



MEMBERSHIP PACKAGE 2009 - 2010

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CONSULTING ENGINEERS OF MANITOBA

Formed in 1978 under the Corporations Act of Manitoba, the Consulting Engineers of Manitoba Inc. (CEM) is a non-profit organization dedicated to improving the business environment for consulting engineering firms in the province, and providing society with the highest standards of engineering and safety.

Today, CEM is a vibrant association, active on issues vital to the industry and responsive to the community at large. Manitoba firms represent an industry of over \$120 million, including \$25M in foreign revenue. The association has 31 principal members employing over 1,400 individuals.

CEM recognizes the value of gaining participation from related interest groups who do not meet basic membership criteria, leading to the establishment of the Associate and Affiliate Membership categories. The association liaises with other organizations and associations touching on the consulting engineering industry, including:

- Association of Professional Engineers and Geoscientists of the Province of Manitoba (APEGM)
- Manitoba Association of Architects (MAA)
- Member of the Infrastructure Council of Manitoba (ICM)
- Winnipeg Chamber of Commerce

The CEM and its member firms are also members of the national Association of Consulting Engineering Companies – Canada (ACEC), and therefore, affiliated to the International Federation of Consulting Engineers (FIDIC).

MISSION and GOALS:

CEM's stated mandate is:

- . To promote and enhance the business interests of the consulting engineers of Manitoba; and
- . To lead in the application of technology for the benefit of society.

Goals:

- . Increase public awareness of the pivotal role that consulting engineers play in the application of technology, safety and protection of society, and of their importance to the natural resources, processing and manufacturing-based economy of Manitoba.
- . Ensure provincial government recognition of consulting engineers' leading role in the management and application of technology, and of its benefit to Manitobans.
- . Continuously strengthen and increase association membership and, as a result, prove an effective voice on critical issues facing the consulting engineering industry.
- . Strengthen and increase the working relationships with the organizations and associations closely affiliated with Manitoba's consulting engineering industry.
- . Promote the engagement of consulting engineering firms using the industry-recognized process of The Qualifications-Based Selection (QBS) System, and promote fair payment for consulting services.

MEMBER BENEFITS:

The strategic functions of CEM to provide commercial value to the membership can be summarized into the following categories: Image, Remuneration, Member Services and CEM Office Administration/Operations.

Image:

- CEM Awards of Excellence in Consulting Engineering, which highlights the talent, expertise and innovation of CEM member firms.
- Keystone Award is awarded to the overall winning project at the CEM Awards of Excellence in Consulting Engineering.
- CEM Charter – displayed at member premises.
- Participation in the annual national engineering week, to build awareness and educate the public about the consulting engineering industry in Manitoba.
- Participation in display opportunities for Awards of Excellence project winners.
- CEM Directory of Member Firms is shown on our website and contains listings of CEM member firms in their fields of specialization, member firm corporate profiles and contacts.
- Promotion of CEM through feature articles in various media.

Remuneration:

- Promotion of Best Practices InfraGuide and fair compensation to members for services provided.
- CEM member firm representatives were active in developing the Recommended Schedule of Fees for Consulting Engineers.
- CEM member firms participate in various surveys (i.e. national client survey conducted by ACEC and Western Compensation Survey).

Member Services:

