OACETT EXECUTIVE AND COUNCIL, 2012 – 2013

EXECUTIVE
President – Rod MacLeod, B.Sc., C.E.T.
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., CBDO
Vice-President, PASB – Bob van den Berg, C.E.T.
Secretary-Treasurer – Hillary Tedoldi, CAE
Registrar – Sam DiGiammarino

PASB COUNCILLORS
Steve Barnes, C.E.T.
Ken Browne, C.E.T.
Andy Dryland, C.E.T.
Kim Pickett, C.E.T.
Christopher van Dop, C.E.T.
Tara Welbourn, C.E.T.

IETO COUNCILLORS
Vincent Le Fanu, C.E.T., CBET (c)
Patrick Ng, C.E.T.
Eduardo Pihlo, C.E.T.
Jelbert Reol, P.Eng., C.E.T.
Andre Tardif, C.E.T.
Ron Walker, C.E.T.

EX-OFFICIO COUNCIL MEMBERS
Marline Brand
Phil Maka, P.Eng.
Andre Sherman, D.Arch, D.B.Arch., O.A.A.

OACETT SENIOR STAFF
Chief Executive Officer
David Thomson
Chief Administrative Officer
Hillary Tedoldi, CAE
Director, Institute of Engineering Technology
Ontario
Sam DiGiammarino
Director, Professional Affairs and Services
Sharron Leonard, MBA

ANNUAL REPORT 2012 – 2013
ONTARIO ASSOCIATION OF CERTIFIED ENGINEERING TECHNICIANS AND TECHNOLOGISTS

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emerging Technologies

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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 Technician (C.E.T.)
- Applied Science Technician (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 (rcci)

Members may also use these designations after qualifying:

- Certified Technician (C.Tech.)
- Certified Engineering Technician (C.E.T.)

Members may also use these designations after qualifying:

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

PRESIDENT’S REPORT

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 India 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 Technician 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 and, to our benefit, will 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.
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 chapter to succeed. Telling 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 something back 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.

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.ET, CB二氧化碳

Vigilance in Certification, Standards and Professionalism

OACETT enshrines the certification responsibilities outlined in the OACETT Act to the Institute of Engineering Technology of Ontario (IETO). These responsibilities are: to grant membership to applicants who meet our requirements is one of IETO’s most important tasks. To improve 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 training on the seminar can extend their session at a reduced fee.

I am also very pleased that IETO has launched the Fellows designation, to the first recipients to be honored 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 new members; processed 1,700 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

Sharon 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 media presence is an ongoing business imperative, and the goal 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 experiences, 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 and in 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, and for their generosity to our members.

Over the past year we have been actively building relationships with industry, 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

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.

As 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 Association, is in place. We are 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 hardworking 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 how OACETT is a successful, professional certification Association.

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 venal 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.

SECRETARY-TREASURER’S REPORT

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 $722,000. 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 competencies 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 file, 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 au-
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 land-
lord that provides additional funding to
upgrade our current office space. Ad-
ministration staff is busy meeting with
contractors and designers to maximize
space requirements and refresh the of-
fice 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 evi-
denced by our strong financial and op-
erational success and they are to be
commended. OACETT is certainly in a
good position to celebrate!

GOVERNMENT RELATIONS REPORT

and short and longer-term strategic ini-
tiatives that will further OACETT’s gov-
ernment relations efforts.

Terms of Reference
The GR Committee’s terms of ref-
ence include the development of posi-
tive 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) sta-
tus;
• Undertaking activities that support
OACETT’s long-term ambition for
Right to Practise;
• Building the profile, image and repu-
tation 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 po-
litical advisors and elected officials
to encourage additional member advocates
to be involved in the MPP Link Program
in order to deliver OACETT’s key mes-
sages to the 107 MPPs. Ultimately,
the GR Committee hopes to have ad-
quate 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.

1. Government outreach
• The GR Committee monitors key
ministries and, as a priority, is de-
veloping ongoing political contacts
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.

