



ONTARIO ASSOCIATION OF CERTIFIED ENGINEERING TECHNICIANS AND TECHNOLOGISTS

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*anything is possible!*  
**emerging Technologies**

**OACETT EXECUTIVE AND COUNCIL, 2012 – 2013**

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President-Elect – Stephen Morley, C.E.T.  
Past-President – David Saunders, B.E.S., C.E.T.  
Vice-President, IETO – Greg Miller, C.E.T., CBCO  
Vice-President, PASB – Bob van den Berg, C.E.T.  
Secretary-Treasurer – Hillary Tedoldi, CAE  
Registrar – Sam DiGiandomenico

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**OACETT SENIOR STAFF**

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Chief Administrative Officer  
Hillary Tedoldi, CAE  
  
Director, Institute of Engineering Technology Ontario  
Sam DiGiandomenico  
  
Director, Professional Affairs and Services  
Sharon Leonard, MBA



**ANNUAL REPORT 2012 – 2013**

ONTARIO ASSOCIATION OF CERTIFIED ENGINEERING TECHNICIANS AND TECHNOLOGISTS

## ANNUAL REPORT 2012 – 2013



### THE ONTARIO ASSOCIATION OF CERTIFIED ENGINEERING TECHNICIANS AND TECHNOLOGISTS

The Ontario Association of Certified Engineering Technicians and Technologists (OACETT) is the certifying body for more than 24,000 engineering technology professionals in Ontario.

OACETT is dedicated to excellence in the engineering and applied science technology profession in a manner that serves and protects the public interest.

OACETT is a self-governing professional association that functions under the OACETT Act for the purpose of protecting public safety, governing its members and providing a wide range of member benefits and services.

Certified members of OACETT may use the following titles and designations:

- Certified Engineering Technologist (C.E.T.)
- Applied Science Technologist (A.Sc.T.)
- Certified Technician (C.Tech.)

Members may also use these designations after qualifying:

- Road construction contract administrator (rcca)
- Road construction senior inspector (rcsi)
- Road construction junior inspector (rcji)

## PRESIDENT'S REPORT



Rod MacLeod B.Sc., C.E.T.

### ADVANCING OUR ASSOCIATION

It is hard to believe that my term as President has come to an end. The two years I have served our more than 24,000 members have gone by so quickly but it has been an incredibly gratifying journey filled with opportunity and promise.

Our Association has made significant strides in many key areas within a relatively short time, owing largely to the concerted effort of OACETT's dedicated Council, volunteers and staff. Looking back, the Association maintained its vision and achieved significant outcomes for its members.

Internationally, OACETT participated in excursions to India and the Philippines which provided invaluable insight into the education and certification systems of these countries. Many internationally trained professionals applying for OACETT membership originate from In-

dia and the Philippines, and now we are better positioned to evaluate these applicants.

Across the border, reciprocity discussions between OACETT and the National Institute for Certification in Engineering Technologies were initiated and an agreement between the two jurisdictions for our members is under development.

Closer to home, OACETT, in conjunction with our sister associations in British Columbia, Alberta and Saskatchewan, established Technology Accreditation Canada (TAC). The TAC provisional committee has prepared incorporation documents and bylaws, and is now developing the accreditation model and process, all of which will lead to TAC becoming an active accreditation body.

To raise awareness about OACETT and the expertise of our members, our Government Relations Committee attended a number of MPP events. This outreach and other components of the MPP Link Program continue to strengthen our relationship with government officials.

The Carole and George Fletcher Foundation, through its "25 for 25 Building Forward Campaign," has established perpetual bursary funds at 15 Ontario Colleges, partial bursaries at the others and is well on its way to its fundraising goal of \$1,000,000.

The Regulatory Task Group conducted an independent review on the merits of self-regulation which clearly defined opportunities for enhancing our position as qualified professionals in the engineering community.

OACETT has worked closely with Professional Engineers Ontario (PEO) in drafting the regulations for the Licensed

Engineering Technologist class of limited engineering license under the Professional Engineers Act and, after quite some time, the license is considerably closer to becoming a reality.

We have worked closely with PEO, Engineers Without Borders and Ontario Society of Professional Engineers (OSPE) to revitalize National Engineering Month Ontario, and continue to partner with Skills Canada-Ontario to educate young people on engineering technology careers. We strongly believe in these programs and the importance of our involvement.

Recognizing the value in continued education, OACETT has partnered with OSPE, Consulting Engineers of Ontario and Ryerson University to develop a certificate program that provides engineers and engineering technology professionals with business and communication skills. OACETT continues to maintain close ties with industry through strategic partnerships, one-on-one meetings and, recently, the highly successful Employer Exchange Breakfast Meeting.

It is through the extensive support and dedication of our volunteers and staff that we continue to serve our members, and I sincerely thank all who have made OACETT what it is today.

Past-President David Saunders completes his term as we transition to a new Council and, to our benefit, will continue to serve in other roles. Under the guidance of President Stephen Morley, OACETT will continue to advance the profession, strengthening our role within the engineering community.

It has been an honour to serve as your President and I look forward to working with President Morley, Council, staff and our membership for two more years.

## CHIEF EXECUTIVE OFFICER'S REPORT



David Thomson

### A COMMITMENT TO GOOD GOVERNANCE

It has been said that the barometer of a healthy and vital association is the degree to which elected volunteer positions are challenged at election time. Candidates want to become part of something that is positive and exciting or they are fed up with the status quo and want change. Either way, elections are a good thing!

The recent Council election was characterized by younger candidates, with more women running for more positions, including executive roles. The chapters, too, have experienced a changing of the guard. As term limits approach for elected office, owing to bylaw changes approved by the membership two years ago, the importance of attracting a diverse group of worthy candidates will only increase.

Recently, I had a conversation with a newly elected director from another provincial association who told me that he ran for office at the encouragement of an executive in his firm; it took him three election attempts to win a seat. There are some lessons in this: perseverance will pay off; and, while you run for office to give back something to the profession, you also benefit from acquiring a whole basket of new skills that may be attractive to employers and will undoubtedly help you in your career.

Having said all this, elections are only one component—albeit a necessary one—of a larger effort to ensure good governance in OACETT and the engineering community, in general. Good governance leads to good decision-making and progressive approaches to advancing the profession and the public interest. This doesn't just happen when people sit

around a table. Investments in leadership development need to be made; respectful relations between members and staff nurtured; shared responsibilities amongst volunteers and staff fostered; and, above all, accountability to the membership and the public interest upheld.

The members have elected a new council at this AGM; we have a new strategic plan under development; we have resources and significant local and global challenges ahead, so it's anything but business as usual. The constants in all of this are a duly elected Council of qualified people and a capable staff with a commitment to providing good governance in conducting the affairs of OACETT.

## VICE-PRESIDENT, PROFESSIONAL AFFAIRS AND SERVICES BOARD REPORT



Bob van den Berg, C.E.T.

### ENGAGING AND EMPOWERING OUR MEMBERS

Connect, Engage and Empower: the words that best describe your Professional Affairs and Services Board's (PASB's) operations this past year.

Connections were made on a number of levels: We reached out to colleges to promote to students the benefits of becoming members of our Association; and we also connected with employers through our successful strategic partner initiative. Companies continue to value the expertise that our members bring and want to be aligned with OACETT. Last fall, we held a well-attended Employer Exchange Breakfast Meeting where I was able to witness first-hand the excellent work you, our members, are doing and the importance that industry attaches to your certification. Don't believe me? Then take a quick look at our 2012 Salary Survey results which reveal that certified members receive \$10,000 more a year in compensation than their non-certified counterparts. Copies are accessible to members via our website.

Engagement and empowerment went hand in hand this year as we continued to offer our board members (PASB Councillors) professional development opportunities that equipped them to effectively coach and encourage our chapters to succeed. Two of our sessions, Effective Chapter Management and Being Effective in a Multicultural Environment, specifically addressed the number one concern raised by our chapters: how to attract new members.

