

Kyle Blakley has skill in Rockfill Dams, Kyle Blakley has skill in Roller Compacted Concrete Dams, Jeff Bragg has skill in AutoCAD, Jeff Bragg has skill in Revit Software, Jeff Bragg has skill in NavisWorks Software, Jeff Bragg has skill in Bentley ProSteel, Dan Clark has skill in Bentley MicroStation Software, Christian Wiederholz has skill in Language - French, Christian Wiederholz has skill in Language - Spanish, Christian Wiederholz has skill in Underground Structure Design, Scott McAndrew has skill in Primavera P6, Scott McAndrew has skill in Integrated Project Solutions (IPS), Scott McAndrew has skill in Microsoft Project, Scott McAndrew has skill in SharePoint, Scott McAndrew has skill in Microsoft Excel, Scott McAndrew has skill in Microsoft Access, Ari Chakraborti has skill in AutoCAD Civil 3D software, Eric Johnson has skill in Concrete Dams, Eric Johnson has skill in Dam Breach Analysis, Eric Johnson has skill in Dam Design, Eric Johnson has skill in Dam Inspections, Eric Johnson has skill in Dam Remediation, Eric Johnson has skill in Dam Safety (FERC), Eric Johnson has skill in Dam Seepage/Piping Control, Eric Johnson has skill in Dam Slope Stability Analysis, Eric Johnson has skill in Dam Spillway Design, Eric Johnson has skill in Embankment Dams, Eric Johnson has skill in Rockfill Dams, Eric Johnson has skill in Roller Compacted Concrete Dams, Eric Johnson has skill in Tailing Dams, Lorne Hildebrandt has skill in AutoCAD, Lorne Hildebrandt has skill in Building Information Modeling, Lorne Hildebrandt has skill in CADD 2D/3D, Lorne Hildebrandt has skill in Children's Hospitals, Lorne Hildebrandt has skill in Helidecks, Lorne Hildebrandt has skill in Operating Room Robotics, Lorne Hildebrandt has skill in Regional Hospitals/Teaching Hospitals, Lorne Hildebrandt has skill in Revit Software, Beth Clement has skill in Microsoft PowerPoint, Beth Clement has skill in Microsoft Excel, Beth Clement has skill in Microsoft Word, Beth Clement has skill in Microsoft Project, Beth Clement has skill in Project Coordination, Anneke Lijs has skill in AutoCAD, Anneke Lijs has skill in Microsoft Excel, Richard Mildenerberger has skill in AutoCAD Civil 3D software, Richard Mildenerberger has skill in Civil Design / Drafting, Richard Mildenerberger has skill in AutoCAD, Bill Thomas has skill in Mechanical Design / Drafting, Bill Thomas has skill in Wood Framing Design, Bill Thomas has skill in Mine Ventilation, Bill Thomas has skill in AutoCAD, Bill Thomas has skill in Explosives Storage (underground), Bill Thomas has skill in ANFO Handling (underground), Bill Thomas has skill in Refuge Stations, Bill Thomas has skill in Bentley MicroStation Software, Bill Thomas has skill in Preparation of General Arrangement Drawings, Bill Thomas has skill in Mining Design and Drafting, Fran DeMarco has skill in AutoCAD Civil 3D software, Fran DeMarco has skill in Land F/X Software, Fran DeMarco has skill in Adobe Photoshop, Fran DeMarco has skill in International Experience, Sunil Munasinghe has skill in Downstream - Gas Plants, Sunil Munasinghe has skill in Downstream - LNG, Sunil Munasinghe has skill in Downstream - Refineries, Sunil Munasinghe has skill in Downstream - Upgraders, Sunil Munasinghe has skill in Expediting, Sunil Munasinghe has skill in Midstream - Pipelines, Sunil Munasinghe has skill in Operations Training, Sunil Munasinghe has skill in Turnaround, Sunil Munasinghe has skill in Upstream - Conventional, Sunil Munasinghe has skill in Upstream - Conventional Gas, Sunil Munasinghe has skill in Upstream - Offshore, Sunil Munasinghe has skill in Upstream - Oil Sands In Situ, Sunil Munasinghe has skill in Upstream - Oil Sands Mining, Sunil Munasinghe has skill in Upstream - Shale Gas, Sunil Munasinghe has skill in Upstream - Shale Oil, Sunil Munasinghe has skill in Vendor Qualification / Selection, Sunil Munasinghe has skill in Field Inspection, Sunil Munasinghe has skill in FEED Studies, Sunil Munasinghe has skill in Optimization/Rationalization Studies, Sunil Munasinghe has skill in Pre-FEED, Sunil Munasinghe has skill in

Project & Construction Management,Sunil Munasinghe has skill in Midstream - Facilities,Sunil Munasinghe has skill in Midstream - Terminals,Julien Casavant has skill in Adobe Photoshop,Julien Casavant has skill in AutoCAD,Julien Casavant has skill in Civil Design / Drafting,Julien Casavant has skill in Language - French,Julien Casavant has skill in Language - English,Rebecca Keehner has skill in Revit Software,Andrei Aroutiounov has skill in Electrical Power Distribution,Andrei Aroutiounov has skill in Fire Alarm System Design (Electrical Engineering),Andrei Aroutiounov has skill in Airport Lighting Design (Buildings),David Huntress has skill in Statistical Analysis,David Huntress has skill in Freshwater,Michael Collinson has skill in AutoCAD Civil 3D software,Gail Feltham has skill in First Nation Consultation,Lyanne Sinstadt has skill in AutoCAD,Lyanne Sinstadt has skill in Bentley ProSteel,Lyanne Sinstadt has skill in NavisWorks Software,Lyanne Sinstadt has skill in Revit Software,Steve Little has skill in First Nation Consultation,Carole Lieu has skill in EarthSoft EQUIS,Carole Lieu has skill in SQL Server,Andres Rodriguez has skill in Language - Spanish,Jazmin Diaz has skill in Adobe