2. Legislative issues
The GR Committee has established on-
going monitoring to maintain and in-
crease members’ QP status, most re-
cently with Building Code Identifica-
tion 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 en-
courage additional member advocates
to be involved in the MPP Link Program
in order to deliver OACETT’s key mes-
sages to the 107 MPPs. Ultimately,
the GR Committee hopes to have ad-
quate 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 be-
come actively involved at the riding lev-
el—this will assist in promoting the C.E.T
and C.Tech. designations and OACETT it-
self.
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 College Boreal, 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 Cite 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 RRC—to work with each to find matching activities to acquire additional or matching funds. 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.

INDEPENDENT AUDITORS’ REPORT

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.
# Statements of Financial Position

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<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
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</tr>
<tr>
<td><strong>Current</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$513,764</td>
<td>$434,271</td>
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<tr>
<td>Accounts receivable</td>
<td>66,252</td>
<td>71,991</td>
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<td>Inventory</td>
<td>11,058</td>
<td>16,752</td>
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<td>Prepaid expenses</td>
<td>52,660</td>
<td>61,847</td>
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<td><strong>Capital assets</strong> (Note 3)</td>
<td>643,734</td>
<td>584,861</td>
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<td><strong>Investments</strong> (Note 4)</td>
<td>284,083</td>
<td>286,252</td>
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<tr>
<td><strong>Pension asset</strong> (Note 5)</td>
<td>4,112,651</td>
<td>3,613,290</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$6,014,326</td>
<td>$5,572,203</td>
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<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
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<tr>
<td><strong>Current</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
<td>$387,859</td>
<td>$487,886</td>
</tr>
<tr>
<td>Fees received in advance</td>
<td>1,950,251</td>
<td>1,896,503</td>
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<tr>
<td>Leasehold inducement - current portion (Note 6)</td>
<td>—</td>
<td>23,700</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>2,338,110</td>
<td>2,408,089</td>
</tr>
<tr>
<td><strong>Leasehold inducement</strong> (Note 6)</td>
<td>2,338,110</td>
<td>2,408,089</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net assets represented by:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Internally restricted for specific purposes:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Building fund</td>
<td>—</td>
<td>212,277</td>
</tr>
<tr>
<td>Legal fund</td>
<td>75,000</td>
<td>75,000</td>
</tr>
<tr>
<td>Contingency fund</td>
<td>2,147,277</td>
<td>20,207</td>
</tr>
<tr>
<td>Unrestricted - operating fund</td>
<td>1,169,856</td>
<td>2,390,585</td>
</tr>
<tr>
<td>Invested in capital assets</td>
<td>284,083</td>
<td>286,252</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>3,676,216</td>
<td>2,964,114</td>
</tr>
<tr>
<td><strong>Total Assets and Liabilities and Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>On behalf of the Board:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rod MacLeod, C.E.T., President</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stephen Morley, C.E.T., President-Elect</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