Through implementation of the Chapter Metrics Initiative we provided tools and training that enabled chapters to align their activities with OACETT's six

strategic objectives: Compliance and Standards, E-Association, Professional Development, Outreach, Government Relations and Succession Planning/Member Engagement. Chapters that incorporated Chapter Metrics into their planning sessions were able to more actively engage current and new members and saw an overall increase in chapter participation as a result. Congratulations to all of you who took up the challenge.

Finally, as your Vice-President, I would like to thank our staff and dedicated PASB Councillors, without whom we could not have executed our business plans. In the past four years, we've created a new chapter manual, revised our board rules, encouraged chapters to align their activities with OACETT's strategic priorities and dealt with a number of difficult situations. None of this would have been possible without their professionalism, encouragement and enthusiastic support. I thank each and every one of them. I'm looking forward to next year's report by Kim Pickett, C.E.T, your incoming Vice-President, PASB.

## VICE-PRESIDENT, INSTITUTE OF ENGINEERING TECHNOLOGY OF ONTARIO REPORT



Greg Miller, C.E.T., CBCO

### VIGILANCE IN CERTIFICATION, STANDARDS AND PROFESSIONALISM

OACETT entrusts the certification responsibilities outlined in the OACETT Act to the Institute of Engineering Technology of Ontario (IETO). These responsibilities are: to grant membership and registration consistently to qualified persons; establish and promote high ethical and professional conduct, and to maintain and enforce discipline among the members; and set and uphold the standards of the profession and assist members in achieving those standards. Your Board and I are honoured to manage these functions on behalf of the membership.

Awarding the certification titles to applicants who meet our requirements is one of IETO's most important tasks. To im-

prove and streamline the process, while ensuring continued consistency and fairness, IETO is moving to online assessment of applicant files. This allows for continued efficiencies, fairness and transparency and affords certified members from all regions of the province the opportunity to participate on our Admissions Committee.

To complement online assessment, we have upgraded our program database, the IETO Academic Database (IAD). Its new, user-friendly interface also integrates our extensive historical paper records. With over 6,000 entries, the IAD is the primary tool used by both the Admissions Committee and staff when reviewing applications and will be easily accessible when online reviews begin later this year.

OACETT has been in existence for over 50 years and in that time we have amassed more than 24,500 paper files—one for each member. Maintaining the integrity, safety and accessibility of these files is vital to IETO. Because of this, we have microfilmed all certified member files and have scanned all of the recent associate member files. Scanned files are now being uploaded to the membership database. I must congratulate the IETO staff for maintaining the high standard of member care during these significant process changes!

The revisions to the Professional Practice Exam (PPE) are underway and we have received the first eight chapters of the proposed new manual. Work began last summer on phase one, which involves the revision of the exam study material, including the study manual itself. Phase two, which began this spring, updates the exam content to reflect the new study material.

To better assist our members to reach certification, we have upgraded two of our most helpful study aids. For the Technology Report (TR), we have posted three sample reports—taken from actual submitted TRs—for candidates' use on our website. We have shared one with a sister association for the same use per their request. In the past, candidates had to come to the OACETT office to view successful TRs. Web-posting allows all our members to access these, regardless of location. For the PPE, we have added an extension to the Professional Practice Seminar. Any member who wants additional time on the seminar can extend their session at a reduced fee.

I am also very pleased that IETO has launched the Fellow OACETT designation, with the first recipients to be honoured at this year's President's Dinner on May 31. This is the highest designation that OACETT can grant its members. Briefly, this title is available to OACETT certified members, upon nomination and election, who have made a significant achievement or contribution in the field of engineering or applied science technology or have shown outstanding dedication to the profession.

To highlight just a few of our central responsibilities during 2012, IETO: certified 812 new members; processed 2,700 applications; assisted 1,315 members who wrote the PPE exam and processed 300 technology reports and 360 technology report proposals.

I am looking forward to a new term in office with my IETO Board colleagues and staff, to further the projects highlighted above and continue our dedicated efforts for vigilance in certification, standards and professionalism.

## DIRECTOR, PROFESSIONAL AFFAIRS AND SERVICES REPORT



Sharron Leonard, MBA

### MEMBERS HELPING MEMBERS

Over the past year we have been busy working on enhancing our social media strategy and devising ways to communicate more effectively with our members. As the saying goes, "communicate, communicate and communicate," meaning you can never communicate enough. We have experienced increased usage and activity on our Facebook page, LinkedIn group and Twitter. The content and conversations are relevant and, more importantly, they are taking place 24/7. We have taken particular note of a significant increase in the number of members who are offering helpful advice or support to fellow members, often through sharing their success stories upon passing the Professional Practice Exam or completing the Technology Report. Developing our social me-

dia presence is an ongoing business imperative, and the goal is to have social media blend harmoniously with all elements of the Association.

"Members helping members" is a major benefit of belonging to a professional association of like-minded individuals. OACETT has a community of more than 24,000 members representing a variety of disciplines, cultures and work experience, all coming to us from different points in their educational or career path. Our research confirms that people join OACETT because they value the recognition that their designation brings them in the workplace. The advantages of belonging to this strong community of OACETT members are most apparent when members openly share their comments, advice and experiences with the full membership simply to help each other.

Communication through social media, *The Ontario Technologist* or chapter events enhances your sense of belonging and allows you to benefit from meaningful exchange with your peers. As technology allows us to become increasingly connected with one another at any time from virtually any place, it is having a positive impact on member loyalty. Anything is possible with technology, and we will continue to use social media to connect and engage with our members.

Our 28 industrious chapters serve as another wonderful example of members working diligently in their spare time to be the face of OACETT at the local level. I am still in awe of the many dedicated volunteers whom OACETT has working together to enrich and promote the Association.

Over the past year we have been actively building relationships with indus-

try, colleges, other associations and various agencies to reinforce the benefits of OACETT certification in the marketplace. Enhancing the OACETT brand and recognition of its certification results in increased awareness of who we are and what we do. It is well known amongst our various stakeholders that OACETT certification is a mark of professionalism. A founding partner in National Engineering Month, we are involved in the many activities to engage youth and cultivate an early interest in engineering technology.

Reinforcing the OACETT brand, increasing our communication options and providing quality service to our members, chapters, volunteers, public and many stakeholders is front and centre in everything that we do. In 2012, we provided leadership training to our volunteers, implemented new programs and restructured operations, all with the goal to add value to our members and our Association. The increase in sponsorship and other non-dues revenue streams clearly demonstrates that others see the benefits of being aligned with us.

Our many volunteers and staff are to be commended for their ongoing dedication and hard work in making our Association the best it can be.

## REGISTRAR'S REPORT



Sam DiGiandomenico

### UPHOLDING MEMBERS' PROFESSIONALISM

A cardinal rule of any professional organization, and one stated in our Act, is the maintenance of professional discipline among its members. Although we received some enquiries this past year about possible complaints against our members, none were submitted. Having a strong complaints and discipline process, such as OACETT's, is integral to upholding both the professionalism of our members and the public's trust. It is important, therefore, that the general public be aware that such a process exists, not for vexatious or frivolous reasons, but to bring to the attention of the Registrar legitimate breaches of the OACETT Code of Ethics and Rules of Professional Conduct so that they can be investigated and properly dealt with. This complaints and discipline process protects not only the public, but also you, our member.

Ensuring the integrity of the certification and registration process is vital to preserving the confidence, of employers and the public, in our protected titles. In addition, the national standards used in certification must be current and relevant to encompass emerging technologies across all engineering and applied science disciplines. To this end, the Council of Registrars (COR), of which I am the Vice-Chair, has been entrusted with ensuring that these standards—the National Technology Benchmarks (NTB)—are maintained and updated as required. Emerging technologies in exciting new fields such as wind and solar energy are added within the appropriate NTB so that graduates from new programs can be properly recognized.

