (1,494 clicks)** and **35-44 (882 clicks)**

GLOBAL TELEVISION

The Building Tomorrows campaign on Global Television delivered a strong, multi platform presence through a strategic blend of 30 second broadcast spots, digital streaming ads, and bonus L frames with an additional 262 bonus units and spots provided. The 30 second commercials served as the campaign's primary storytelling vehicle, appearing during high visibility programming to engage broad audience segments, while digital streaming placements reached to viewers consuming content on connected and on demand platforms.

The addition of bonus L frames provided consistent on screen reinforcement of EngGeoMB's messaging, ensuring steady brand visibility across formats and enhancing overall campaign impact throughout its extended run.

KEY INSIGHTS

30-SECOND COMMERCIAL

- 1.36M impressions over 24 weeks (121 spots) scheduled
- 971 additional bonus spots provided

DIGITAL STREAMING

- 600K impressions over 24 weeks
- 349 additional bonus spots provided

BONUS L-FRAMES

- 262 units provided

DEVICE PERFORMANCE

	AD PERFORMANCE ACROSS DEVICES BASED ON IMPRESSIONS	AD PERFORMANCE ACROSS DEVICES BASED ON CLICKS
TABLETS	38.7%	62.6%
DESKTOP	37.7%	9.5%
MOBILE	23.6%	27.9%

TRANSIT KINGS DISPLAYS

At 20 daily GRPs over 8 weeks, this campaign delivered 1120 GRPs against adults 18+ in Winnipeg. Based on typical transit performance, this reached roughly 60 - 80% of adults 18+, with an average frequency in the range of -14-19 exposures over the full campaign. We received an additional 1 GRP per transit king per day due to bonus media resulting in over 52 additional daily GRPs per transit king that remained past it's proposed end date.



CHARITABLE GIVING

HARVEST MANITOBA

Spaghetti Bridge Competition Donation \$35,000

CHARITABLE GIVING TOTAL \$35,000



Spaghetti Bridge Competition, Kildonan Place Mall (2025)

CHAPTER SUPPORT

Arab Members Chapter \$3,255
 Chinese Members Chapter \$4,804
 Ethio-Eritrean Members Chapter \$885
 Filipino Members Chapter \$8,976
 India Members Chapter \$7,807
 Indigenous Members Chapter \$1,833
 Israeli Members Chapter \$854
 Nigerian Members Chapter \$4,993
 Queer Plus Chapter \$1,012
 STEP Chapter \$601
 Westman Members Chapter \$3,982



Arab Members Chapter Event, EngGeoMB Office (2025)



Nigerian Members Chapter Event (2025)

CHAPTER SUPPORT TOTAL \$39,002

EDUCATIONAL SUPPORT

Brandon University Geology Club \$313
 Geoclub Student Association \$2,530
 Indspire \$2,000
 University of Manitoba \$34,000
 University of Manitoba - Faculty of Engineering \$800
 University of Manitoba ENGAP \$6,800
 University of Manitoba Engineering Society \$20,744

EDUCATIONAL SUPPORT TOTAL \$67,187



Engineering Access Program (ENGAP) Mural at UofM

SPONSORSHIP AND FUNDING

Association of Consulting Engineering Companies Manitoba \$5,500
 Central Canada Mineral Exploration Convention \$3,000
 CTTAM \$750
 Engineers Canada \$2,000
 Geoclub Student Association \$4,916
 Habitat for Humanity Manitoba \$20,000
 Manitoba Building Officials Association \$1,000
 Manitoba Robot Games \$1,000
 One House Many Nations \$2,000
 Ritual of the Calling of an Engineer \$15,000
 Verna J. Kirkness Education Foundation \$2,000
 Western Manitoba Science Fair \$1,000



EngGeoMB Habitat for Humanity Team Build Day (2024)

SPONSORSHIP AND FUNDING TOTAL \$58,166



Manitoba Robot Games (2024)