- Full Membership, Associate and Affiliate Membership offered to firms and individuals who meet the necessary qualifications.
- Industry Liaison – CEM represents the business interests of the consulting engineering firms at various levels of government, and provides a coordinated business network within other organizations, and the public, speaking on behalf of the consulting engineering industry in Manitoba.
- Business promotion of CEM and member firms through various venues.
- Annual General Meeting, Annual Golf Tournament and Annual CEM Awards of Excellence in Consulting Engineering.
- CEM organization and member listing information under the Directory section, and a CEM Awards of Excellence in Consulting Engineering section.
- Identification of potential business opportunities for CEM member firms.
- Opportunity to participate on CEM Committees.
- Task Groups are formed to address specific issues/concerns, i.e., Limitations of Liability, Health Care, Guidelines for the Selection of a Consulting Engineer, Fee Guidelines, etc.
- Participate in an active government relations program, which represents our industry with all levels of government.
- Better understand the opportunities and concerns, which confront our industry.
- ACEC Affiliation Benefits (also see ACEC section):
 - CEM, as a member organization of the Association of Canadian Engineering Companies (ACEC), provides related membership in an organization that speaks for the consulting engineering industry on national issues.
 - CEM has representation at the ACEC Board Table and on National ACEC Committees.
 - CEM representative(s) participate at the annual ACEC National Convention.
 - CEM member firms have access to ACEC/CCDC documents at member prices (i.e. some provided free of charge to CEM member firms).

CEM Office Administration & Operation in a Professional Manner:

- Member communication on a regular basis
- ACEC and member organization communications
- Government departments/agencies' communications
- Membership recruitment and retention functions with potential member firms to broaden the CEM representation within the industry
- Preparation of media and promotional materials
- Database and Website management
- Financial records – Quick Books
- Organization (scheduling, coordination, etc.) of meetings and preparation of pertinent materials, i.e., Board of Directors and various Committees – agenda, reports, meeting materials, minutes, etc.
- Preparation of Annual Report and organization of Annual General Meeting events
- Coordination of events – announcements, registration, facility bookings, speaking notes, set up of displays, invoicing, etc.

CEM CHARTER:

A Consulting Engineer is a professional adviser who provides engineering and other technology-based services. The role of the Consulting Engineer is to put expert knowledge at the disposal of the Client, and serve the Client interests as if they were his own. The relationship between the Client and Consulting Engineer is based on mutual trust and co-operation.

CEM provides the consulting engineering industry with leadership to build a positive business environment and serves society by promoting the engineering industry as a catalyst for the application of technology, improved quality of life, economic growth and wealth generation.

CEM's vision is to build a strong consulting engineering industry providing value and quality to society. To achieve this vision, CEM must be the united voice that speaks for the industry, and must foster a high level of trust among its Member Firms.

In recognition of this goal, we, the Senior Officers of the Member Firms of CEM, acknowledge the need to respect our relationships with each other. We affirm that membership in CEM is important to us and that our companies will uphold the following principles:

- *Relate to other Members of CEM with integrity, and in a manner that will enhance the stature of consulting engineer and the profession in general.*
- *Respect the majority view of CEM for the greater good of the industry.*
- *Not impugn the reputation or business of other members.*
- *Actively encourage the selection of consultants based on qualifications.*
- *Respect the clientele of other members of CEM and not attempt to supplant them when definite steps have been taken for their engagement.*
- *Endeavour to select from other qualified CEM firms when partnering for projects.*
- *Respect the CEM Protocols as developed by the membership.*

By upholding these principles, we will create a strong consulting engineering industry better able to service the needs of our Clients.



C.E.M. G.S.T. Registration #10673 3959 RP

CONSULTING ENGINEERS OF MANITOBA INC. (CEM)

NOTICE OF ANNUAL DUES FOR ASSOCIATE & AFFILIATE MEMBERS

Fiscal Year April 1, 2009 to March 31, 2010

NAME OF FIRM: _____

MEMBERSHIP TYPE:

- Associate Members, complete part "A"
- Affiliate Members, complete part "B"

"A" Associate Members

Annual Fee	1 to 10 employees	\$300 = _____
	11 to 50 employees	\$650 = _____
	51 or more	\$800 = _____
		5% GST = _____
		TOTAL = _____

"B" Affiliate Members

Annual Fee	= \$300.00
	5% GST = \$ 15.00
	TOTAL = <u>\$315.00</u>

Cheques to be made payable to the Consulting Engineers of Manitoba Inc.,
and forwarded along with the application form to:
Executive Director, C.E.M., P.O. Box 1547, Station Main, Winnipeg, MB R3C 2Z4