At COR's last meeting in May a number of updated NTBs were approved. I would be remiss if I did not point out the dedication and efforts of those certified members who also contribute to the revision of these benchmarks.

Analysis of other jurisdictions' certification processes and/or academic systems is continuous, with current attention on the Philippines and the United States. A mobility agreement with the National Institute for Certification in Engineering Technologies, a primary U.S. certification body, is underway.

Unauthorized use of our designations (misuse of title) is an ongoing concern and one that OACETT takes very seriously. Over the last year we have investigated 23 cases of misuse of our titles and have successfully enforced a resolution. We have in the past taken court action against those misusing our title and OACETT is prepared to do so again to defend the titles that our certified members have worked so hard to achieve.

Technology Accreditation Canada, for which I serve as a Director, is gaining momentum as we move along to develop an accreditation model for our college engineering technology and applied science programs. Accreditation provides a smoother transition to certification with OACETT as well as enhanced recognition for participating college programs.

I have been active in discussions and reviews of proposed Licensed Engineering Technologist protocols and assisted members with same.

I am pleased to report that there were no certification appeals last year, and our vigorous internal review and second review process ensured consistency and accuracy of certification decisions.

We participated in various meetings throughout the year with the Office of the Fairness Commissioner (OFC) aimed at improving the process of reporting and assessing registration practices. Our policies and procedures regarding certification remain compliant with the OFC objectives of fairness, transparency, impartiality and objectivity. We are proud of our best practices and innovative approach to certification.

Finally, I want to commend the hard-working certified members who assist my office in its varied responsibilities: admissions, complaints, fellow, triennial college reviews and exam invigilation, to name a few. The level of commitment shows why OACETT is a successful, professional certification Association.

## SECRETARY-TREASURER'S REPORT



Hillary Tedoldi, CAE

### CELEBRATE OUR SUCCESS

OACETT has had many successes over the past year that we can be proud of. During the recent financial crisis Council responded by strengthening reserves, tightening spending and managing risk, all without impacting service to members and while offering new and improved programs. Total membership grew by 170 in 2012 for a total of 24,504 active members as of December 31, 2012. Member retention is at an all-time high in spite of many members reaching retirement age.

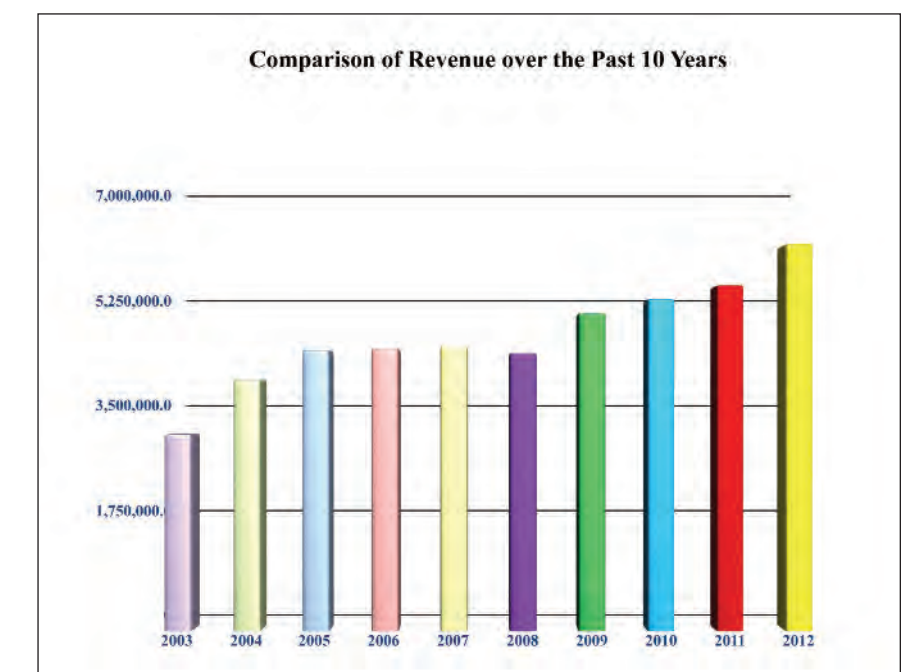
At the December 31, 2012 year-end, there was a surplus of \$712,000. The surplus includes: approximately \$202,000 more in revenue than budgeted from some of our non-dues revenue programs; interest and market value gains on long-term investments of \$201,000; lower spending than budgeted on operations and programs of \$223,000; and a pension

fund asset of \$86,000. The Association's long-term investments were valued at \$4.3 million at the end of March 2013 compared to the end of March 2012 when the portfolio was valued at \$3.7 million. These positive results were achieved despite a challenging economic environment characterized by slow growth, low interest rates and narrow margins.

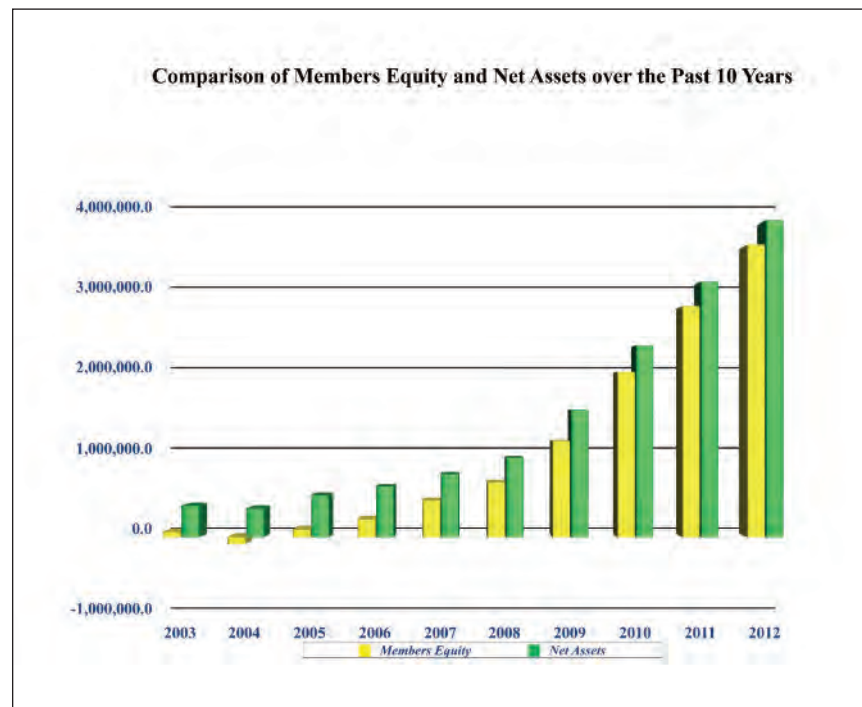
Emerging Technologies, "Anything is Possible" is the theme of this year's annual meeting and conference, and we are delighted to demonstrate that our operations are more efficient and our staff more productive as a result of our many e-association initiatives. We have been working on a new online module to allow file reviewers to access member information remotely; so, instead of reviewing paper copies of academic and work experience files, they'll have these files available to them electronically. The National Technology Benchmarks com-

petencies have been programmed, and testing of this data will begin shortly. This project required significant staff resources from the admissions and IT areas and, collaboratively, they have delivered new technology that will reduce volunteer and staff time in reviewing files and increase efficiencies and service to our members. An internal task force has been reviewing options for a new and improved OACETT website and it is expected that this will be completed by December 31, 2013. We enhanced the online election process this year which allowed the candidates to create their own profile, upload their photo and answer questions posed by the Nominating Committee. As in previous years, E-vote/Everyone Counts, Inc. was used and the online ballot process was very successful.