FAMILY LEGACY

- A. Kowerko
- B. Zimmer
- E. Chung
- J. Pelletier
- O. Boonstra

- \$1,000
- \$1,000
- \$1,000
- \$1,000
- \$1,000

FAMILY LEGACY TOTAL

\$5,000



Annual EngGeoMB Volunteer Appreciation Event

MSSS PRIZE RECIPIENTS

- A. Thananjeyan
- A. Kaur Dhanoa
- E. Strachan
- J. Delow
- J. Sidhu
- J. Malcolm
- K. Veronica G. Leonardo
- K. Farinas
- K. Kaur Dhaliwal
- M. Rashedul Alam
- R. Viridi
- R. Kaur Rai
- R. Arora
- S. Mooney
- S. Sidhu

- \$200
- \$100
- \$325
- \$325
- \$150
- \$200
- \$150
- \$150
- \$150
- \$100
- \$100
- \$150
- \$200
- \$100
- \$100

MSS PRIZE RECIPIENTS TOTAL

\$2,300



Annual Volunteer Appreciation Event (Manitoba Museum)



Annual Volunteer Appreciation Event (Assinaboine Park Zoo)



EngGeoMB Chapter Picnic, Assinaboine Park (August 2024)



Mentorship Career Fair (June 2025)



New Member Lunch (May 2025)



David Amorim, P.Eng., FEC - New Member Lunch (May 2025)



Women Mentorship Wrap-Up Event (March 2025)



Annual Volunteer Appreciation Event, Assinaboine Park Zoo (April 2025)

I.T. SECURITY REPORT

The Association recognizes that robust information technology systems are essential to fulfilling its mission. In 2025, we continued to strengthen our digital infrastructure, enhance cybersecurity measures, and ensure the protection of data entrusted to us by members and interestholders. Our commitment to IT security is reflected in our proactive approach to risk management, continuous improvement, and investment in tools, training, and partnerships.

Keeping People and Devices Current

To remain resilient in an evolving threat landscape, the Association regularly reviews and updates its IT policies and controls with support from third-party experts. This ensures our practices remain rigorous, relevant, and aligned with industry standards.

Staff training remains a cornerstone of our security strategy. All employees completed annual cybersecurity training focused on common threats such as phishing, public Wi-Fi risks, and other entry points for malicious actors. In 2025, we expanded this initiative to include volunteers, who play a vital role in our operations. A new volunteer training module was created, featuring dedicated content on data protection and secure practices.

Our IT team also participated in the Western Canada Information Security Conference, gaining insights into emerging cybersecurity trends and technologies.

To maintain secure and reliable performance, end-of-life IT assets and primary staff devices are securely wiped and replaced with new devices with the most up-to-date security features. This ensures our hardware and software remain current and compliant with best practices.

Tools and Technologies

The Association employs a robust mix of software and hardware tools to defend against scams, viruses, unauthorized access, and other threats. These include:

- Modern network infrastructure
- Virtual Private Networks (VPNs)
- Multi-Factor Authentication (MFA)
- Antivirus and Domain Name System (DNS) layer protection software

Together, these tools form a layered defense strategy that protects our systems and data across all touchpoints.

Monitoring and Testing

We utilize a centralized system to actively monitor and manage our critical IT assets and user devices. This platform enables IT staff to:

- Configure and maintain devices remotely
- Detect configuration issues and policy non-compliance
- Track, lock, and wipe devices in case of loss or theft
- Address vulnerabilities as they arise

In addition, an independent cybersecurity firm conducted monthly vulnerability assessments and a round of penetration testing. No critical issues were identified, and all recommended configuration changes were implemented to further strengthen our security posture.

Cyber Insurance and Risk Validation

Our cybersecurity efforts were validated during the successful renewal of our cyber insurance policy in spring 2025. As part of the renewal process, the insurer required a comprehensive IT security questionnaire and performed a high-level scan of our internet-facing assets. No issues were found.

The Association has experienced no data breaches, nor any incidents of stolen or lost data in the past year, or in previous years, underscoring the effectiveness of our security practices.

Looking Ahead

The Association remains committed to evolving its IT security practices to meet emerging threats, safeguard interestholder data, and maintain trust. We will continue to invest in technology, training, and partnerships that support a secure and resilient digital environment.