Photoshop,Roger Adams has skill in Downstream - Gas Plants,Roger Adams has skill in Downstream - LNG,Roger Adams has skill in Downstream - Upgraders,Roger Adams has skill in Expediting,Roger Adams has skill in FEED Studies,Roger Adams has skill in Optimization/Rationalization Studies,Roger Adams has skill in Pre-FEED,Roger Adams has skill in Turnaround,Roger Adams has skill in Upstream - Conventional,Roger Adams has skill in Upstream - Conventional Gas,Roger Adams has skill in Upstream - Offshore,Roger Adams has skill in Upstream - Oil Sands In Situ,Roger Adams has skill in Upstream - Oil Sands Mining,Roger Adams has skill in Upstream - Shale Gas,Roger Adams has skill in Upstream - Shale Oil,Roger Adams has skill in Vendor Qualification / Selection,Roger Adams has skill in Downstream - Refineries,Roger Adams has skill in Field Inspection,Roger Adams has skill in Midstream - Pipelines,Roger Adams has skill in Operations Training,Roger Adams has skill in Project & Construction Management,Roger Adams has skill in Midstream - Facilities,Roger Adams has skill in Midstream - Terminals,Serkan Akyuz has skill in 3ds Max,Serkan Akyuz has skill in AutoCAD,Serkan Akyuz has skill in Google Sketchup,Serkan Akyuz has skill in Adobe Photoshop,Serkan Akyuz has skill in Adobe InDesign,Serkan Akyuz has skill in Revit Software,Serkan Akyuz has skill in Photography,Serkan Akyuz has skill in Land F/X Software,Serkan Akyuz has skill in Renderings,Serkan Akyuz has skill in Lumion Software,Bhargav Dave has skill in Renderings,Bhargav Dave has skill in AutoCAD,Jerry Marinzal Jr has skill in Post-Secondary Academic Building,Jerry Marinzal Jr has skill in Community College,Lincoln Weller has skill in Midstream - Facilities,Tim Schmida has skill in Administration/Admitting,Tim Schmida has skill in Electrodiagnostic,Tim Schmida has skill in Emergency Dept.,Tim Schmida has skill in Laboratory,Tim Schmida has skill in Labor & Delivery/Women's Health,Tim Schmida has skill in Material Management,Tim Schmida has skill in Medical Imaging,Tim Schmida has skill in Medical Records,Tim Schmida has skill in Outpatient/Ambulatory Care,Tim Schmida has skill in Pharmacy,Tim Schmida has skill in Rehabilitation Medicine,Tim Schmida has skill in Respiratory Technology/ Pulmonary Function,Tim Schmida has skill in Special Care Units,Tim Schmida has skill in Pediatrics,Tim Schmida has skill in Cardiology/Cath Labs/EP Labs,Tim Schmida has skill in Children's Hospitals,Tim Schmida has skill in Dietary/Room Service,Tim Schmida has skill in Geriatric Psychiatric/Alzheimers,Tim Schmida has skill in Inpatient Medical/Surgical Units,Tim Schmida has skill in Mental Health/Alzheimers,Tim Schmida has skill in Oncology/Cancer Treatment,Tim Schmida has skill in Operating Room Robotics,Tim Schmida has skill in Plant Maintenance and Facilities,Tim Schmida has skill in Regional Hospitals/Teaching Hospitals,Tim Schmida has skill in Specialty Hospitals,Tim Schmida has skill in Surgery/Day

Surgery/PACU, Marc Telmosse has skill in Sewer and CSO Flow Monitoring, Robert Manna has skill in Revit Software, Robert Manna has skill in Revit Family Author, Robert Manna has skill in BIM Manager, Robert Manna has skill in dRofus Software, Robert Manna has skill in Google Sketchup, Robert Manna has skill in Microsoft Excel, Robert Manna has skill in SQL Server, Robert Manna has skill in SharePoint, Robert Manna has skill in Building Information Modeling, Robert Manna has skill in Dynamo Software, Al Poole has skill in Design Checking - Electrical, Al Poole has skill in Electrical Design / Drafting, Al Poole has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical, Al Poole has skill in Quality Management (ISO), Daniel Rogers has skill in Concrete Dams, Daniel Rogers has skill in Dam Breach Analysis, Daniel Rogers has skill in Dam Design, Daniel Rogers has skill in Dam Inspections, Daniel Rogers has skill in Dam Remediation, Daniel Rogers has skill in Dam Safety (FERC), Daniel Rogers has skill in Dam Seepage/Piping Control, Daniel Rogers has skill in Dam Slope Stability Analysis, Daniel Rogers has skill in Dam Spillway Design, Daniel Rogers has skill in Drilling, Sampling, and Instrumentation Services, Daniel Rogers has skill in Embankment Dams, Daniel Rogers has skill in FEMA Levee Accreditation Services, Daniel Rogers has skill in Hydroelectric Dams, Daniel Rogers has skill in Hydropower (FERC Part 12), Daniel Rogers has skill in Levee Design, Daniel Rogers has skill in Levee Management, Daniel Rogers has skill in Levee Inspections, Daniel Rogers has skill in Levee Operations and Maintenance, Daniel Rogers has skill in Levee Seepage/Piping Control, Daniel Rogers has skill in Levee Slope Stability Analysis, Daniel Rogers has skill in Levee Remediation, Daniel Rogers has skill in Navigation Locks, Daniel Rogers has skill in Rockfill Dams, Daniel Rogers has skill in Roller Compacted Concrete Dams, Daniel Rogers has skill in Tailing Dams, Juan Morales has skill in Language - Spanish, Jim Steines has skill in Retracement Surveys, Peter Chapman has skill in AutoCAD, Peter Chapman has skill in Bentley ProSteel, Peter Chapman has skill in Cadworx, Peter Chapman has skill in NavisWorks Software, Peter Chapman has skill in AutoCAD Plant 3D Software, Paul Cruz has skill in Regional