An extensive review of corporate office locations was conducted in 2012 as

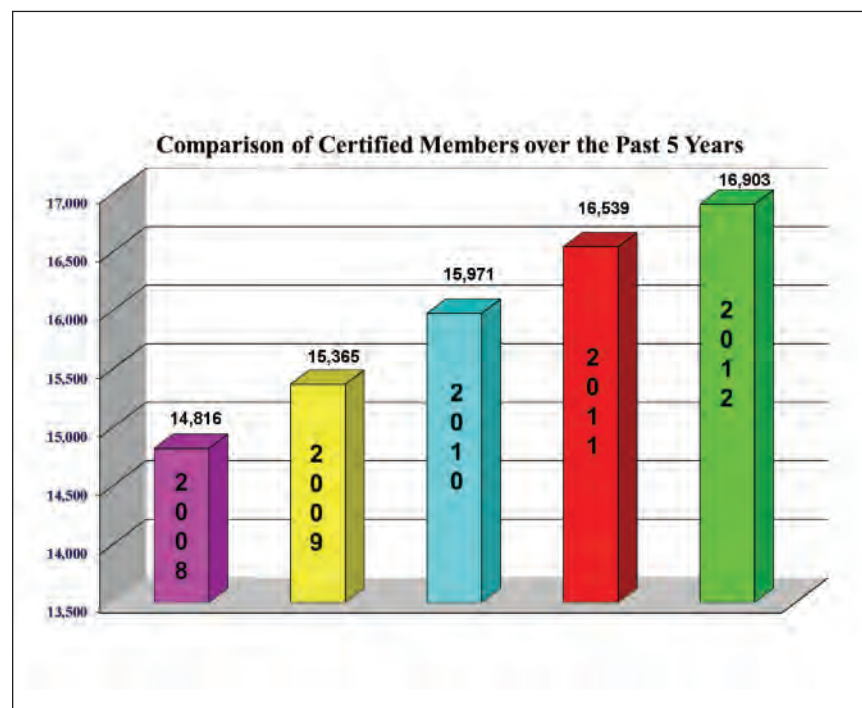


## SECRETARY-TREASURER'S REPORT



our lease was up for renewal. Council authorized the signing of a ten-year lease with the option to terminate the lease in five years with one year's notice, and to stay at the current location. As part of this agreement, a leasehold improvement allowance was negotiated with the landlord that provides additional funding to upgrade our current office space. Administration staff is busy meeting with contractors and designers to maximize space requirements and refresh the office to enhance our professional image. These enhancements will be completed by the end of August 2013.

Your Council and staff have worked very hard over the past year as evidenced by our strong financial and operational success and they are to be commended. OACETT is certainly in a good position to celebrate!



## GOVERNMENT RELATIONS REPORT



Gordon Masters, CAE, FCGA

### ADVANCING MEMBERS' INTERESTS

A priority established by OACETT Council is to advance a comprehensive government relations effort at Queen's Park and at the riding level to advance members' interests. To move this effort forward, OACETT Council approved a financial commitment to government relations for the past two years via a budget that covers operating expenses for a Government Relations (GR) Committee, a grassroots MPP Link Program, member advocate training, government outreach and monitoring of legislative issues.

The GR Committee, under the chairmanship of Bob van den Berg, C.E.T., holds regular meetings in order to fulfill a mandate, terms of reference and government relations plan approved by OACETT's Council. The GR committee has identified key Ontario MPP ridings

and short and longer term strategic initiatives that will further OACETT's government relations efforts.

#### Terms of Reference

The GR Committee's terms of reference include the development of positive relationships with Ontario's MPPs and senior government staff to ensure OACETT has an active voice at the table whenever new legislation is developed that affects members, specifically by:

- Promoting and protecting OACETT members' Qualified Person (QP) status;
- Undertaking activities that support OACETT's long-term ambition for Right to Practise;
- Building the profile, image and reputation of OACETT as an organization amongst government decision-makers, key stakeholders and groups with which OACETT wishes to become better aligned;
- Arranging meetings with senior political advisors and elected officials to present OACETT's issues; and
- Providing strategic communications on how to deliver OACETT's message to stakeholders, government decision-makers and the broader public.

#### Government Relations Plan and Strategies Development for 2012-2013

Among other initiatives, the Committee determined three areas of concentration:

##### 1. Government outreach

- The GR Committee monitors key ministries and, as a priority, is developing ongoing political contact with elected officials. In recent months, Chairman van den Berg,

and Gordon Masters, Director of Government Relations, have met with over 20 MPPs and their staff.

- The GR Committee is developing a business relationship with organizations such as the Ontario Building Officials Association and the Ontario College of Trades with the intent of keeping them informed of OACETT members' qualifications and other issues of mutual interest.

##### 2. Legislative Issues

The GR Committee has established ongoing monitoring to maintain and increase members' QP status, most recently with Building Code Identification Number issues and, as it arises, new legislation that affects OACETT members' Right to Practise.

##### 3. Grassroots

The GR Committee continues to recruit and train OACETT member advocates and chapter executive members to deliver local grassroots presentations. This is being accomplished by the MPP Link Program. The plan is to encourage additional member advocates to be involved in the MPP Link Program in order to deliver OACETT's key messages to the 107 MPPs. Ultimately, the GR Committee hopes to have adequate coverage in every chapter area for all 107 MPPs. Government relations information webinars were held in March 2013 in order to increase the number of MPP Link participants who were recruited in 2012.

Members who have an interest in provincial politics are encouraged to become actively involved at the riding level—this will assist in promoting the C.E.T and C.Tech. designations and OACETT itself.

## CAROLE AND GEORGE FLETCHER FOUNDATION REPORT



David C.M. Tsang, A.Sc.T.  
Chair, Board of Trustees

### INVESTING IN THE FUTURE OF OUR PROFESSION

In support of the Carole and George Fletcher Foundation, the "25 for 25 Building Forward Campaign" was launched in 2011. I am very pleased to report that in 2012 significant progress was made in meeting our goal of raising \$1 million and establishing endowment funds of \$40,000 each at 25 Ontario colleges. Including the Fanshawe and Conestoga funds from 2011, at year-end, 19 full or partial endowment funds were established, totaling over \$700,000. The interest from these funds will be used to award annual bursaries of \$1,000 to worthy students in recognized engineering technology and applied science programs who best exemplify integrity and professionalism.

Leveraging the \$10,000 Fletcher Foundation leadership gift, we successfully

partnered with a number of colleges to secure a \$10,000 matching donation. Alumni associations from several colleges, including Seneca, Durham, Canadore, St. Lawrence, Algonquin, Centennial, Northern and Confederation, committed to matching our donation. Partners also included an anonymous donor at Collège Boréal, the Northumberland Road Builders Association at Loyalist and Plan Electric Group at George Brown. These \$20,000 amounts were, in turn, matched by the provincial government through the Ontario Trust for Student Support (OTSS) program at a one-to-one ratio, creating \$40,000 endowment funds. The \$10,000 donation to Georgian was matched three to one by OTSS. Donations to Humber, Sheridan, Lambton, La Cité and Cambrian were matched by the OTSS program to create partial endowment funds.

With the March 31 closure of the OTSS program, focus shifted to the partially funded colleges and to the six that did not have access to OTSS funding—Fleming, Mohawk, Niagara, Sault, St. Clair and RCC—to work with each to find matching and additional funds to reach the \$40,000 goal. Sheridan, Humber, Niagara and Fleming each engaged in fundraising activities to acquire additional or matching funds.

The Carole and George Fletcher award was bestowed to five students in engineering technology programs at Confederation, Loyalist, Sheridan, St. Clair and St. Lawrence. Five Fletcher bursaries were also awarded from endowed funds at Algonquin, Fanshawe and Lambton. Additional awards from endowed funds are expected before the end of the 2012/2013 academic year. The Barbara and Felix Degan Award, an award given to international students each year, was given to a student

attending Centennial College, and a bursary was given to the child of an OACETT member enrolled in a college technology program. A total of \$9,750 was awarded to twelve deserving students.