FINANCIAL UPDATES



INDEPENDENT AUDITOR'S REPORT

To the Members of Association of Professional Engineers and Geoscientists of the Province of Manitoba o/a Engineers Geoscientists Manitoba:

OPINION

We have audited the financial statements of the Association of Professional Engineers and Geoscientists of the Province of Manitoba o/a Engineers Geoscientists Manitoba (the "Association"), which comprise the statement of financial position as at June 30, 2025, and the statement of operations, changes in net assets, and cash flows for the year then ended, and the notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at June 30, 2025, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

BASIS FOR OPINION

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

RESPONSIBILITIES OF MANAGEMENT & THOSE CHARGED WITH GOVERNANCE FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations 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.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure, and content of the financial statements including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Fort Group
Chartered Professional Accountants

STATEMENT OF FINANCIAL POSITION

June 30, 2025

	2025	2024
ASSETS		
CURRENT ASSETS		
Cash	\$ 2,376,411	2,439,368
Accounts receivables	39,115	55,069
Government remittances receivable	27,183	23,957
Prepaid expenses	111,016	99,802
Current portion of long-term investments (Note 3)	<u>989,137</u>	<u>962,007</u>
	3,542,862	3,580,203
LONG-TERM INVESTMENTS (Note 3)	5,150,299	4,483,710
CAPITAL ASSETS (Note 4)	<u>1,058,927</u>	<u>1,142,621</u>
	<u>\$ 9,752,088</u>	<u>9,206,534</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 5)	\$ 609,172	622,256
Deferred revenue (Note 6)	<u>2,539,717</u>	<u>2,447,795</u>
	<u>3,148,889</u>	<u>3,070,051</u>
NET ASSETS		
Unrestricted	2,136,829	3,325,641
Invested in capital assets	1,058,927	1,142,621
Internally restricted	<u>3,407,443</u>	<u>1,668,221</u>
	<u>6,603,199</u>	<u>6,136,483</u>
	<u>\$ 9,752,088</u>	<u>9,206,534</u>

STATEMENT OF OPERATIONS

	2025	2024
REVENUE		
Annual dues (Note 7)	\$ 4,096,097	3,907,573
Annual certificates and licenses	542,987	519,328
Application assessment and administration	246,840	241,843
Examination fees	143,260	118,300
Meetings and events	133,635	142,684
Other	60,740	53,791
Cost recoveries	<u>24,059</u>	<u>49,402</u>
	<u>5,247,618</u>	<u>5,032,921</u>
EXPENSES		
Advertising and promotion	127,375	117,206
Amortization of capital assets	130,682	143,092
Bank and financial charges	142,312	131,605
Certificates and seals	39,566	33,313
Contract and consulting	610,496	445,647
EngCan and GeoCan annual membership	89,166	94,606
Equipment rent and lease	33,048	36,809
Honoraria, awards and incentives	49,921	50,539
Insurance	21,146	21,414
Legal and accounting fees	511,285	357,587
Licenses dues and subscriptions	14,392	16,898
Loss on disposal of capital assets	12,781	2,437
Meeting, venue and speaker costs	233,817	230,007
Office lease and occupancy costs	396,130	433,570
Office supplies and small tools	25,265	26,563
Payroll taxes, insurance and processing fees	139,444	121,037
Postage and delivery	59,687	45,879
Printing and reproduction	19,489	12,716
Salaries and benefits	2,339,437	2,106,472
Secondary professional liability insurance program	43,907	41,251
Sponsorships funding and support	204,518	217,335
Staff and governance recruitment and training	100,129	64,980
Telecommunications, computers and internet	63,259	51,700
Travel	<u>46,327</u>	<u>32,226</u>
	<u>5,453,579</u>	<u>4,834,889</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES BEFORE INVESTMENT REVENUE (EXPENSES)	<u>(205,961)</u>	<u>198,032</u>
INVESTMENT REVENUE (EXPENSES)		
Realized gains, interest and dividends	430,971	403,621
Unrealized gains	311,762	329,120
Investment transaction and portfolio management fees	<u>(70,056)</u>	<u>(59,779)</u>
	<u>672,677</u>	<u>672,962</u>
EXCESS OF REVENUE OVER EXPENSES	<u>\$ 466,716</u>	<u>870,994</u>