Hospitals/Teaching Hospitals, Natalie Tashe has skill in Business Development – National, Greg Mare has skill in Administration/Admitting, Greg Mare has skill in Electrodiagnostic, Greg Mare has skill in Emergency Dept., Greg Mare has skill in Laboratory, Greg Mare has skill in Labor & Delivery/Women's Health, Greg Mare has skill in Material Management, Greg Mare has skill in Medical Imaging, Greg Mare has skill in Medical Records, Greg Mare has skill in Outpatient/Ambulatory Care, Greg Mare has skill in Pharmacy, Greg Mare has skill in Rehabilitation Medicine, Greg Mare has skill in Respiratory Technology/ Pulmonary Function, Greg Mare has skill in Special Care Units, Greg Mare has skill in Pediatrics, Greg Mare has skill in Cardiology/Cath Labs/EP Labs, Greg Mare has skill in Dietary/Room Service, Greg Mare has skill in Inpatient Medical/Surgical Units, Greg Mare has skill in Mental Health/Alzheimers, Greg Mare has skill in Oncology/Cancer Treatment, Greg Mare has skill in Plant Maintenance and Facilities, Greg Mare has skill in Regional Hospitals/Teaching Hospitals, Greg Mare has skill in Specialty Hospitals, Greg Mare has skill in Surgery/Day Surgery/PACU, Tom Snearey has skill in Administration/Admitting, Tom Snearey has skill in Electrodiagnostic, Tom Snearey has skill in Emergency Dept., Tom Snearey has skill in Laboratory, Tom Snearey has skill in Labor & Delivery/Women's Health, Tom Snearey has skill in Material Management, Tom Snearey has skill in Medical Imaging, Tom Snearey has skill in Medical Records, Tom Snearey has skill in Outpatient/Ambulatory Care, Tom Snearey has skill in Pharmacy, Tom Snearey has skill in Rehabilitation Medicine, Tom Snearey has skill in Respiratory Technology/ Pulmonary Function, Tom Snearey has skill in Special Care Units, Tom Snearey has skill in Pediatrics, Tom Snearey has skill in Cardiology/Cath Labs/EP Labs, Tom Snearey has skill in Dietary/Room Service, Tom Snearey has

skill in Inpatient Medical/Surgical Units, Tom Snearey has skill in Mental Health/Alzheimers, Tom Snearey has skill in Oncology/Cancer Treatment, Tom Snearey has skill in Plant Maintenance and Facilities, Tom Snearey has skill in Regional Hospitals/Teaching Hospitals, Tom Snearey has skill in Specialty Hospitals, Tom Snearey has skill in Surgery/Day Surgery/PACU, Polly Harris has skill in Freshwater, Polly Harris has skill in NEPA Documentation, Mandy Bellaire has skill in SharePoint, Jennelle Lewis has skill in First Nation Consultation, Jeremy Rasmussen has skill in Freshwater, Jeremy Rasmussen has skill in Marine, Jeremy Rasmussen has skill in Facilities Evaluation and Permitting, Jeremy Rasmussen has skill in Web delivery of training, Jeremy Rasmussen has skill in First Nation Consultation, Jeremy Rasmussen has skill in Statistical Analysis, Bob Henry has skill in Academic - Classroom Buildings, Bob Henry has skill in Design Checking - Mechanical, Bob Henry has skill in Laboratory, Bob Henry has skill in Onsite Septic Disposal Systems, Bob Henry has skill in Vivariums, Michael Chelminski has skill in Hydrographic Surveys, Michael Chelminski has skill in Freshwater, Michael Chelminski has skill in Dam Breach Analysis, Lyle Sweeney has skill in Downstream - Gas Plants, Lyle Sweeney has skill in Downstream - LNG, Lyle Sweeney has skill in Downstream - Refineries, Lyle Sweeney has skill in Downstream - Upgraders, Lyle Sweeney has skill in Expediting, Lyle Sweeney has skill in Field Inspection, Lyle Sweeney has skill in Midstream - Pipelines, Lyle Sweeney has skill in Operations Training, Lyle Sweeney has skill in Project & Construction Management, Lyle Sweeney has skill in Turnaround, Lyle Sweeney has skill in Upstream - Conventional, Lyle Sweeney has skill in Upstream - Conventional Gas, Lyle Sweeney has skill in Upstream - Offshore, Lyle Sweeney has skill in Upstream - Oil Sands In Situ, Lyle Sweeney has skill in Upstream - Oil Sands Mining, Lyle Sweeney has skill in Upstream - Shale Gas, Lyle Sweeney has skill in Upstream - Shale Oil, Lyle Sweeney has skill in Vendor Qualification / Selection, Lyle Sweeney has skill in FEED Studies, Lyle Sweeney has skill in Midstream - Facilities, Lyle Sweeney has skill in Midstream - Terminals, Lyle Sweeney has skill in Optimization/Rationalization Studies, Lyle Sweeney has skill in Pre-FEED, Jon Martin has skill in AutoCAD Civil 3D software, Jon Martin has skill in Autodesk InfraWorks 360™, Josh DeBenedet has skill in Microsoft Excel, Josh DeBenedet has skill in Microsoft Word, Josh DeBenedet has skill in Microsoft PowerPoint, Josh DeBenedet has skill in Microsoft Visio, Josh DeBenedet has skill in Microsoft OneNote, Josh DeBenedet has skill in Microsoft Access, Josh DeBenedet has skill in Material Handling Systems (Field Experience), Josh DeBenedet has skill in Material Handling P&IDs, Josh DeBenedet has skill in Material Handling PFDs, Josh DeBenedet has skill in Material Handling Systems (Engineering / Design), Josh DeBenedet has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Josh DeBenedet has skill in Surface Dewatering (Field Experience), Josh DeBenedet has skill in Surface Dewatering (Engineering / Design), Josh DeBenedet has skill in Underground Dewatering (Engineering / Design), Josh DeBenedet has skill in Underground Dewatering (Field Experience), Josh DeBenedet has skill in Underground Mine Infrastructure (Engineering / Design), Josh DeBenedet has skill in Underground Mine Infrastructure (Field Experience), Josh DeBenedet has skill in Mining Design and Drafting, Josh DeBenedet has skill in Mining Engineering and Design, Josh DeBenedet has skill in HAZOPs, Josh DeBenedet has skill in Hoisting (Engineering / Design), Josh DeBenedet has skill in Rope Changing (Engineering / Design), Josh DeBenedet has skill in Rope Changing (Field Experience), Josh DeBenedet has skill in Shaft Systems (Engineering / Design), Josh DeBenedet has skill in Shafts (Engineering / Design), Josh DeBenedet has skill in Cost Estimating, Capital (Mining), Josh DeBenedet has skill in Field Visits, Josh DeBenedet has skill in Shop Visits, Josh DeBenedet has skill in Standards Checks, Josh DeBenedet has skill in Preparation of Calculations, Josh DeBenedet has skill in Preparation of

Control Narrative Documents, Josh DeBenedet has skill in Preparation of Design Basis Documents, Josh DeBenedet has skill in Preparation of Feasibility Study Documents, Josh DeBenedet has skill in Preparation of General Arrangement Drawings, Josh DeBenedet has skill in Preparation of Mechanical Equipment Lists, Josh DeBenedet has skill in Preparation of Prefeasibility Study Documents, Josh DeBenedet has skill in Preparation of Preliminary Economic Assessments Documents, Josh DeBenedet has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Josh DeBenedet has skill in Language - English, Josh DeBenedet has skill in AutoCAD, Josh DeBenedet has skill in DEM Analysis Software, Josh DeBenedet has skill in Belt Analyst Software, Josh DeBenedet has skill in Belt Conveyors, Josh DeBenedet has skill in SOLIDWORKS, 3D Design Software, Josh DeBenedet has skill in Adobe Acrobat Pro DC, Josh DeBenedet has skill in Fluid Flow Calculations / Pipe Stress Calculations, Tony Evans has skill in Electrofishing, Tony Evans has skill in NEPA Documentation, Mark Dobbs has skill in Steel: Skip Chairing, Mark Dobbs has skill in Steel: Bin House Chutes, Mark Dobbs has skill in Transfer Chutes and Feeders, Mark Dobbs has skill in Belt Conveyors, Mark Dobbs has skill in Mills, Gold Process Plants, etc., Mark Dobbs has skill in Steel: Surface Conveyor Transfer and Take-Up Towers, Mark Dobbs has skill in Intergraph SmartPlant Layout (3D), Mark Dobbs has skill in OpenPlant Software, Tony Wong has skill in First Nation Consultation, Elliot Magoto has skill in Dam Breach Analysis, Elliot Magoto has skill in Dam Design, Elliot Magoto has skill in Dam Inspections, Elliot Magoto has skill in Dam Slope Stability Analysis, Elliot Magoto has skill in Dam Spillway Design, Elliot Magoto has skill in Embankment Dams, Elliot Magoto has skill in Rockfill Dams, Joseph De Castro has skill in AutoCAD, Joseph De Castro has skill in AutoCAD Civil 3D software, Joseph De Castro has skill in AGi32 Lighting Design Software, Sonya Smith has skill in Bentley MicroStation Software, Sonya Smith has skill in Electrical Design / Drafting, Sonya Smith has skill in Infrastructure and Building Services - Cable Tray, Sonya Smith has skill in Infrastructure and Building Services - Grounding, Sonya Smith has skill in IT / SCADA Systems, Sonya Smith has skill in AutoCAD, Sonya Smith has skill in AutoCAD MEP Software, Sonya Smith has skill in LitePro Software, Sonya Smith has skill in Material Handling Systems (Field Experience), Sonya Smith has skill in Microsoft Excel, Sonya Smith has skill in Microsoft Word, Annus Ahmed has skill in AutoCAD, Annus Ahmed has skill in Bentley MicroStation Software, Annus Ahmed has skill in GEOPAK Road Software, Annus Ahmed has skill in Mathcad Software, Annus Ahmed has skill in Revit Software, Annus Ahmed has skill in Bentley ProjectWise Software, Annus Ahmed has skill in LEAP Bridge Software, Annus Ahmed has skill in LPILE Software, Annus Ahmed has skill in MDX Software, Annus Ahmed has skill in pcaColumn Software, Annus Ahmed has skill in LARSA 4D Software, Annus Ahmed has skill in Bentley STAAD.Pro, Annus Ahmed has skill in ADAPT-RC Software, Annus Ahmed has skill in RAM Structural System Software, Annus Ahmed has skill in RetainPro Software, Annus Ahmed has skill in TxDOT CAP18 Software, Annus Ahmed has skill in PGSuper Software, Annus Ahmed has skill in TxDOT CULV5 Software, Annus Ahmed has skill in MATLAB Software, Annus Ahmed has skill in SeismoStruct Software, Annus Ahmed has skill in SAP Software, Annus Ahmed has skill in RISA Software, Annus Ahmed has skill in midas Gen Software, Annus Ahmed has skill in ENERCALC Software, Annus Ahmed has skill in Microsoft Word, Annus Ahmed has skill in Microsoft Excel, Annus Ahmed has skill in Microsoft Project, George Halkias has skill in Academic - Business Schools, George Halkias has skill in Science + Technology, George Halkias has skill in Student Housing, Trevor Pasika has skill in Builder Services, Trevor Pasika has skill in Retracement Surveys, Trevor Pasika has skill in 3D Laser Scanning, Trevor Pasika has skill in Hydrographic Surveys, Derek Draper has skill in GuidSIGN®, Derek Draper has skill in Transoft Solutions AutoTURN® Software, Derek Draper has