# Statements of Operations

For the years ended December 31

<table>
<thead>
<tr>
<th>2012 (Unaudited)</th>
<th>2012 Actual</th>
<th>2011 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual membership fees</td>
<td>$3,996,430</td>
<td>$4,038,980</td>
</tr>
<tr>
<td>Examination fees</td>
<td>171,120</td>
<td>186,591</td>
</tr>
<tr>
<td>Application and registration fees</td>
<td>262,440</td>
<td>238,515</td>
</tr>
<tr>
<td>Advertising</td>
<td>55,000</td>
<td>68,683</td>
</tr>
<tr>
<td>Investment income</td>
<td>24,000</td>
<td>200,898</td>
</tr>
<tr>
<td>Reclassification acceptance fee</td>
<td>56,300</td>
<td>126,006</td>
</tr>
<tr>
<td>Other</td>
<td>145,000</td>
<td>143,780</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>5,207,864</td>
<td>5,609,613</td>
</tr>
<tr>
<td><strong>Operating expenditures</strong> (Schedule 1)</td>
<td>619,500</td>
<td>578,470</td>
</tr>
<tr>
<td><strong>Program and other expenditures</strong> (Schedule 2)</td>
<td>1,340,200</td>
<td>1,132,498</td>
</tr>
<tr>
<td>Program</td>
<td>2,383,279</td>
<td>2,312,077</td>
</tr>
<tr>
<td>Staff</td>
<td>329,000</td>
<td>300,464</td>
</tr>
<tr>
<td>Services purchased</td>
<td>349,500</td>
<td>400,704</td>
</tr>
<tr>
<td><strong>Total Operating expenditures</strong></td>
<td>4,402,879</td>
<td>4,145,743</td>
</tr>
<tr>
<td><strong>Excess of revenue over expenditures</strong> before amortization and contributions</td>
<td>$5,022,379</td>
<td>4,724,213</td>
</tr>
<tr>
<td><strong>Excess of revenue over expenditures after amortization</strong> and contributions</td>
<td>185,485</td>
<td>885,400</td>
</tr>
<tr>
<td>Amortization</td>
<td>(120,000)</td>
<td>(108,298)</td>
</tr>
<tr>
<td>Contribution to Carole and George Fletcher Foundation</td>
<td>(65,000)</td>
<td>(65,000)</td>
</tr>
<tr>
<td><strong>Excess of revenue over expenditures for the year</strong></td>
<td>$485</td>
<td>$712,102</td>
</tr>
</tbody>
</table>

On behalf of the Board:

Rod MacLeod, C.E.T., President

Stephen Morley, C.E.T., President-Elect
**Investing Activities**

- Purchase of investments: $794,932
- Purchase of capital assets: $406,129

**Changes in non-cash working capital balances**

- Unrealized gain on investments: $108,298
- Leasehold inducement: ($23,700)

**Pension asset**

- Transfer to Contingency Fund: $110,450

**Inventory**

- Prepaid expenses: ($9,187)
- Accounts payable and accrued liabilities: $100,027
- Fees received in advance: $53,748

**Operating Activities**

- Excess of revenue over expenses for the year: $712,102

- Excess of revenue over expenses for the year to net cash provided by operating activities:
  - Amortization: $108,298
  - Leasehold inducement: ($23,700)
  - Unrealized gain on investments: ($199,361)

**Changes in non-cash working capital balances**

- Accounts receivable: $5,739
- Inventory: $5,694
- Prepaid expenses: $9,187
- Pension asset: $86,058

**Changes in Fund balances**

- Beginning of year: $284,083
- End of year: $343,271

**Notes to Financial Statements**

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 the time of purchase. These are classified as held-for-trading and are reported at market value.

   **Leasehold Inducement**
   - Leasehold inducements are amortized over the term of the lease.

   **Prepaid Expenses**
   - Prepaid expenses are expensed as the services are provided.

   **Pension Asset**
   - The Association follows the deferral method of accounting for membership database.

   **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.

   **Changes in Working Capital**
   - Changes in working capital are reported in the statement of cash flows as working capital adjustments.

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

   **Legal Fund**
   - The Legal Fund is established to be utilized to fund unexpected legal expenses of the Association.

   **Operating Fund**
   - The Operating Fund is established to be utilized to fund unexpected operating expenses of the Association.

2. **Examination, Application, and Registration Fees**

   Examination, Application, and Registration 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**
   - 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.

3. **Investments**

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

4. **Use of Estimates**

   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 collected is reasonably assured.

   **All other Revenue Items**
   - 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.

5. **Financial Instruments**

   Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, expenses incurred 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 that the asset could be impaired. Transaction costs on the acquisition, sale or issue of financial instruments are recognized 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.

6. **Fees**

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

   **Leasehold Indemnities**
   - Leasehold indemnities are amortized over the term of the lease.

   **Revenue Recognition**
   - 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.

7. **Additional Information**

   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-assigned 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

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 exemptions were 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.