**C.E.M. G.S.T. Registration #10673 3959 RP
 CONSULTING ENGINEERS OF MANITOBA (CEM) and
 ASSOCIATION OF CONSULTING ENGINEERS OF CANADA (ACEC)
 NOTICE OF ANNUAL DUES**

Fiscal Year April 1, 2009 to March 31, 2010

NAME OF FIRM: _____

Firms wholly in Manitoba, part "A"
 Firms with head offices IN Manitoba and branch offices elsewhere, part "B"
 Firms with head offices OUTSIDE Manitoba and branch office in Manitoba, part "C"

"A"	Annual Fee for CEM	\$223.00 n ^{0.67}	=	\$ _____
		5% G.S.T.	=	_____
	Annual Fee for ACEC	\$275.00 + 20.00 (n)	=	\$ _____
		5% G.S.T.	=	_____
			Total =	\$ _____
	n = Total average personnel in Manitoba during the 2008 Calendar year		=	_____
	Average number of Professional Engineers included in n above		=	_____

"B"	Annual Fee for CEM	\$223.00 n ^{0.67}	=	\$ _____
		5% G.S.T.	=	_____
	Annual Fee for ACEC	\$275.00 + 20.00 (N)	=	\$ _____
		5% G.S.T.	=	_____
			Total =	\$ _____
	N = Total average personnel in 2008 of the entire company, less those in a province with an ACEC member organization, i.e. B.C., Alta, Sask., Ont., Que., Nova Scotia, New Brunswick & Yukon.		=	_____

n = Average number of personnel in Manitoba during the 2007 Calendar year
 Average number of Professional Engineers included in n above

"C"	Annual Fee for CEM	\$223.00 n ^{0.67}	=	\$ _____
		5% G.S.T.	=	_____
	Annual Fee for ACEC	20.00 (n)	=	\$ _____
		5% G.S.T.	=	_____
			Total =	\$ _____
	n = Average number of personnel in Manitoba during the 2008 Calendar year		=	_____
	Average number of Professional Engineers included in n above		=	_____

Total invoice payable: \$ _____

Both "N" and "n" shall include personnel from Manitoba office working abroad and subject to Canadian Federal Income Tax.

Cheques for both CEM and ACEC to be made payable to the Consulting Engineers of Manitoba, and forwarded to:
 Shirley Tillett, Executive Director, CEM, P.O. Box 1547, Station Main, Winnipeg, MB R3C 2Z4.

The following is an excerpt from Article 1 of the Bylaws of the Association.

CRITERIA FOR MEMBERSHIP

1.2.1 Member

A Member applicant shall be limited to sole practitioners, partnership, or a corporation in which:

- (a) The applicant must offer to the public, consulting engineering services as a primary part of its business, and must maintain at least one office in Manitoba for that purpose.
- (b) The applicant may be a sole practitioner, partnership, or corporation.
- (c) If the applicant is a sole practitioner, the practitioner shall be a registered Professional Engineer in the Province of Manitoba maintaining a permanent office in Manitoba.
- (d) If the applicant is a partnership, the partnership must be managed by one or more professional engineers registered in the Province of Manitoba. The partnership must maintain a permanent office in Manitoba, and have its operating policies and engineering decisions determined by one or more Professional Engineer/s ordinarily resident in Canada.
- (e) If the applicant is a corporation, the corporation must have been incorporated in Canada or one of the Provinces thereof. Its office in Manitoba must be managed and its operating policies determined by persons (management), (a) a plurality of whom are registered professional engineers and in each case at least 40% of the total management and, (b) a majority of whom are registered professional engineers and associated professionals.
- (f) The applicant holds a current "Certificate of Authorization" from the regulating body.
- (g) The applicant is entitled to use the title "Consulting Engineer" under the regulations.
- (h) The applicant shall be wholly owned within the private sector, and provide services to the public or a third party, but shall not include crown corporations or in-house engineering departments of manufacturing or resource companies.
- (i) When it is material, the applicant shall make full disclosure of any conflict or potential conflict of interest.
- (j) The applicant shall have high professional repute and ethical standard, and shall meet all requirements for practice as established by the Provincial authorities responsible for governing their practice.