STATEMENT OF CHANGES IN NET ASSETS

	Unrestricted	Invested in capital assets	INTERNALLY RESTRICTED					2025	
			Long-term reserve	Hearings	Investigation and Hearing	Association centennial	Indigenous outreach		Governance review
NET ASSETS, BEGINNING OF YEAR	\$ 3,325,641	1,142,621	1,200,000	25,000	250,000	93,358	25,000	74,863	6,136,483
Excess (deficiency) of revenue over expenses	677,654	(143,570)	-	-	-	(9,638)	(17,310)	(40,420)	466,716
Interfund transfers (Note 2(a))	(1,806,590)	-	1,572,860	(25,000)	258,730	-	-	-	-
Acquisition of capital assets	<u>(59,876)</u>	<u>59,876</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET ASSETS, END OF YEAR	<u>\$ 2,136,829</u>	<u>1,058,927</u>	<u>2,772,860</u>	<u>-</u>	<u>508,730</u>	<u>83,720</u>	<u>7,690</u>	<u>34,443</u>	<u>6,603,199</u>

	Unrestricted	Invested in capital assets	INTERNALLY RESTRICTED					2024	
			Long-term reserve	Hearings	Investigation and Hearing	Association centennial	Indigenous outreach		Governance review
NET ASSETS, BEGINNING OF YEAR	\$ 2,336,435	1,250,326	1,200,000	25,000	250,000	93,358	35,233	75,137	5,265,489
Excess (deficiency) of revenue over expenses for the year	1,028,167	(146,666)	-	-	-	-	(10,233)	(274)	870,994
Acquisition of capital assets	<u>(38,961)</u>	<u>38,961</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET ASSETS, END OF YEAR	<u>\$ 3,325,641</u>	<u>1,142,621</u>	<u>1,200,000</u>	<u>25,000</u>	<u>250,000</u>	<u>93,358</u>	<u>25,000</u>	<u>74,863</u>	<u>6,136,483</u>

STATEMENT OF CASH FLOWS

Year Ended June 30, 2025

CASH PROVIDED BY (USED IN):	2025	2024
OPERATING ACTIVITIES		
Excess of revenue over expenses for the year	\$ 466,716	870,994
Add back (deduct) non-cash item(s):		
Amortization of capital assets	130,682	143,092
Unrealized gain on investments	(311,762)	(329,120)
Loss on disposal of capital assets	<u>12,781</u>	<u>2,437</u>
	298,417	687,403
Change in non-cash working capital:		
Accounts receivables	15,954	51,015
Government remittances receivable	(3,226)	(9,990)
Prepaid expenses	(11,214)	3,258
Accounts payable and accrued liabilities	(13,084)	292,508
Deferred revenue	<u>91,922</u>	<u>120,216</u>
	<u>378,769</u>	<u>1,144,410</u>
INVESTING ACTIVITIES		
Purchase of investments	(381,957)	(556,149)
Purchase of capital assets	(59,876)	(38,961)
Proceeds from the disposition of capital assets	<u>107</u>	<u>1,137</u>
	<u>(441,726)</u>	<u>(593,973)</u>
CHANGE IN CASH	(62,957)	550,437
CASH, BEGINNING OF YEAR	<u>2,439,368</u>	<u>1,888,931</u>
CASH, END OF YEAR	<u>\$ 2,376,411</u>	<u>2,439,368</u>

NOTES TO THE FINANCIAL STATEMENTS

Year ended June 30, 2025

1. ACCOUNTING ENTITY

The Association of Professional Engineers and Geoscientists of the Province of Manitoba operating as Engineers Geoscientists Manitoba (the "Association") is incorporated under the laws of the Province of Manitoba and is engaged in the administration of the Engineering and Geoscientific Professions Act of Manitoba (the "Act").

The Association is a not-for-profit organization exempt from taxes under the Income Tax Act.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. An underlying assumption of the preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations is that the entity will continue for the foreseeable future and will be able to realize its assets and discharge liabilities in the normal course of operations.

The financial statements include the following significant accounting policies:

(A) DESCRIPTION OF FUNDS

The Association utilizes the following funds to manage and report its activities.