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 $172,800 (2011 – $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 $3,661,000 (2011 – $3,418,200). 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:

4. Investments

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and short term money market</td>
<td>$14,523</td>
<td>$8,671</td>
</tr>
<tr>
<td>Mutual funds</td>
<td>$282,733</td>
<td>$345,614</td>
</tr>
<tr>
<td>Portfolio shares</td>
<td>$2,862,530</td>
<td>$1,621,468</td>
</tr>
<tr>
<td>Fixed income</td>
<td>$718,343</td>
<td>$1,637,537</td>
</tr>
<tr>
<td>Foreign securities</td>
<td>$234,522</td>
<td></td>
</tr>
<tr>
<td></td>
<td>$4,112,651</td>
<td>$3,616,290</td>
</tr>
</tbody>
</table>

6. Leasehold Inducement

<table>
<thead>
<tr>
<th>Description</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Original inducement</td>
<td>$—</td>
<td>$202,500</td>
</tr>
<tr>
<td>Accumulated amortization</td>
<td>—</td>
<td>(178,800)</td>
</tr>
<tr>
<td>Less: Current portion</td>
<td>—</td>
<td>(23,700)</td>
</tr>
<tr>
<td></td>
<td>$—</td>
<td>$—</td>
</tr>
</tbody>
</table>
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 as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Premises</th>
<th>Equipment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>$292,794</td>
<td>$13,765</td>
<td>$306,559</td>
</tr>
<tr>
<td>2014</td>
<td>292,794</td>
<td>11,317</td>
<td>304,111</td>
</tr>
<tr>
<td>2015</td>
<td>301,023</td>
<td>11,025</td>
<td>312,048</td>
</tr>
<tr>
<td>2016</td>
<td>305,138</td>
<td>3,910</td>
<td>309,048</td>
</tr>
<tr>
<td>2017</td>
<td>311,721</td>
<td>-</td>
<td>311,721</td>
</tr>
<tr>
<td>2018 and there after</td>
<td>1,379,867</td>
<td>-</td>
<td>1,379,867</td>
</tr>
</tbody>
</table>

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

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

Schedule 2 - Program and Other Expenditures

For the years ended December 31

<table>
<thead>
<tr>
<th></th>
<th>2012 Budget</th>
<th>IETO</th>
<th>PASB</th>
<th>Administra-</th>
<th>2012 Total</th>
<th>2011 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications</td>
<td>$278,500</td>
<td>$2,670</td>
<td>$236,142</td>
<td>$-</td>
<td>$238,812</td>
<td>$224,545</td>
</tr>
<tr>
<td>Council and Committees</td>
<td>736,200</td>
<td>162,400</td>
<td>168,274</td>
<td>252,383</td>
<td>583,057</td>
<td>693,555</td>
</tr>
<tr>
<td>Strategic Initiatives</td>
<td>325,500</td>
<td>120,334</td>
<td>81,075</td>
<td>109,220</td>
<td>310,464</td>
<td>296,204</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,340,200</td>
<td>$285,404</td>
<td>485,491</td>
<td>361,603</td>
<td>$1,132,498</td>
<td>$1,213,904</td>
</tr>
<tr>
<td>Staff</td>
<td>2,383,279</td>
<td>730,468</td>
<td>512,390</td>
<td>1,069,219</td>
<td>2,312,077</td>
<td>2,415,401</td>
</tr>
<tr>
<td>Office</td>
<td>329,900</td>
<td>22,004</td>
<td>21,238</td>
<td>257,222</td>
<td>300,464</td>
<td>278,732</td>
</tr>
<tr>
<td>Services purchased</td>
<td>349,500</td>
<td>156,215</td>
<td>75,764</td>
<td>168,725</td>
<td>400,704</td>
<td>321,415</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$4,402,879</td>
<td>$1,194,091</td>
<td>$1,094,883</td>
<td>$1,856,769</td>
<td>$4,145,743</td>
<td>$4,040,452</td>
</tr>
</tbody>
</table>
PROVINCIAL COMMITTEES