Members shall be entitled to all rights and privileges of membership and will pay annual fees as set by the Board.

1.2.2 Associate

An Associate applicant shall be a sole private sector practitioner, a partnership or a corporation, and shall qualify for admission if:

- (a) It derives a significant portion of its revenues from activities related to the practice of Professional Engineering.
- (b) At all times, when it is material, fully discloses a conflict or potential conflict of interest, or business arrangements that might subordinate independent professional judgement to other considerations, and
- (c) Maintains an office in Manitoba
- (d) All applications for Associate membership in the Organization shall be submitted to the Board of Directors accompanied by references from three (3) current Members and, upon approval by the Board of Directors, the applicant shall become an Associate Member. The membership of an Associate Member in the Organization is not transferable.
- (e) Each Associate Member shall, with each payment of annual dues of the Organization, certify that it continues to meet all the aforesaid Associate Member qualifications.

Associate Members will be entitled to the rights and privileges of membership except their membership on the Board will be restricted as set forth herein. They will pay annual fees as set by the Board.

1.2.3 Affiliate

Affiliates shall be a sole practitioner, a partnership or a corporation that is not eligible for either of the membership classes listed above, which provides services that is complementary to the business interests of the consulting engineering industry.

Affiliates will be eligible to serve on committees, except as Chair. They will not be entitled to appoint voting delegates, and they will not be eligible for election to the Board.

An annual fee for Affiliates will be set by the Board of Directors.

1.2.4 New Category of Membership

A new category of membership has been established for previous members of C.E.M., who no longer qualify for membership in the C.E.M. because they are retired, or are no longer working as Members or Associate Members. Regulations are as follows:

- (a) Membership Fee - \$50.00 per year, to be reviewed on an annual basis.
- (b) They may participate in all committees and task forces.
- (c) They will have no voting rights.
- (d) They will receive all C.E.M. material sent to regular members.
- (e) They will not be listed in the Directory, or have a profile page.

The following is an excerpt from Article 6 of the Bylaws of the Association.

6.1.1 Voting Representatives

The number of Voting Representatives each Member or Associate Member is entitled to appoint each year shall be based on the average number of total personnel of the Member or Associate Member, used by the Organization for the purpose of calculating dues payable by the Member or Associate Member in such year, as follows:

<u>Average Total Number of Personnel Resident in Manitoba</u>	<u>Number of Voting Representatives</u>
Up to 4	1
5 to 20	2
21 to 50	3
51 to 100	4
101 to 200	5
201 to 300	6
301 to 400	7
Over 400	8

All Voting Representatives for Members must be registered professional engineers licensed to practice in Manitoba. All Voting Representatives for Associate Members shall either be registered professionals licensed to practice in Manitoba, or managing principals from the represented firm. Affiliate Members will not have any voting privileges. It is intended that each member shall choose the majority of its Voting Representatives, preferably from its senior management personnel.

I certify that _____ complies
(Name of firm)
with Articles 1.2 and 6.1.1 above _____
(Signature)

AWARDS COMMITTEE

Common Purpose:

1. Promote consulting engineers & their excellence of services to the general public and society at large, through
 - o Organizing Annual Awards of Excellence Gala Dinner
 - o Recognizing individual consulting engineers for the annual Life Time Achievement Award
 - o Recognizing individual consulting engineers for the annual Engineering Action award
2. Enhance relationship between consulting engineering firms and client base, through partnership as sponsors to the annual CEM Awards event
3. Enhance CEM member firms relationship with suppliers and contractors through their support in the Awards event
4. Enhance CEM relationship with Government decision-makers, APEGM, Faculties of Engineering and Science of the Universities of Manitoba
5. Cultivate relationship with other industries/disciplines e.g. insurance, architecture, construction and government organizations, etc.
6. Create profile of event in local news media
7. Non-profit operation in respect of staging annual Awards Gala Dinner.