UNRESTRICTED FUND

The Unrestricted (General) fund accounts for the Association's program delivery and administrative activities. These net assets report unrestricted resources available to the Association.

INVESTED IN CAPITAL ASSETS FUND

Invested in capital assets net assets report the assets, liabilities, revenue and expenses related to the Association's capital assets.

INTERNALLY RESTRICTED NET ASSETS

LONG-TERM RESERVE FUND

Long-term reserve net assets report appropriations to fund future unforeseen or extraordinary events. Appropriations to and from these net assets occur at the Council's discretion. During the year, the Council approved the transfer of \$1,572,860 from the Unrestricted fund to the Longterm reserve fund to meet the target balance of \$2,772,860, which is based on 50% of total budgeted expenses for the year, excluding investments.

HEARINGS FUND

The Hearings fund reports appropriations for expenses incurred for the conduct of hearings relative to appeals on rejected applications for membership as described under PART 6, Sections 20 through 23 of the Act. During the year, the Council agreed to wind up the fund as its purpose is redundant with the "Investigation and Hearing Fund", previously called the "Discipline By-Law Fund".

INVESTIGATION AND HEARING FUND

The Investigation and hearing fund, previously named the "Discipline by-law fund", was established by Council for the purpose of administering and enforcing the discipline provision of its by-laws. The net assets may be maintained by assessing general membership an amount set by Council. Appropriations from the net assets are to fund investigations conducted by the Investigation Committee and formal hearings of the Discipline Committee and appeals therefrom.

During the year, the Council approved the transfer of \$25,000 from the Hearings fund and \$233,730 from the Unrestricted fund to the Investigation and Hearing Fund. The total transfer of \$258,730 is from the unused budgeted legal expenses from the prior year.

ASSOCIATION CENTENNIAL FUND

The Association centennial net assets report appropriations to fund the Association's centennial year events. Appropriations to and from the net assets occur at Council's discretion. During the year, the fund incurred costs totalling \$9,638 (2024 - \$nil).

INDIGENOUS OUTREACH FUND

purpose of initiating a new Indigenous outreach program. In May 2020, the Finance Committee deemed it appropriate to segregate the unspent budget into a fund restricted for the originally intended purpose of increasing Indigenous participation and inclusion in the professions. The funds are reserved for special initiatives outside of the program's regular annual operating budget.

During the year, the fund collected back advertising costs of \$5,000 (2024 - \$25,000) as a result of a service provider not fulfilling their obligations for the Indigenous Role Model Campaign. It was decided by the Council that the recovery would be reserved for future Indigenous initiatives. In addition, the fund incurred costs totalling \$22,310 (2024 - \$35,233) for the Indigenous Role Model Campaign.

GOVERNANCE REVIEW

At the request of Council, this fund was established through the Finance Committee in the spring of 2021 to set aside the estimated amount required to review the governance structure of the Association. During the year, the fund incurred costs totalling \$40,420 (2024 - \$274) related to governance committee work.

(B) REVENUE RECOGNITION

The Association follows the deferral method of accounting for contributions.

Externally restricted contributions are recognized as revenue in the year in which related expenses are incurred.

Unrestricted contributions are recognized as revenue when they are received or receivable, and when collectible is reasonably assured.

Member and intern annual dues and specified scope of practice annual licenses are based on the calendar year and are recognized into income on straight-line basis from January 1 through December 31.

Student annual dues are based on the academic year and are recognized into income on straight-line basis from October 1 through September 30.

Certificates of authorization annual fees are based on the certification year as defined by the Association and are recognized into income on a straight-line basis from May 1 through April 30.

Temporary license annual fees are valid for one year from the date of issuance and are recognized into income on a straight-line basis over 12 months from the original date of issuance.

Deferred revenue represents the portion of the annual dues, certificates and licenses which have not been recorded as revenue and will be recorded as revenue in the subsequent fiscal year.

Other revenue, including application fees, examination fees, meetings and events revenue, and cost recoveries, is recognized when the service is performed, the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income is recognized in the period in which it was earned.