IETO EXECUTIVE COMMITTEE
Chair: Greg Miller, C.E.T., CBCO
Vice-Chair: Jeffie 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: Jeffie Real, P.Eng., C.E.T.
Patrick Ng, C.E.T.
Andre Tardif, C.E.T.
Hillary Tedoldi, CAE
Sam DiGiandomenico

COMPLAINTS COMMITTEE
Chair: Ron Walker, C.E.T.
Shawn Bonneville, P.Eng., C.E.T.
Bill Cline, C.E.T.
Dennis Martin, A.Sc.T.
Sam DiGiandomenico

ADMISSIONS COMMITTEE
Chair: Eduardo Prillo, C.E.T.
Team Leader: Iruc Dimitrancic, 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 Oolick, C.E.T.
Ram Pur, 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 Polan

FLETCHER FOUNDATION BOARD OF TRUSTEES
Chair: David Tsang, A.Sc.T.
President: David Thompson
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 McInnis, C.E.T.
Andy Dryland, C.E.T.
Kim Pickett, C.E.T.
Tara Welbourn, C.E.T.
Sharon Leonard, MBA
Ana Sierra

CENTRAL REGION
PB&V Councillor: Tim Goss, C.E.T.
IETO Councillor: Tim Goss, 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 Mulea, C.E.T.
Treasurer: Brant Armstrong, C.E.T.
York:
Chair: Salvatore Ingraldi, C.E.T.
Treasurer: Svagranasaleam Sivaratnam, C.E.T.

EASTERN REGION
PB&V Councillor: Tara Welbourn, C.E.T.
IETO Councillor: Ron Walker, C.E.T.
Regional Secretary-Treasurer: Diane Northey-O’Heron, C.E.T.

Cornwall:
Chair: Lloyd Chapat, A.Sc.T.
Treasurer: Lyle Casselman, C.E.T.
Kingston:
Chair: Bruce Fudge, C.E.T.
Treasurer: Lincoln McIntyre, C.E.T.

Lanark, Leeds & Grenville:
Chair: Vanessa Biglione-Bernicki, A.Sc.T.
Treasurer: Dean Buchanan, C.E.T.

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

Essex:
Chair: Paul Beaulieu, C.E.T.
Treasurer: Barbara Cudmore, C.E.T.

Chatham-Kent:
Chair: Vincent Le Faive, C.E.T.
Treasurer: John Kacheng, C.E.T.

CENTRAL REGION
PB&V Councillor: Ken Browne, C.E.T.
IETO Councillor: Patrick Ng, C.E.T.
Regional Secretary-Treasurer: Devi Richards, C.E.T.

HORSESHOE REGION
PB&V Councillor: Kenneth Browne, C.E.T.
IETO Councillor: Jeffie Real, P.Eng., C.E.T.
Regional Secretary-Treasurer: Erin Booth, C.E.T.

HAMILTON:
Chair: Erin Booth, C.E.T.
Treasurer: Paul Wardle, C.E.T.

Lambton:
Chair: Joseph Cicone, C.E.T.
Treasurer: Mark La Flche

NORTHERN REGION
PB&V Councillor: Andy Dryland, C.E.T.
IETO Councillor: André Tardif, C.E.T.
Regional Secretary-Treasurer: Diane Northey-O’Heron, C.E.T.

Near North:
Chair: Richard Labelle, C.E.T.
Treasurer: Michel Jerome, C.E.T.
Sault Ste. Marie:
Chair: Christopher Etchells, C.E.T.
Treasurer: Thomas Kulmala, C.E.T.
Sudbury:
Chair: Paul Beaulieu, C.E.T.
Treasurer: Dennis Lomantagne, C.E.T.
Thunder Bay:
Chair: Bruce Elliott, C.E.T.
Treasurer: Todd Patterson

Chatham-Kent:
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