ENERGY, SCIENCE & TECHNOLOGY COMMITTEE

Common Purpose:

1. Background

The adoption of the name “**Energy, Science and Technology**” was intended to tie this committee to the responsibilities of the Provincial Government Ministry of Science, Technology, Energy & Mines, currently under the direction of Jim Rondeau.

As determined by the CEM Board, there are two areas of the Ministry of Science, Technology, Energy & Mines that do not fall under the EST Committee are:

- a) The Mining Sector.
- b) The Biotechnology Sector which includes biomedical devices, nutraceuticals, agribioproducts and pharmaceutical manufacturing.

Both of these sectors come within the scope of the Private Sector Committee.

The sectors identified to date that come within the mandate of the EST Committee are:

(i) **Manitoba Hydro**

Manitoba Hydro is a large client for consulting engineering services in all categories and hence continues to exist as a singular sector within the mandate of the EST Committee. The importance of Manitoba Hydro to the consulting industry is recognized by the annual

reception with senior managers of Manitoba Hydro which is organized and conducted by the EST Committee, with the assistance of the Executive Director and the Board. The reception is normally held at the conclusion of a meeting between the CEM

Board and the Executive Committee of Manitoba Hydro, which includes Hydro's President, Vice Presidents and Legal Council.

(ii) Communications & Information Technology Sector

This sector represents a growing component of the economy. It includes information technology (computer systems, local area networks, building cabling systems and software), telecommunications, and the broadcasting sector.

Organizations in Manitoba that are associated with this sector include the **IT Association of Manitoba (ITAM)** and the **Telecommunication Users of Manitoba Inc. (TUMI)**. Several CEM member firms address the telecommunications and broadcasting sector, while a number of CEM members would have interest in information technology.

(iii) Oil and Gas Sector

Husky, Shell and the Richardson's Tundra Oil have been identified as target clients in this area. Despite recent growth in this area, opportunities for local consulting firms appear to be restricted to environmental work.

(iv) Wind Energy Sector

The wind farm in the St. Leon area and initiatives by Manitoba Hydro in conjunction with the Ministry of Science, Technology, Energy & Mines to develop other wind farms in the Province underline the significant new role and potential growth in this sector.

(v) Other Green Energy Initiatives

Ethanol and bio-diesel fuel production is also a constituent of this sector, with the plant being built at Minnedosa together with several smaller plants in the planning stages or under construction representing clear evidence of the growth opportunities. Another promising future economic opportunity is the generation of hydrogen as the ultimate fuel of the future.

2. Objectives

The EST Committee Mandate is to promote the member firms of the CEM in the aforementioned market sectors while encouraging excellence and innovation in science and engineering - with emphasis on:

- tracking technological advancements and potential market opportunities in the fields of applied sciences and energy,
- promoting the expertise and utilization of CEM membership firms in these opportunities.

This mandate will be implemented in a manner consistent with guidance provided by the Association of Professional Engineers and Geoscientists of the Province of Manitoba

Beyond the above mandate which focuses on improving the business environment for CEM member firms and their clients, there are three common, ongoing objectives for all CEM committees:

- Dedication to improving the image of Consulting Engineers
- Promotion of Qualification Based Selection (QBS)
- University liaison

FIRST NATIONS COMMITTEE

Common Purpose:

The Consulting Engineers of Manitoba (CEM) recognize the significance and importance of Indian and Northern Affairs Canada (INAC) as well as other government agencies in the process where our members provide services to First Nations. CEM wishes to explore with INAC ways in which our member firms can better provide services to the First Nations in Manitoba.