skill in Bentley MicroStation Software,Derek Draper has skill in OpenRoads Software,Jeffrey Green has skill in Marine,Jezelle Zatorski has skill in First Nation Consultation,Sergio Stevandic has skill in Electrical Engineering / Design,Jay Alkins has skill in Revit Software,Jay Alkins has skill in AutoCAD,Jay Alkins has skill in Google Sketchup,Jay Alkins has skill in Adobe Illustrator,Jay Alkins has skill in Adobe InDesign,Jay Alkins has skill in Adobe Photoshop,Jay Alkins has skill in Codebook Software,Dale Fraess has skill in Model Manager,Jaff Auchterlonie has skill in Midstream - Terminals,Heidi Mapstone has skill in Project Coordination,Sitotaw Yirdaw-Zeleke has skill in Concrete Dams,Sitotaw Yirdaw-Zeleke has skill in Dam Breach Analysis,Sitotaw Yirdaw-Zeleke has skill in Dam Design,Sitotaw Yirdaw-Zeleke has skill in Dam Inspections,Sitotaw Yirdaw-Zeleke has skill in Dam Remediation,Sitotaw Yirdaw-Zeleke has skill in Dam Safety (FERC),Sitotaw Yirdaw-Zeleke has skill in Dam Seepage/Piping Control,Sitotaw Yirdaw-Zeleke has skill in Dam Slope Stability Analysis,Sitotaw Yirdaw-Zeleke has skill in Dam Spillway Design,Sitotaw Yirdaw-Zeleke has skill in Embankment Dams,Sitotaw Yirdaw-Zeleke has skill in FEMA Levee Accreditation Services,Sitotaw Yirdaw-Zeleke has skill in Hydroelectric Dams,Sitotaw Yirdaw-Zeleke has skill in Hydropower (FERC Part 12),Sitotaw Yirdaw-Zeleke has skill in Levee Design,Sitotaw Yirdaw-Zeleke has skill in Levee Inspections,Sitotaw Yirdaw-Zeleke has skill in Levee Management,Sitotaw Yirdaw-Zeleke has skill in Levee Operations and Maintenance,Sitotaw Yirdaw-Zeleke has skill in Levee Remediation,Sitotaw Yirdaw-Zeleke has skill in Levee Seepage/Piping Control,Sitotaw Yirdaw-Zeleke has skill in Levee Slope Stability Analysis,Sitotaw Yirdaw-Zeleke has skill in Navigation Locks,Sitotaw Yirdaw-Zeleke has skill in Rockfill Dams,Sitotaw Yirdaw-Zeleke has skill in Roller Compacted Concrete Dams,Sitotaw Yirdaw-Zeleke has skill in Tailing Dams,Nancy Toccoli has skill in Language - French,Nancy Toccoli has skill in Language - English,Nancy Toccoli has skill in Language - Italian,Nancy Toccoli has skill in Individual Environmental Assessments - Provincial,Shane Goosney has skill in 3ds Max,Shane Goosney has skill in CADD 2D/3D,Shane Goosney has skill in SOLIDWORKS, 3D Design Software,Shane Goosney has skill in Bentley MicroStation Software,Shane Goosney has skill in AutoCAD,Shane Goosney has skill in Revit Software,Shane Goosney has skill in SOLIDWORKS, Technical Communication Software,Shane Goosney has skill in Civil Design / Drafting,Shane Goosney has skill in Mining Design and Drafting,Shane Goosney has skill in Structural Design / Drafting,Shane Goosney has skill in Sanitary Sewer Design,Shane Goosney has skill in Electrical Design / Drafting,Shane Goosney has skill in Virtual Reality,Shane Goosney has skill in Augmented Reality,Monique Fehr has skill in Administration/Admitting,Monique Fehr has skill in Special Care Units,Monique Fehr has skill in Cardiology/Cath Labs/EP Labs,Monique Fehr has skill in Inpatient Medical/Surgical Units,Monique Fehr has skill in Oncology/Cancer Treatment,Monique Fehr has skill in Surgery/Day Surgery/PACU,Thomas Grden has skill in Wall Assembly Design and Detailing (exterior),Thomas Grden has skill in Wall Assembly Design and Detailing (interior partitions),Thomas Grden has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Thomas Grden has skill in Preparation of Proposal Documents (written verbiage),Thomas Grden has skill in Nursing Homes,Thomas Grden has skill in Geriatric Care,Thomas Grden has skill in Community College,KC Kirlangitis has skill in AutoCAD Civil 3D software,Desiree Gwartney has skill in Inventory Management,Desiree Gwartney has skill in Vendor Qualification / Selection,Desiree Gwartney has skill in Expediting,Desiree Gwartney has skill in Material Management,John Patten has skill in Administration/Admitting,John Patten has skill in Emergency Dept.,John Patten has skill in Laboratory,John Patten has skill in Labor & Delivery/Women's Health,John Patten has skill in Material Management,John Patten has skill in Medical Imaging,John Patten has skill in Medical Records,John

Patten has skill in Outpatient/Ambulatory Care, John Patten has skill in Pharmacy, John Patten has skill in Rehabilitation Medicine, John Patten has skill in Special Care Units, John Patten has skill in Pediatrics, John Patten has skill in Cardiology/Cath Labs/EP Labs, John Patten has skill in Dietary/Room Service, John Patten has skill in Inpatient Medical/Surgical Units, John Patten has skill in Mental Health/Alzheimers, John Patten has skill in Oncology/Cancer Treatment, John Patten has skill in Plant Maintenance and Facilities, John Patten has skill in Specialty Hospitals, John Patten has skill in Surgery/Day Surgery/PACU, Afsaneh Karamizadeh has skill in Revit Software, Afsaneh Karamizadeh has skill in dRofus Software, Afsaneh Karamizadeh has skill in AutoCAD, Afsaneh Karamizadeh has skill in Adobe Illustrator, Afsaneh Karamizadeh has skill in Adobe Photoshop, Afsaneh Karamizadeh has skill in Google Sketchup, John Nichols has skill in Rock Mechanics, Lui Mancinelli has skill in Public Relations, Israel Maynard has skill in Bentley MicroStation Software, Israel Maynard has skill in Bentley InRoads, Kimberly McCance has skill in Children's Hospitals, Kimberly McCance