Campaign awareness measures targeting members were created through a new website, media coverage, regular features in *The Ontario Technologist*, social media and at the annual general meeting. As a result, member donations increased by 11%.

The Carole and George Fletcher Foundation, established in honour of OACETT Past-President George Fletcher, C.E.T., is a registered charitable organization that fosters excellence in education through student support. Managed and operated by a Board of Trustees appointed by members, the Foundation celebrated 25 plus years of awarding bursaries to exceptional students.

The Trustees have reviewed the 2012 audited financial statements that will be presented at the annual general meeting. Furthermore, the Trustees will recommend the reappointment of BDO Canada LLP as auditors for the Foundation.

Fellow Trustees Mazin Audeh, C.E.T., Angelo Innocente, C.E.T., Daryl Keys, C.E.T., David Saunders, C.E.T. and I respectfully ask for your support. As an important investment in the future of our profession, we encourage you to generously donate to the "25 for 25 Building Forward Campaign." Your contribution will be greatly appreciated.

## FINANCIAL STATEMENTS

For the years ended December 31, 2012 and 2011

### Independent Auditors' Report

#### To the Members of Ontario Association of Certified Engineering Technicians and Technologists

We have audited the accompanying financial statements of Ontario Association of Certified Engineering Technicians and Technologists, which comprise the statements of financial position as at December 31, 2012, December 31, 2011 and January 1, 2011 and the statements of operations, statements of changes in net assets and statements of cash flows for the years ended December 31, 2012 and December 31, 2011, and a summary of significant accounting policies and other explanatory information.

#### Management's Responsibility for the Financial Statements

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

#### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audits is sufficient and appropriate to provide a basis for our audit opinion.

#### Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2012, December 31, 2011 and January 1, 2011 and the results of its operations and its cash flows for the years ended December 31, 2012 and December 31, 2011 in accordance with Canadian accounting standards for not-for-profit organizations.

*BDO Canada LLP*

Chartered Accountants, Licensed Public Accountants  
Mississauga, Ontario  
February 22, 2013



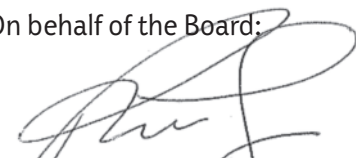
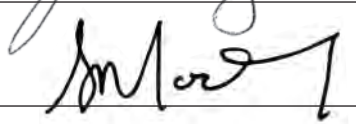
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BDO Canada LLP  
1 City Centre Drive, Suite 1700  
Mississauga ON L5B 1M2  
Canada

## Statements of Financial Position

	December 31, 2012	December 31, 2011	January 1, 2011
<b>Assets</b>			
<b>Current</b>			
Cash and cash equivalents	\$ 513,764	\$ 434,271	\$ 627,892
Accounts receivable	66,252	71,991	75,679
Inventory	11,058	16,752	7,991
Prepaid expenses	52,660	61,847	40,706
	<u>643,734</u>	<u>584,861</u>	<u>752,268</u>
Capital assets (Note 3)	284,083	286,252	302,873
Investments (Note 4)	4,112,651	3,613,290	2,764,492
Pension asset (Note 5)	973,858	887,800	714,800
	<u>\$6,014,326</u>	<u>\$5,372,203</u>	<u>\$ 4,534,433</u>
<b>Liabilities and Net Assets</b>			
<b>Current</b>			
Accounts payable and accrued liabilities	\$ 387,859	\$ 487,886	\$ 442,339
Fees received in advance	1,950,251	1,896,503	1,822,268
Leasehold inducement - current portion (Note 6)	—	23,700	23,700
	<u>2,338,110</u>	<u>2,408,089</u>	<u>2,288,307</u>
Leasehold inducement (Note 6)	—	—	23,700
	<u>2,338,110</u>	<u>2,408,089</u>	<u>2,312,007</u>
<b>Net assets</b>			
<b>Net assets represented by:</b>			
Internally restricted for specific purposes:			
Building fund	—	—	212,277
Legal fund	75,000	75,000	75,000
Contingency fund	2,147,277	212,277	—
Unrestricted - operating fund	1,169,856	2,390,585	1,632,276
Invested in capital assets	284,083	286,252	302,873
	<u>3,676,216</u>	<u>2,964,114</u>	<u>2,222,426</u>
	<u>\$6,014,326</u>	<u>\$5,372,203</u>	<u>\$ 4,534,433</u>

On behalf of the Board:

Rod MacLeod, C.E.T., President

Stephen Morley, C.E.T., President-Elect

## Statements of Operations

For the years ended December 31

	2012 Budget (Unaudited)	2012 Actual	2011 Actual
<b>Revenue</b>			
Annual membership fees	\$3,996,430	\$4,038,980	\$ 3,856,440
Examination fees	171,120	186,591	186,435
Application and registration fees	262,440	238,515	233,549
Advertising	55,000	68,683	58,659
Investment income	2,400	200,898	250,854
Reclassification acceptance fee	—	—	58,789
Other	56,300	126,006	50,893
PPE manual	145,000	143,780	160,609
Seminar	79,900	74,753	81,168
Rent	44,274	44,522	44,274
CTEN	115,000	171,745	182,637
Sponsorship	280,000	315,140	299,547
	<u>5,207,864</u>	<u>5,609,613</u>	<u>5,463,854</u>
<b>Operating expenditures (Schedule 1)</b>	<u>619,500</u>	<u>578,470</u>	<u>536,264</u>
<b>Program and other expenditures (Schedule 2)</b>			
Program	1,340,200	1,132,498	1,213,904
Staff	2,383,279	2,312,077	2,415,401
Office	329,900	300,464	278,732
Services purchased	349,500	400,704	132,415
	<u>4,402,879</u>	<u>4,145,743</u>	<u>4,040,452</u>
	<u>5,022,379</u>	<u>4,724,213</u>	<u>4,576,716</u>
<b>Excess of revenue over expenditures before amortization and contributions</b>	<u>185,485</u>	<u>885,400</u>	<u>887,138</u>
<b>Amortization</b>	<u>(120,000)</u>	<u>(108,298)</u>	<u>(110,450)</u>
<b>Contribution to Carole and George Fletcher Foundation</b>	<u>(65,000)</u>	<u>(65,000)</u>	<u>(35,000)</u>
<b>Excess of revenue over expenditures for the year</b>	<u>\$ 485</u>	<u>\$ 712,102</u>	<u>\$ 741,688</u>



## Statements of Cash Flows

For the years ended December 31	2012	2011
<b>Cash provided by (used in)</b>		
<b>Operating activities</b>		
Excess of revenue over expenses for the year	\$ 712,102	\$ 741,688
Adjustments to reconcile excess of revenue over expenses for the year to net cash provided by operating activities		
Amortization	108,298	110,450
Leasehold inducement	(23,700)	(23,700)
Unrealized gain on investments	(199,361)	(248,798)
Changes in non cash working capital balances		
Accounts receivable	5,739	3,688
Inventory	5,694	(8,761)
Prepaid expenses	9,187	(21,141)
Pension asset	(86,058)	(173,000)
Accounts payable and accrued liabilities	(100,027)	45,547
Fees received in advance	53,748	74,235
	<u>485,622</u>	<u>500,208</u>
<b>Investing activities</b>		
Purchase of investments	(300,000)	(600,000)
Purchase of capital assets	(106,129)	(93,829)
	<u>(406,129)</u>	<u>(693,829)</u>
<b>(Decrease) increase in cash and cash equivalents during the year</b>	<b>79,493</b>	<b>(193,621)</b>
Cash and cash equivalents, beginning of year	434,271	627,892
Cash and cash equivalents, end of year	\$ 513,764	\$ 434,271