Objectives:

CEM wishes to explore procedures currently practiced with INAC, to enhance fairness in the tender system, direct cost to our members and ability to better understand the project needs.

GOLF COMMITTEE

Common Purpose:

To provide an enjoyable and rewarding experience for CEM members and their clients by organizing an annual golf tournament.

IMAGE COMMITTEE

Common Purpose:

The CEM Image Committee is charged with increasing the profile and enhancing the image of the business of Consulting Engineering in Manitoba as well as throughout Canada. This role includes the marketing and promotion of Consulting Engineering as a key consulting profession that is integral to the prosperity and high quality of life enjoyed in Manitoba. The committee's efforts are focused on clients, the general public, students of all ages and the local media. The Committee will develop its role to enhance and demonstrate the benefits of engineering to the community, and shall also Endeavour to provide current and useful information on engineering-related matters as they arise in the public realm. Ongoing advocacy for our industry on behalf of CEM's member firms is also an important role for the Committee.

Initial Goals include:

- Continued Improvement and enhancement of existing tools – website, membership directory, conference displays, Career Fairs, National Engineering Week
- CEM Student Memberships and On-Campus CEM Student Liaison Program
- Resumption of CEM's E-newsletter

- Development of more public information – including CD-ROMS, DVD, Podcasting content on CEM Business, QBS, How to Select a Consulting Engineer, etc.
- Liaison with CGA, MAA, College of Physicians and Surgeons and other local professional industry advocacy groups where appropriate.
- Launch of new CEM information content including:
 - Celebrating the History and Future of Engineering in Manitoba
 - Unveiling the often “invisible” network of Engineering Infrastructure throughout Manitoba
 - How consulting engineers are key participants and advisors in issues of high public interest, including: environmental issues (water treatment, flood control, climate change), high technology, bio-engineering innovation, hydro power development, etc.

INSTITUTIONAL COMMITTEE

Common Purpose:

To receive broad Policies and Objectives from the CEM Board of Directors and return strategies and recommendations to the Board; in relation to the *Institutional Sector*.

Where appropriate, establish contacts with groups or individuals within the *Sector* for more direct liaison.

Establish liaison with other CEM Committees, where appropriate, and other professional groups operating in this *Sector* to look for and establish synergies, or to give CEM and its members a broader view of issues and opportunities. Where appropriate, participate in CEM or Inter-Association Task Forces or Working Groups.

Field questions and comments from the *Sector*, and respond, where appropriate, in a manner consistent with CEM’s Objectives and messaging. Or, where CEM Policy is required or is in question, turn such matters over to the Board of Directors for Action or direction.

Sector

It is the intent of this committee to focus attention of the CEM Board on the *Institutional* sector of consulting engineering interests. Most of these are governmental and typically involve other design professionals. A preliminary list of potential contact points includes:

- Manitoba Association of Architects
- Manitoba Health and associated Regional Health Authorities
- Public Works and Government Services
- Manitoba Transportation and Government Services (non-transportation)
- Post-Secondary Institutions (U of M, U of W, Brandon University, RRC)
- Department of National Defense
- Municipal and Civic School Boards and School Divisions (Public Schools Finance Board)
- Regional Development Agencies
- Building Owners and Managers (BOMA)
- Professional Property Managers Association (PPMA)
- City of Winnipeg Planning and Property Department (non-transportation)
- Department of Labour, Fire Commissioner

- Community Futures Development Corporations

This committee therefore will encompass the activities of two still-active Task Forces:

- **CEM / MAA University of Manitoba Task Force** - Joint effort with MAA
Garry Bolton, SMS Engineering Ltd.
- **Manitoba Health Task Force**
Garry Bolton, SMS Engineering Ltd.
- **CEM/MAA Government Services Task Force**
Garry Bolton, SMS Engineering Ltd.