has skill in Tenant Improvement (TI), Fleur Hartmann has skill in Language - French, Fleur Hartmann has skill in Language - Spanish, Fleur Hartmann has skill in Underground Structure Design, Ashkan Arefi has skill in Statistical Analysis, David MacCallum has skill in Downstream - LNG, David MacCallum has skill in AutoCAD, David MacCallum has skill in CADD 2D/3D, Thomas Matzerath has skill in Language - French, Thomas Matzerath has skill in Language - Spanish, Thomas Matzerath has skill in Underground Structure Design, Bruce Bassett Jr has skill in Statistical Analysis, Kelly Graham has skill in Mining Method - Block Caving, Kelly Graham has skill in Mining Method - Cut and Fill, Kelly Graham has skill in Backfill and Batch Plants (surface), Kelly Graham has skill in Backfill and Batch Plants (underground), Kelly Graham has skill in Shotcrete, Concrete & Backfill Distribution, Kelly Graham has skill in Mining Method - Narrow Vein, Kelly Graham has skill in Steel: Underground Truck Loading Station, Kelly Graham has skill in Loading and Unloading Facilities (Field Experience), Kelly Graham has skill in Material Handling Systems (Field Experience), Kelly Graham has skill in Rail Haulage (Field Experience), Kelly Graham has skill in Shafts (Field Experience), Kelly Graham has skill in Shotcrete / Concrete Receiving (Field Experience), Kelly Graham has skill in Underground Dewatering (Field Experience), Kelly Graham has skill in Microsoft Excel, Kelly Graham has skill in Microsoft PowerPoint, Kelly Graham has skill in Microsoft Word, Kelly Graham has skill in Shop Visits, Kelly Graham has skill in Field Visits, Matt Mclellan has skill in Cadworx, Matt Mclellan has skill in AutoCAD, Matt Mclellan has skill in Turnaround, Matt Mclellan has skill in Midstream - Terminals, Scott Sullivan has skill in K-12 Private Elementary, Scott Sullivan has skill in K-12 Public Elementary, Scott Sullivan has skill in Chemistry, Scott Sullivan has skill in Earth Sciences, Scott Sullivan has skill in K-12 Private High School, Scott Sullivan has skill in K-12 Public High School, Scott Sullivan has skill in Medical Education, Scott Sullivan has skill in Physics, Scott Sullivan has skill in Vivariums, Scott Sullivan has skill in Academic - Classroom Buildings, Scott Sullivan has skill in Science + Technology, Scott Sullivan has skill in Student Centers, Scott Sullivan has skill in Utilization Analysis, Scott Sullivan has skill in Student Housing, Al Spring has skill in Infrastructure and Building Services - HVAC (Mining), Al Spring has skill in Mechanical Design / Drafting, Al Spring has skill in Cooling Towers, Al Spring has skill in Dust Collection, Al Spring has skill in Electrical Substation Cooling, Al Spring has skill in HVAC Design (surface mining), Al Spring has skill in HVAC Design (underground mining), Al Spring has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains, Al Spring has skill in Compressed Air Systems and Piping, Al Spring has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems, Al Spring has skill in Heat Exchangers, Al Spring has

skill in Natural Gas Piping,Al Spring has skill in Piping P&IDs,Al Spring has skill in Piping PFDs,Al Spring has skill in Potable and Industrial (Process) Water / Roof Drains,Al Spring has skill in Preparation of Mechanical Equipment Lists,Al Spring has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Al Spring has skill in Mining Design and Drafting,Al Spring has skill in Wastewater Treatment (Engineering / Design),Al Spring has skill in Water Treatment (Engineering / Design),Al Spring has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Al Spring has skill in Standards Checks,Al Spring has skill in Preparation of Design Basis Documents,Al Spring has skill in Preparation of General Arrangement Drawings,Al Spring has skill in Preparation of Specification Documents,Al Spring has skill in AutoCAD,Al Spring has skill in Microsoft Excel,Al Spring has skill in Microsoft OneNote,Al Spring has skill in Microsoft Word,Al Spring has skill in Revit Software,Jay Lim has skill in Revit Software,Jay Lim has skill in AutoCAD,Troy Libke has skill in Preparation of Proposal Documents (written verbiage),Paul Schmitzer has skill in Pediatrics,Paul Schmitzer has skill in Regional Hospitals/Teaching Hospitals,Paul Schmitzer has skill in Specialty Hospitals,Aaron Ruccio has skill in Language - French,Aaron Ruccio has skill in Language - Spanish,Aaron Ruccio has skill in Underground Structure Design,Wade Foehrenbach has skill in AutoCAD,Wade Foehrenbach has skill in Cadworx,Wade Foehrenbach has skill in NavisWorks Software,Wade Foehrenbach has skill in AutoPLANT Modeler,Wade Foehrenbach has skill in Bentley ProjectWise Software,Wade Foehrenbach has skill in Bentley AutoPIPE Software,Wade Foehrenbach has skill in Process Design Piping,Dean Neitz has skill in FEED Studies,Dean Neitz has skill in Midstream - Pipelines,Dean Neitz has skill in Optimization/Rationalization Studies,Dean Neitz has skill in Pre-FEED,Larry Goncus has skill in Medical Imaging,Larry Goncus has skill in Helidecks,Troy Bowen has skill in Airport IT and Security Design,Troy Bowen has skill in Airport Passenger Boarding Bridges,Patrick Worsell has skill in ESRI Authorized Training,Patrick Worsell has skill in ArcGIS