(C) CAPITAL ASSETS

Capital assets are recorded at cost less accumulated amortization. Amortization is based on the estimated useful life of the asset is calculated as follows with a proration in the year of acquisition:

<u>Computer equipment</u>	<u>33% declining basis</u>
<u>Computer software</u>	<u>33% declining basis</u>
<u>Office furniture and equipment</u>	<u>10% declining basis</u>
<u>Leasehold improvements</u>	<u>10% declining basis</u>

(D) FINANCIAL INSTRUMENTS

Financial instruments held by the Association include cash, accounts receivable, investments and accounts payable and accrued liabilities. The Association initially measures its financial instruments at fair value and subsequently measures its financial instruments at amortized cost (except investments). Amortized cost is the amount at which the financial instrument is measured at initial recognition, less principal repayments, plus or minus the cumulative of any difference between that initial amount and the maturity amount, and minus any reduction for impairment.

The Association subsequently measures investments at fair value without any adjustments for transaction costs that may incur on sale or other disposal, with gains and losses recognized in operations.

(E) USE OF ESTIMATES

The preparation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year.

Estimates include the amounts payable for services not billed yet at the time these financial statements were approved and the estimated useful life of capital assets. Actual results could differ from management's best estimates as additional information becomes available in the future.

(F) FOREIGN CURRENCY TRANSLATION

Monetary assets and liabilities denominated in foreign currencies are translated into Canadian dollars at the year-end exchange rate. Revenue and expenses are translated at the rate in effect on the settlement date. Foreign exchange gains and losses are recorded in the statement of operations.

(G) CONTRIBUTED SERVICES AND DONATED MATERIALS

The Association relies on the voluntary service of many Members, Interns and others who work and collaborate to bring valuable expertise, knowledge and innovation to the Association. Without the time and effort put in by these volunteers, the Association would be far less effective at delivering on its mandate. As these volunteers provide services at varying capacities and levels, and since the Association does not normally purchase similar services, the fair value of the services donated by these volunteers is difficult to determine and are therefore not recognized in the financial statements.

Contributions of donated materials are recognized both as contributions and expenses in the statement of operations when a fair value can be reasonably estimated and when the materials are used in the normal course of the Association's operations and would otherwise have been purchased.

3. INVESTMENTS

	2025	2024
Bonds and guaranteed income certificates	\$ 2,361,104	1,993,749
Securities		
Canadian	1,926,457	1,802,563
Foreign	<u>1,851,875</u>	<u>1,649,405</u>
	6,139,436	5,445,717
Less: maturing within 12 months	<u>(989,137)</u>	<u>(962,007)</u>
	<u>\$ 5,150,299</u>	<u>4,483,710</u>

Bonds and guaranteed investment certificates bear interest ranging from 1.63% to 5.76% (2023 - 1.24% to 5.41%) with maturities from September 2024 to July 2029 (2023 - November 2023 to July 2029).

4. CAPITAL ASSETS

	2025		2024	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Computer equipment	\$ 441,436	400,009	451,790	403,887
Computer software	160,418	156,478	162,218	156,782
Office furniture and equipment	699,994	412,686	682,679	393,977
Leasehold improvements	<u>1,679,109</u>	<u>952,857</u>	<u>1,673,171</u>	<u>872,591</u>
	<u>2,980,957</u>	<u>1,922,030</u>	<u>2,969,858</u>	<u>1,827,237</u>
Net book value	<u>\$ 1,058,927</u>		<u>1,142,621</u>	

During the year, the Association received \$107 (2024 - \$1,137) in proceeds from the disposition of capital assets with an original cost of \$48,777 (2024 - \$38,488) and accumulated amortization of \$35,889 (2024 - \$34,914), resulting in a loss on the disposition of capital assets in the amount of \$12,781 (2024 - \$2,437).