PRIVATE SECTOR COMMITTEE

The purpose of the Private Sector Committee is to *“liaise and further relationships with client groups representing private sector clients and to facilitate their understanding of the role of consulting engineers and promote best practices in the selection of consultants, in keeping with CEM’s InfraGuide document”*.

TRANSPORTATION COMMITTEE

Common Purpose:

To promote the expertise and professional services of Manitoba engineering firms to that sector of the market involved with transportation services and infrastructure. The mandate includes the following goals:

- Promote the importance of transportation in the enhancement of the quality of life for all Manitobans.
- Communicate the image of transportation engineering consultants as vital, effective, and trustworthy resources to all sectors of the market.
- Promote and foster a cordial and trusting working relationship between all sectors of the market and the consulting community.
- Lobby for the selection of consultants to be based on quality rather than price.
- Assist clients in streamlining their consultant procurement and project management process.

WATER AND ENVIRONMENT COMMITTEE

Common Purpose

To meet with Water and Environment based client groups to promote CEM values and identify opportunities for CEM members.

Target Audience / Client Groups:

- Manitoba Aboriginal & Northern Affairs (MANA)
- City of Winnipeg
- Manitoba Water Services Board (MWSB)
- Major Cities (Portage la Prairie, Brandon, etc.)
- Manitoba Water Stewardship
- Manitoba Conservation
- Conservation Districts
- Association of Manitoba Municipalities (AMM)
- PFRA
- Floodway Authority (MFA) - addressed under separate ad hoc committee.
-

YOUNG PROFESSIONALS COMMITTEE

Common Purpose:

To enhance the growth and evolution of the consulting engineering industry by promoting and empowering the development of Young Professionals' careers within the industry.

Goals:

1. Provide Young Professionals with a greater understanding of the consulting engineering business and CEM's role in it.
2. Provide networking, mentoring, educational, and career growth opportunities for Young Professionals.
3. Provide Young Professionals with the opportunity to actively contribute and become an integral part of the industry and CEM.
4. Be a link and progression from the student CEM chapter to professional involvement in CEM.
5. Communicate and coordinate with other similar organizations in other jurisdictions to exchange ideas, find mutually beneficial opportunities, and grow and improve the consulting engineering industry.

Who is a Young Professional:

A Young Professional is defined as any engineer, geoscientist, engineering or geosciences technologist or technician working for a member company with up to ten years of experience in their applicable field.

Board of Directors - 2009 - 2010

President

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AECOM
Accutech Engineering Inc.
Almitra Consulting Inc.
AMEC Earth & Environmental Ltd.
Boge and Boge (1980) Ltd.
CH2M Hill
Crosier Kilgour & Partners Ltd.
D.E.M. Allen & Associates Ltd.
Darren B. Towells Inc.
Dillon Consulting Limited
Dyregrov Consultants
ENG-TECH Consulting Limited
GENIVAR
Golder Associates Ltd.
Hatch Energy

J.R. Cousin Consultants Ltd.
KGS Group
MCW/AGE Consulting Professional
Engineers
MMM Group Limited
Neegan Burnside Engineering &
Environmental Ltd.
SMS Engineering Ltd.
SNC-Lavalin Inc.
Stantec Consulting Ltd.
Teshmont Consultants Inc.
TetrES Consultants Inc.
TBT Engineering Limited
Tower Engineering Group Inc.
Wardrop Engineering Inc.
Zandstra Consultants Ltd.