Map Design,Yves Pilon has skill in Steel: Surface Conveyor Transfer and Take-Up Towers,Yves Pilon has skill in Steel: Hard Rock - Rock Anchors,Yves Pilon has skill in Steel: Skip Chairing,Yves Pilon has skill in Steel: Surface Conveyor Galleries,Yves Pilon has skill in Concrete: Cast-in-Place Anchor Rods,Yves Pilon has skill in Concrete: Light Industrial Building Concrete Foundations,Yves Pilon has skill in Concrete: Shaft Collars,Yves Pilon has skill in Civil Design / Drafting,Yves Pilon has skill in Structural Detailing,Yves Pilon has skill in Structural Design / Drafting,Yves Pilon has skill in Layout: Underground Shops,Yves Pilon has skill in Masonry: Layout and Reinforcing,Yves Pilon has skill in Masonry: Details and Joints,Yves Pilon has skill in Welding Inspections,Yves Pilon has skill in Hoisting (Engineering / Design),Yves Pilon has skill in Rope Changing (Engineering / Design),Yves Pilon has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Yves Pilon has skill in Language - French,Yves Pilon has skill in Language - English,Yves Pilon has skill in Microsoft Excel,Yves Pilon has skill in Microsoft PowerPoint,Yves Pilon has skill in Microsoft Word,Yves Pilon has skill in Steel: A-Frames,Yves Pilon has skill in Steel: Collar Steel Framing and Collar Doors,Yves Pilon has skill in Steel: Headframe (Rope) Galleries,Yves Pilon has skill in Steel: Collar House Framing,Yves Pilon has skill in Shop Steel Inspections,Yves Pilon has skill in Structural Steel Inspections,Yves Pilon has skill in Steel: Conveyors,Yves Pilon has skill in Steel: Headframe Tower,Yves Pilon has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Yves Pilon has skill in Steel: Headframe Sheave Decks and Houses,Yves Pilon has skill in Concrete: Headframes,Yves Pilon has skill in Concrete: Hoist Foundations,Yves Pilon has skill in Concrete: Forming,Yves Pilon has skill in Concrete: Pile Foundations,Yves Pilon has skill in Concrete: Raisebore Collars,Yves Pilon has skill in Concrete: Slabs-on-Grade,Yves Pilon has skill in Steel: Underground Manways,Yves Pilon has skill in

AutoCAD,Yves Pilon has skill in Preparation of General Arrangement Drawings,Yves Pilon has skill in Shaft Sinking,Yves Pilon has skill in Steel: Bin House Bins,Yves Pilon has skill in Steel: Bin House Chutes,Yves Pilon has skill in Conveyance Guides,Yves Pilon has skill in Steel: Underground Conveyor Transfer Framing,Yves Pilon has skill in Steel: Lifting Wells / Hatch Covers,Yves Pilon has skill in Steel: Monorails,Yves Pilon has skill in Steel: Structural Steel Detailing,Yves Pilon has skill in Steel: Hoist House,Jean- Francois Fitamant has skill in Language - French,Jean- Francois Fitamant has skill in Language - Spanish,Jean- Francois Fitamant has skill in AutoCAD,Jean- Francois Fitamant has skill in Science + Technology,Resty Morales has skill in Concrete: Cast-in-Place Anchor Rods,Resty Morales has skill in Concrete: One-Way Slabs,Resty Morales has skill in Concrete: Pile Foundations,Resty Morales has skill in Concrete: Reinforcement Detailing,Resty Morales has skill in Steel: Bin House,Resty Morales has skill in Steel: Bin House Bins,Resty Morales has skill in Steel: Bin House Chutes,Resty Morales has skill in Steel: Bridge Crane Support Systems,Resty Morales has skill in Steel: Conveyors,Resty Morales has skill in Steel: Monorails,Resty Morales has skill in Steel: Potash - Rock Anchors,Resty Morales has skill in Steel: Potash Loading Pocket,Resty Morales has skill in Steel: Potash Loading Pocket Framing,Resty Morales has skill in Steel: Potash Underground Access and Support Platforms,Resty Morales has skill in Steel: Potash Underground Misc. Infrastructure,Resty Morales has skill in Steel: Potash Underground Steel Crane Support Structures,Resty Morales has skill in Steel: Skip Chairing,Resty Morales has skill in Steel: Structural Steel Detailing,Resty Morales has skill in Steel: Tanks,Resty Morales has skill in Structural Steel Inspections,Resty Morales has skill in Steel: Underground Conveyor Load-Out Framing,Resty Morales has skill in Steel: Surface Misc. Platforms,Resty Morales has skill in Steel: Underground Truck Loading Station,Resty Morales has skill in Underground Steel Condition Assessment,Resty Morales has skill in Concrete Inspections,Resty Morales has skill in Shaft Steel and Timber Inspections,Resty Morales has skill in Shop Steel Inspections,Resty Morales has skill in Welding Inspections,Resty Morales has skill in Bentley STAAD.Pro,Resty Morales has skill in spColumn Software,Resty Morales has skill in Mathcad Software,Yannick Sternon has skill in Software Development Lifecycle Management,Yannick Sternon has skill in C++ Programming,Yannick Sternon has skill in Delphi,Yannick Sternon has skill in Ruby On Rails,Yannick Sternon has skill in Javascript,Yannick Sternon has skill in Prototype Framework,Yannick Sternon has skill in Scriptaculous Framework,Yannick Sternon has skill in Cascading Style Sheets (CSS),Yannick Sternon has skill in HTML,Yannick Sternon has skill in SQL Server,Yannick Sternon has skill in SharePoint,Yannick Sternon has skill in UML,Yannick Sternon has skill in Design Patterns,Yannick Sternon has skill in UI Design,Yannick Sternon has skill in Visual Basic for Applications (VBA),Yannick Sternon has skill in Agile Development