## Statements of Changes in Net Assets

For the years ended December 31	2012					2011	
	Invested in Capital assets	Legal Fund	Contingency Fund	Operating Fund	Total	Total	
<b>Fund balances, beginning of year</b>	286,252	\$ 75,000	\$ 212,277	\$ 2,390,585	\$ 2,964,114	\$ 2,222,426	
<b>Capital assets purchased</b>	106,129	—	—	(106,129)	—	—	
<b>Transfer to Contingency Fund</b>	—	—	2,000,000	(2,000,000)	—	—	
<b>Excess (deficiency) of revenue over expenditures</b>	(108,298)	—	(65,000)	885,400	712,102	741,688	
<b>Fund balances, end of year</b>	<b>\$ 284,083</b>	<b>\$ 75,000</b>	<b>\$ 2,147,277</b>	<b>\$ 1,169,856</b>	<b>\$ 3,676,216</b>	<b>\$ 2,964,114</b>	

## Notes to Financial Statements

December 31, 2012 and 2011

### 1. Summary of Significant Accounting Policies

#### Nature of Organization

The Association is constituted by the Ontario Association of Certified Engineering Technicians and Technologists Act, 1998, of the Province of Ontario. As the professional association for engineering technicians and technologists, it establishes standards for its members and provides training, professional development and various member services. The Association is a not-for-profit organization and is exempt from income tax.

#### Cash and cash equivalents

Cash and cash equivalents consist of cash and money market investments with a maturity of less than three months at time of purchase. These are classified as held-for-trading and are reported at market value.

#### Inventory

Inventory consists of jewellery and novelties and is stated at the lower of cost and replacement cost which is not in excess of net realizable value. Cost is generally determined on the first-in, first-out basis.

#### Capital Assets

Capital assets which include the intangible assets computer software and membership database are stated at cost less accumulated amortization. Amortization is provided on the straight-line basis over the expected useful lives of the assets as follows:

Computer equipment and software	3 years
Furniture and equipment	10 years
Leasehold improvements	over the term of the lease
Membership database	5 years

#### Financial Instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, equities traded in an active market are reported at fair value, with any unrealized gains and losses reported in operations. In addition all bonds and guaranteed investment certificates have been designated to be in the fair value category, with gains and losses reported in operations. All other financial instruments are reported at cost or amortized costs less impairment when changes in circumstances indicate the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are expensed for those items remeasured at fair value at each statement of financial position date and charged to the financial instrument for those measured at amortized cost.

#### Fees Received in Advance

Fees received in advance consist of membership fees, examination fees, and miscellaneous deposits which relate to the subsequent fiscal year.

#### Leasehold Inducements

Leasehold inducements are amortized over the term of the lease.

#### Revenue Recognition

**Membership Fees**  
The Association follows the deferral method of accounting for membership fees. Membership fees are recognized as revenue proportionately over the membership period to which they relate. Membership fees are recognized when the amount can be reasonably estimated and collection is reasonably assured.

#### Examination, Application, and Registration Fees

Fees are recognized in the year in which the services are provided.

#### Investment Income

Investment income includes dividends, interest income and realized and unrealized investment gains and losses.

Unrealized gains and losses on financial assets are included in investment income and recognized as revenue in the statement of operations, in the appropriate deferred contributions balance or reported directly in net assets, depending on the nature of any external restrictions imposed on the investment income.

#### Inventory

Revenue earned from sale of inventory is recognized in the period in which the goods are shipped.

#### Sponsorship Revenue

Sponsorship revenue is recognized in the period in which the amounts are received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

All other revenue items are recognized when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

#### Use of Estimates

The preparation of 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 reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future.

#### Internally Restricted Funds

As noted below, part of the Association's fund balances have been internally restricted as approved by the Association's Council. Transfers among funds are recorded as approved by the Council.

#### Building Fund

The Building Fund was established for the future acquisition of a building for the Association. Pursuant to a resolution passed by Council on February 17, 2011, this fund was eliminated and the funds were re-allocated to the Contingency Fund.

#### Legal Fund

The Legal Fund was established to be utilized to fund unexpected legal expenses of the Association.

#### Contingency Fund

The Contingency Fund was established to be utilized to fund unexpected operating expenses of the Association.

#### Donated Capital Assets, Materials and Services

Donated capital assets are recorded at fair value when fair value can be reasonably estimated. Due to the difficulty in determining their fair value, donated materials and services are not recognized in the financial statements.

## Notes to Financial Statements

### Employee Future Benefits

Pension benefits and post-retirement benefits, which include life and health benefits for retirees, are actuarially determined and reflect management's best estimate of future cost trends associated with such benefits and interest rates. Adjustment to these costs arising from changes in estimates and experience gains and losses are amortized to income over the estimated average remaining service life of the employee groups on a straight line basis. Actuarial gains and losses are amortized to income using the amortization and deferral method.

### Capital Management

The Association's capital consists of its net assets. The Association's primary objective of capital management is to ensure that it has sufficient resources to continue to provide services to its members. The Association is not subject to any externally imposed capital requirements. There has been no change in how the Association manages its capital.

## 2. First-time Adoption of Canadian Accounting Standards for Not-for-Profit Organizations

Effective January 1, 2012, the Association adopted the requirements of the new accounting framework, Canadian Accounting Standards for Not-for-Profit Organizations (ASNPO) or Part III of the requirements of the Canadian Institute of Chartered Accountants (CICA) Handbook – Accounting. These are the Association's first financial statements prepared in accordance with this framework and the transitional provisions of Section 1501, First-time Adoption have been applied. Section 1501 requires retrospective application of the accounting standards with certain elective exemptions and mandatory exceptions. The accounting policies set out in Note 1 have been applied in preparing the financial statements for the year ended December 31, 2012, the comparative information presented in these financial statements for the year ended December 31, 2011 and in the preparation of an opening ASNPO statement of financial position at the date of transition of January 1, 2011.

The Association issued financial statements for the year ended December

31, 2011 using generally accepted accounting principles prescribed by the CICA Handbook – Accounting Part V – Prechangeover Accounting Standards. The adoption of ASNPO did not result in any adjustments to the previously reported assets, liabilities, net assets, excess of revenue over expenses and cash flows of the Association.

The following exemption was used at the date of transition to Canadian accounting standards for not-for-profit organizations:

### Employee future benefits

The Association elected to carry forward unrecognized actuarial gains and losses and past service costs that were determined previously in accordance with generally accepted accounting principles prescribed by the CICA Handbook – Accounting Part V – Prechangeover Accounting Standards.

## 3. Capital Assets

	2012		2011	
	Cost	Accumulated Amortization	Cost	Accumulated Amortization
Computer equipment	\$ 401,229	\$ 386,420	\$ 390,195	\$ 377,516
Computer software	322,543	312,702	319,576	302,187
Furniture and equipment	519,071	453,116	518,545	431,637
Leasehold improvements	306,473	306,473	306,473	306,473
Membership database	609,094	415,616	517,492	348,216
	<u>2,158,410</u>	<u>1,874,327</u>	<u>2,052,281</u>	<u>1,766,029</u>
Cost less accumulated amortization		\$ 284,083		\$ 286,252

## Notes to Financial Statements

### 4. Investments

	2012	2011
Cash and short term money market	\$ 14,523	\$ 8,671
Mutual funds	282,733	345,614
Portfolio shares	2,862,530	1,621,468
Fixed income	718,343	1,637,537
Foreign securities	234,522	—
	<u>\$ 4,112,651</u>	<u>\$ 3,613,290</u>

### 5. Pension Plan

The Association has a contributory defined benefit pension plan which covers substantially all its employees hired before December 31, 2007. The pension plan provides pension benefits based on length of service and final average earnings. The most recent actuarial valuation was performed as at January 1, 2011 and was updated to project the financial position as at December 31, 2012.