5. ACCOUNTS PAYABLE

	2025	2024
Accounts payable	\$ 329,887	392,665
Accrued liabilities	226,544	182,134
Other payables	29,387	24,154
Credit card payable	<u>23,354</u>	<u>23,303</u>
	<u>\$ 609,172</u>	<u>622,256</u>

6. DEFERRED REVENUE

Deferred revenue is comprised of deferred annual dues, which are yearly membership fees recognized into revenue over the course of the membership year, and deferred exam fees, which are collected for exams that will occur in the future. Deferred revenue is comprised of the following:

	Balance 2024	Revenue Received	Revenue Recognized	Balance 2025
Annual dues	\$ 2,423,095	4,187,239	(4,096,097)	2,514,237
Exam fees	<u>24,700</u>	<u>144,040</u>	<u>(143,260)</u>	<u>25,480</u>
	<u>\$ 2,447,795</u>	<u>4,331,279</u>	<u>(4,239,357)</u>	<u>2,539,717</u>

7. ANNUAL DUES

Annual dues are made up of the following:

	2025	2024
Interns	\$ 787,110	685,085
Practicing	3,292,311	3,206,943
Seniors	5,360	3,829
Students	<u>11,316</u>	<u>11,716</u>
	<u>\$ 4,096,097</u>	<u>3,907,573</u>

8. COMMITMENTS

The Association has entered into lease agreements for its office premises, photocopiers, postage equipment and internet services, which have expiry dates up to April 2029. Commitments for the next four years are as follows:

2026	\$ 259,985
2027	151,412
2028	8,099
2029	<u>6,750</u>
	<u>\$ 426,246</u>

9. FINANCIAL RISK MANAGEMENT

(A) CREDIT RISK

Credit risk is the risk that the Association will incur a loss due to the failure by its debtors to meet their contractual obligations. Financial instruments that potentially subject the Association to significant concentrations of credit risk consist primarily of cash. The Association is not exposed to significant credit risk as cash is held in operating accounts, receivables are typically paid when due.

(B) LIQUIDITY RISK

Liquidity risk is the risk that the Association will not be able to meet its obligations as they fall due. The Association maintains adequate levels of working capital to ensure all its obligations can be met when they fall due by maintaining a portion of its investments in highly liquid investments.

(C) INTEREST RATE RISK

Interest rate cash flow risk is the risk that changes in market interest rates may have an effect on the cash flows associated with some financial instruments. Interest rate price risk is the risk that changes in market interest rates may have an effect on the fair value of other financial instruments. It is management's opinion that the Association is exposed to interest rate risk associated with its cash and investments; however, this risk is low.

(D) FOREIGN EXCHANGE RISK

Foreign exchange risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Association is exposed to foreign exchange risk since it holds a portion of its investments in foreign equities.

(E) OTHER PRICE RISK

Other price risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk of currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investments in equities for which the value fluctuates with the quoted market price. The Association mitigates this risk by investing in diversified, low-volatility bond and equity funds.

10. COMPARATIVE FIGURES

Certain of the comparative figures have been reclassified to reflect the financial statement presentation adopted for the current year.

CHANGES IN MEMBERS' ROLL AND MEMBERS IN TRAINING

Members on Roll

Members on Roll, June 30, 2024 (Note 1)		6,870
Reinstatements	21	
Reinstatements - mobility	68	
Registration - mobility	308	
Transferred from intern	<u>257</u>	<u>654</u>
		7,524
Deceased	5	
Withdrawn	314	
Written off	<u>181</u>	<u>500</u>
Members on Roll, June 30, 2025		<u><u>7,024</u></u>

Interns on Roll

Interns on Roll, June 30, 2024		2,896
Reinstatements	46	
New from applications	233	
New from assessment	<u>418</u>	<u>697</u>
		3,593
Transferred to member	257	
Withdrawn	71	
Written off	<u>133</u>	<u>461</u>
Interns on Roll, June 30, 2025		<u><u>3,132</u></u>

Temporary Licenses on Roll

Licensees on Roll, June 30, 2024		24
New from applications		<u>42</u>
		66
Expired	16	
Transferred to member	<u>12</u>	<u>28</u>
Licensees on Roll, June 30, 2025		<u><u>38</u></u>

Specified Scope of Practice Licensees on Roll

Specified Scope of Practice Licensees on Roll, June 30, 2024		35
New from applications		<u>8</u>
		43
Transferred to assessment		<u>1</u>
Specified Scope of Practice Licensees on Roll, June 30, 2025		<u><u>42</u></u>

Note 1: Includes retroactive adjustments to prior year made in the current year.

Note 1: Includes retroactive adjustments to prior year made in the current year.



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