CEM ASSOCIATE MEMBERS:

Celco Controls Ltd.
Industrial Technology Centre
Smith Carter Architects and Engineers Incorporated

CEM AFFILIATE MEMBERS:

Elevator Systems Professionals (ESP) Inc.
Faculty of Engineering, University of Manitoba
IPEX
Nilex Civil Environmental Group
Pinchin Environmental Ltd.
Saber Industries Inc.
Small Pond Inc.
Testlabs International Ltd.
Wolseley Engineered Pipe Group

APPLICATION FOR PRINCIPAL MEMBERSHIP

1. NAME OF FIRM

2. MANITOBA OFFICE ADDRESS

(Please indicate head office or branch office):

Tel: _____ Fax: _____ E- mail: _____

Year Established: _____ Any Int'l Experience: _____

Services Offered:

Form of Organization: Sole Proprietorship Partnership
 Private Company Public Company

Total personnel employed on average during the preceding calendar year: _____
of whom _____ are registered (professional) engineers.

3. Officers, Directors or Partners of the Firm

Name	Title	Province(s) of Registration As (Professional) Engineer
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4. Branch Office(s)

Name	Manager's Name	Province(s) of Registration
		As (Professional) Engineer

5. Experience and Qualification of each person listed in 4 & 5 above

List on a separate sheet and attach herewith the following information: permanent address, university(s) attended, date(s) of graduation, and degree(s) attained with areas(s) of specialization, number of years with the firm, number of years as an office, membership(s) and professional societies.

6. References

Names and addresses of three references who are voting representatives of the Consulting Engineers of Manitoba member firms in good standing.

1. _____
2. _____
3. _____

7. Qualifications for Membership

I/we have thoroughly read the summary of membership requirements appended to this application form, and by my/our signature(s) at the end of this application, I/we agree to be bound by the Charter and Bylaws of the Association.

8. Voting Representatives

If accepted as a member, I/we will appoint the following persons to be our voting representatives (see Bylaw 6.1.1):

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

9. Conflict of Interest

In submitting this application for membership I/we confirm that there is no conflict of interest or potential conflict of interest which affects, or might affect, my/our primary business of providing consulting engineering services to the public **EXCEPT AS FOLLOWS:**

10. Principal Company Contact:

Signature: _____
(Name)

E- mail: _____

Return with payment to: CEM, P.O. Box 1547, Station Main, Winnipeg, MB R3C 2Z4

APPLICATION FOR ASSOCIATE MEMBERSHIP
(Voting Privileges)

1. NAME OF FIRM

2. MANITOBA OFFICE ADDRESS

(Please indicate head office or branch office)

Tel: _____ Fax: _____ E- mail: _____

Type of Business or Services Offered:

Form of Organization: Sole Proprietorship Partnership
 Private Company Public Company

of whom _____ are registered (professional) engineers.

3. Qualifications for Membership

I/we have thoroughly read the summary of membership requirements appended to this application form, and by my/our signature(s) at the end of this application, I/we agree to be bound by the Charter and Bylaws of the Association.

4. Voting Representatives

If accepted as a member, I/we will appoint the following person(s) to be our voting representative(s), (see Bylaw 6.1.1):

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

5. References

Names and addresses of three references who are voting representatives of the Consulting Engineers of Manitoba member firms in good standing.

- 1. _____
- 2. _____
- 3. _____

6. Principal Company Contact:

Signature: _____
(Name)

E-Mail: _____

Return with payment to: CEM, P.O. Box 1547, Station Main, Winnipeg, MB R3C 2Z4

APPLICATION FOR AFFILIATE MEMBERSHIP

1. NAME OF FIRM _____

2. MANITOBA OFFICE ADDRESS

(Please indicate head office or branch office)

Tel: _____ Fax: _____ E- mail: _____

Type of Business or Services Offered:

Form of Organization: Sole Proprietorship Partnership
 Private Company Public Company

3. Qualifications for Membership

I/we have thoroughly read the summary of membership requirements appended to this application form, and by my/our signature(s) at the end of this application, I/we agree to be bound by the Charter and Bylaws of the Association.

4. Principal Company Contact

Signature: _____
(Name)

E-Mail: _____

Return with payment to: CEM, P.O. Box 1547, Station Main, Winnipeg, MB R3C 2Z4