A pension expense of \$119,600 (2011 – recovery of \$10,400) was recognized during the year. The cumulative excess between contributions and the amount expensed, being \$973,858 (2011 – \$887,800), has been recorded as a pension asset on the balance sheet. Pension fund assets at market related values at December 31, 2012 were \$4,091,192 (2011 – \$3,661,100). Projected accrued benefit obligation at December 31, 2012 was \$4,559,733 (2011 – \$4,318,200).

The following details significant components and assumptions of the Association's pension plan:

	2012	2011
<b>Cash Flows</b>		
Employer contributions	\$ 205,658	\$ 162,646
Employee contributions	—	6,217
Benefit payments	(172,693)	(121,403)
<b>Actuarial Assumptions</b>		
Discount rate	4.00%	4.50%
Interest rate of return on assets	5.25%	6.25%
Inflation rate	2.50%	2.50%
Salary projection rate	2.00%	2.50%

The Association maintains a defined contribution pension plan for employees, matching the employee contributions up to a maximum of 5% of gross earnings. The pension expense for the year relating to this was \$172,800 (2011 – \$159,194).

### 6. Leasehold Inducement

	2012	2011
Original inducement	\$ —	\$ 202,500
Accumulated amortization	—	(178,800)
	—	23,700
Less: Current portion	—	(23,700)
	<u>\$ —</u>	<u>\$ —</u>

## Notes to Financial Statements

### 7. Commitments

The Association leases its premises and certain office equipment under long-term operating leases with annual base commitments over the next five years and thereafter are as follows:

	Premises	Office Equipment	Total
2013	\$ 292,794	\$ 13,765	\$ 306,559
2014	292,794	11,317	304,111
2015	301,023	11,025	312,048
2016	305,138	3,910	309,048
2017	311,721	-	311,721
2018 and there after	1,379,867	-	1,379,867

In addition, OACETT has agreed to loan the Carole and George Fletcher Foundation up to \$75,000 to be advanced between 2012 and 2014. The loan will be unsecured, non-interest bearing with no specified terms of repayment. During the year, OACETT advanced \$25,000 of this loan to the Carole and George Fletcher Foundation and is included in accounts receivable.

### 8. Financial Instrument Risk

The Association may be exposed to a variety of financial risks including interest rate risk and market value risk. The Association manages its risk by forecasting cash flows from operations and anticipating any investing and financing activities. A summary of the various risks which the Association is exposed to as a result of their operations is summarized below.

#### Fair value

In management's opinion, the carrying amount of the Association's financial instruments approximate fair value unless otherwise noted.

#### Interest rate risk

Interest rate risk is the potential for financial loss caused by fluctuations in fair value or future cash flows of financial instruments because of changes in market interest rates. The Association is exposed to this risk through its investments. This risk has not changed from prior years.

#### Market value risk

Market value risk is the risk of potential loss caused by the fluctuations in fair value or future cash flows of financial instruments by changes in their underlying market value. The Association is exposed to this risk through its investments. This risk has not changed from prior years.

### 9. Budgeted Figures

The budgeted figures presented for comparison purposes are unaudited and are those approved by Council, reclassified to conform with the financial statement presentation. The approval of the balanced budget took place November 18, 2011.

### 10. Contingencies

The Association is party to legal proceedings arising out of the normal course of business. The results of these litigations cannot be predicted with certainty, and management is of the opinion that the outcome of these proceedings is not determinable. Any loss resulting from these proceedings will be charged to operations in the period the loss is determined.

### 11. Comparative Figures

Comparative figures have been reclassified to conform with the current year's financial statement presentation.

## Schedule 1 - Operating Expenditures

For the years ended December 31

	2012 Budget (Unaudited)	2012 Actual	2011 Actual
Accommodation	\$ 317,000	\$ 294,330	\$ 306,283
Equipment leases and rentals	13,500	15,502	13,376
Insurance	9,000	8,770	8,765
Telephone and communications	57,000	60,364	54,598
Office	18,000	17,901	16,774
Public Relations/Marketing	5,000	—	1,000
New National Association Model and Issues	200,000	181,603	135,468
	<b>\$ 619,500</b>	<b>\$ 578,470</b>	<b>\$ 536,264</b>

## Schedule 2 - Program and Other Expenditures

For the years ended December 31

	Budget (Unaudited)	IETO	PASB	Admini- stration	2012 Total	2011 Total
Communications Council and Committees	\$ 278,500	\$ 2,670	\$ 236,142	\$ —	\$ 238,812	\$ 224,545
Strategic Initiatives	736,200	162,400	168,274	252,383	583,057	693,155
	325,500	120,334	81,075	109,220	310,629	296,204
<b>Total program expenses</b>	<b>1,340,200</b>	<b>285,404</b>	<b>485,491</b>	<b>361,603</b>	<b>1,132,498</b>	<b>1,213,904</b>
Staff	2,383,279	730,468	512,390	1,069,219	2,312,077	2,415,401
Office	329,900	22,004	21,238	257,222	300,464	278,732
Services purchased	349,500	156,215	75,764	168,725	400,704	132,415
	<b>\$ 4,402,879</b>	<b>\$ 1,194,091</b>	<b>\$ 1,094,883</b>	<b>\$ 1,856,769</b>	<b>\$ 4,145,743</b>	<b>\$ 4,040,452</b>

## PROVINCIAL COMMITTEES

### OACETT ADMINISTRATION BOARD (OAB)

Chair: Stephen Morley, C.E.T.  
President: Rod MacLeod, B.Sc., C.E.T.  
David Saunders, B.E.S., C.E.T.  
Greg Miller, C.E.T., CBCO  
Bob van den Berg, C.E.T.  
David Thomson  
Hillary Tedoldi, CAE  
Sharron Leonard, MBA  
Sam DiGiandomenico  
Debbie Marrocco

### GOVERNMENT RELATIONS COMMITTEE

Chair: Bob van den Berg, C.E.T.  
Steve Barnes, C.E.T.  
Greg Miller, C.E.T., CBCO  
Norman Sandberg, C.E.T.  
André Tardif, C.E.T.  
Ron Walker, C.E.T.  
Tara Welbourn, C.E.T.  
Gordon Masters, CAE, FCGA  
Bridget Nevado

### NOMINATING COMMITTEE

Chair: David Saunders, B.E.S., C.E.T.  
Ahmad Cameron, C.E.T.  
Robin Dunn, C.E.T.  
Sharon Reid, C.Tech.  
Roy Sue-Wah-Sing, C.E.T.  
Hillary Tedoldi, CAE  
Debbie Marrocco

### INSTITUTE OF ENGINEERING TECHNOLOGY OF ONTARIO (IETO)

Chair: Greg Miller, C.E.T., CBCO  
Vice-Chair: Jelbert Real, P.Eng., C.E.T.  
Leo Cusumano, C.E.T, CBCO, CMM III, CRBO  
Vincent Le Faive, C.E.T., CBET(c)  
Patrick Ng, C.E.T.  
Eduardo Prillo, C.E.T.  
André Tardif, C.E.T.  
Ron Walker, C.E.T.  
Sam DiGiandomenico  
Barbara Chappell, MA  
Audrey D'Souza

### IETO EXECUTIVE COMMITTEE

Chair: Greg Miller, C.E.T., CBCO  
Vice-Chair: Jelbert Real, P.Eng., C.E.T.  
Vincent Le Faive, C.E.T., CBET(c)  
Eduardo Prillo, C.E.T.  
Sam DiGiandomenico

### IETO FINANCE COMMITTEE

Chair: Jelbert Real, P.Eng., C.E.T.  
Patrick Ng, C.E.T.  
André Tardif, C.E.T.  
Hillary Tedoldi, CAE  
Sam DiGiandomenico  
Barbara Chappell, MA

### COMPLAINTS COMMITTEE

Chair: Ron Walker, C.E.T.  
Shawn Bonneville, P.Geo., C.E.T.  
Bill Climie, C.E.T.  
Dennis Martin, A.Sc.T.  
Sam DiGiandomenico

### ADMISSIONS COMMITTEE

Chair: Eduardo Prillo, C.E.T.  
Team Leader: Iurie Dmitrenco, PhD, C.E.T.  
Mazin Audeh, C.E.T.  
Terence Davison, C.E.T.  
George Fletcher, C.E.T.  
Cam Johnston, C.E.T.  
Trevor Onken, C.E.T.  
Ram Puri, P.Eng., C.E.T.  
David Sloan, C.E.T.  
Cedric Smith, C.E.T.  
Bin Zhang, P.Eng., C.E.T.  
Barbara Chappell, MA  
Camilla Poliah

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Vice-Chair: Christopher van Dop, C.E.T.  
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Ken Browne, C.E.T.  
Andy Dryland, C.E.T.  
Kim Pickett, C.E.T.  
Tara Welbourn, C.E.T.  
Sharron Leonard, MBA  
Ana Sierra

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David Holmes, C.E.T.  
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Christopher van Dop, C.E.T.  
Sharron Leonard, MBA  
Ana Sierra

### WOMEN IN TECHNOLOGY COMMITTEE

Co-chair: Kim Pickett, C.E.T.  
Co-chair: Tara Welbourn, C.E.T.  
Amy Chigede, C.E.T.  
Dawn Coulson, C.E.T.  
Elaine Daniels  
Cylma Foxtan, C.E.T.  
Bernice Green, C.E.T.  
Meagan McConnell, C.Tech.  
Diane Northey-O'Heron, C.Tech.  
Heather Phillips, C.E.T.  
Sharon Reid, C.Tech.  
Susan Siopis, C.E.T.  
Michelle Stobbart-Cornell, C.Tech.  
Peggy van Mierlo-West, C.E.T.  
Michelle Malcolm-Francis

### FLETCHER FOUNDATION BOARD OF TRUSTEES

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President: David Thomson  
Treasurer: Hillary Tedoldi, CAE  
Secretary: Alla Bondarenko  
Mazin Audeh, C.E.T.  
Angelo Innocente, C.E.T.  
Daryl Keys, C.E.T.  
David Saunders, B.E.S., C.E.T.

### REGULATORY TASK GROUP

Chair: Rod MacLeod, B.Sc., C.E.T.  
Martine Band  
Dr. Christine Bradaric-Baus  
David McBeth, C.E.T.  
Sean O'Reilly, B.E.S., B. Arch., OAA  
Henry Reiser, M.A.Sc.  
Jim Witmer, C.E.T.  
Barbara Chappell, MA

## PROVINCIAL REGIONAL COUNCILS

### CENTRAL REGION

PASB Councillor: Kim Pickett, C.E.T.  
IETO Councillor: Patrick Ng, C.E.T.  
Regional Secretary-Treasurer:  
Devi Richards, C.E.T.

#### Durham:

Chair: Ronald Wilson, C.E.T.  
Treasurer: Randolph Edmead, C.E.T.

#### Georgian Bay:

Chair: Howard Mulrain, C.E.T.  
Treasurer: Brant Armstrong, C.E.T.

#### York:

Chair: Salvadore Ingraldi, C.Tech.  
Treasurer: Sivagnanaselvam Sivaratnam, C.Tech.

### EASTERN REGION

PASB Councillor: Tara Welbourn, C.E.T.  
IETO Councillor: Ron Walker, C.E.T.  
Regional Secretary-Treasurer:  
Diane Northey-O'Heron, C.Tech.

#### Cornwall:

Chair: Lloyd Chaput, C.E.T.  
Treasurer: Lyle Casselman, C.E.T.

#### Kingston:

Chair: Bruce Fudger, C.E.T.  
Treasurer: Lincoln McIntyre, C.E.T.

#### Lanark, Leeds & Grenville:

Chair: Vanessa Bligdon-Bernicky, A.Sc.T.  
Treasurer: Dean Buchanan, C.E.T.

#### Ottawa:

Chair: Brian Morgan, C.E.T.  
Treasurer: Ben Van Veldhuizen, A.Sc.T.

#### Pembroke:

Chair: Elizabeth Reid, C.Tech.  
Treasurer: Michael Behm

#### Peterborough:

Chair: Diane Northey-O'Heron, C.Tech.  
Treasurer: Pascual Autorino, C.Tech.

#### Quinte:

Chair: Christopher Ellerton, A.Sc.T.  
Treasurer: David Scarlett, C.E.T.

### HORSESHOE REGION

PASB Councillor: Kenneth Browne, C.E.T.  
IETO Councillor: Jelbert Real, P.Eng., C.E.T.  
Regional Secretary-Treasurer:  
Erin Booth, C.E.T.

#### Hamilton:

Chair: Erin Booth, C.E.T.  
Paul Wardell, C.Tech.

#### Niagara:

Chair: Teresa Chickowski, A.Sc.T.  
Treasurer: Jim Sorley, C.E.T.

#### Peel:

Chair: Satish Sharma, C.E.T.  
Treasurer: Johannes Van Den Hoek, C.E.T.

### NORTHERN REGION

PASB Councillor: Andy Dryland, C.E.T.  
IETO Councillor: André Tardif, C.E.T.  
Regional Secretary-Treasurer:  
Alex Szczebonski, C.E.T.

#### Near North:

Chair: Richard Labelle, C.Tech.  
Treasurer: Michel Jerome, C.Tech.

#### Sault Ste. Marie:

Chair: Christopher Etchells, C.E.T.  
Treasurer: Thomas Kulmala, C.E.T.

#### Sudbury:

Chair: Paul Beaulieu, C.E.T.  
Treasurer: Denis Lamontagne, C.E.T.

#### Thunder Bay:

Chair: Bruce Elliott, C.E.T.  
Treasurer: Todd Patterson

#### Timiskaming:

Chair: James McLaren, C.E.T.  
Treasurer: William McLaren, C.E.T.

#### Timmins:

Chair: Shane Dubroy, C.E.T.  
Treasurer: Jeffrey Hautanen, C.E.T.

### TORONTO REGION

PASB Councillor: Steve Barnes, C.E.T.  
IETO Councillor: Eduardo Prillo, C.E.T.  
Regional Secretary-Treasurer:  
Vicente Catillo, CET.

#### Toronto Central:

Chair: Joseph Ciccone, C.E.T.  
Treasurer: Mark La Fleche

#### Toronto East:

Chair: Clive Banton, C.E.T.  
Treasurer: Vicente Catillo, C.E.T.

#### Toronto West:

Chair: James Way, C.E.T.  
Treasurer: Reginald Grieco, C.E.T.

### WESTERN REGION

PASB Councillor: Christopher van Dop, C.E.T.  
IETO Councillor: Vincent Le Faive, C.E.T., CBET(c)  
Regional Secretary-Treasurer:  
Shervin Reyhani, C.E.T.

#### Chatham-Kent:

Chair: Christopher Van Daele, C.E.T.  
Treasurer: Mark Ceppi

#### Essex:

Chair: Benjamin Dollar, A.Sc.T.  
Treasurer: Bill Van Loon, C.E.T., CST

#### Grand Valley:

Chair: Kevin Lima, C.E.T.  
Treasurer: Eric Riek, C.E.T.

#### Grey-Bruce:

Chair: Michael Galley, A.Sc.T.  
Treasurer: Jennifer Gillen

#### Lambton:

Chair: Paul Janik, A.Sc.T.  
Treasurer: Christopher Braet, C.E.T.

#### London:

Chair: Ronald Mickle, C.E.T.  
Treasurer: Curt Allen, C.E.T.