Methodology,Li Zhang has skill in AutoCAD,Li Zhang has skill in Underground Structure Design,Li Zhang has skill in Project & Construction Management,Li Zhang has skill in Language - Chinese, Mandarin,George Henderson has skill in Airport HVAC Design,George Henderson has skill in Language - French,Michael Johnson has skill in Freshwater,Michael Johnson has skill in Marine,Sam Burke has skill in Freshwater,Claudette Yungwirth has skill in Mechanical Engineering / Design,Claudette Yungwirth has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Claudette Yungwirth has skill in Compressed Air Systems and Piping,Claudette Yungwirth has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Claudette Yungwirth has skill in Fluid Flow Calculations / Pipe Stress Calculations,Claudette Yungwirth has skill in Maintenance Facilities (underground),Claudette Yungwirth has skill in Piping PFDs,Claudette Yungwirth has skill in Piping P&IDs,Claudette Yungwirth has skill in Potable and Industrial

(Process) Water / Roof Drains, Claudette Yungwirth has skill in Preparation of Mechanical Equipment Lists, Claudette Yungwirth has skill in Refuge Stations, Claudette Yungwirth has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Claudette Yungwirth has skill in Dust Collection, Claudette Yungwirth has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping, Claudette Yungwirth has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping, Claudette Yungwirth has skill in Piping Isometrics - Large Bore, Claudette Yungwirth has skill in Loading Pockets, Claudette Yungwirth has skill in Underground Dewatering (Engineering / Design), Claudette Yungwirth has skill in Underground Mine Infrastructure (Engineering / Design), Claudette Yungwirth has skill in Preparation of Calculations, Claudette Yungwirth has skill in Preparation of Design Basis Documents, Claudette Yungwirth has skill in Preparation of Specification Documents, Claudette Yungwirth has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Claudette Yungwirth has skill in Explosives Storage (underground), Claudette Yungwirth has skill in HVAC Design (underground mining), Claudette Yungwirth has skill in Microsoft Excel, Claudette Yungwirth has skill in Infrastructure and Building Services - Cranes / Hoists / Elevators, Robert Apking has skill in Language - Spanish, Robert Apking has skill in Language - Indonesian, Kyle Jones has skill in AutoCAD, Kyle Jones has skill in Civil Design / Drafting, Kyle Jones has skill in Design Checking - Civil, Kyle Jones has skill in AutoCAD Civil 3D software, Elizabeth Annand has skill in NEPA Documentation, Elizabeth Annand has skill in Freshwater, Cyrus Kabeer has skill in CADD 2D/3D, Arturo Hoyos has skill in Consultation, John Pelaez has skill in AutoCAD, John Pelaez has skill in AutoCAD Civil 3D software, John Pelaez has skill in Bentley MicroStation Software, John Pelaez has skill in ArcGIS Map Design, John Pelaez has skill in Language - Spanish, Burton Xu has skill in Downstream - Gas Plants, Burton Xu has skill in Downstream - LNG, Burton Xu has skill in Downstream - Refineries, Burton Xu has skill in Downstream - Upgraders, Burton Xu has skill in Expediting, Burton Xu has skill in Field Inspection, Burton Xu has skill in Midstream - Pipelines, Burton Xu has skill in Operations Training, Burton Xu has skill in Optimization/Rationalization Studies, Burton Xu has skill in Project & Construction Management, Burton Xu has skill in Turnaround, Burton Xu has skill in Upstream - Conventional, Burton Xu has skill in Upstream - Conventional Gas, Burton Xu has skill in Upstream - Offshore, Burton Xu has skill in Upstream - Oil Sands In Situ, Burton Xu has skill in Upstream - Oil Sands Mining, Burton Xu has skill in Upstream - Shale Gas, Burton Xu has skill in Upstream - Shale Oil, Burton Xu has skill in Vendor Qualification / Selection, Burton Xu has skill in FEED Studies, Burton Xu has skill in Midstream - Facilities, Burton Xu has skill in Pre-FEED, Burton Xu has skill in Midstream - Terminals, Buddika Gunarathna has skill in Civil Engineering / Design, Buddika Gunarathna has skill in Civil Design / Drafting, Nathan Erik has skill in Language - French, Sen Jia has skill in Civil Design / Drafting, Christopher Coogan has skill in Bentley MicroStation Software, Christopher Coogan has skill in Design Build Pre-construction Services, Christopher Coogan has skill in Bentley InRoads, Christopher Coogan has skill in AutoCAD, Tony Giglini has skill in Chemistry, Jeff Shaw has skill in Infrastructure Facility Master Planning, Jeff Shaw has skill in AutoCAD Civil 3D software, Jeff Shaw has skill in Water Treatment (Engineering / Design), Jeff Shaw has skill in Water Treatment (Field Experience), Jeff Shaw has skill in Water Resources Management (Field Experience), Jeff Shaw has skill in Municipal Services - Water Transmission Mains, Jeff Shaw has skill in Municipal Services - Water Distribution Mains, Jeff Shaw has skill in Comprehensive Water System Planning, Tim Miller has skill in Administration/Admitting, Tim Miller has skill in Emergency Dept., Tim Miller has skill in Laboratory, Tim Miller has skill in Material Management, Tim Miller has skill in Medical Imaging, Tim Miller has skill in Medical Records, Tim Miller

has skill in Outpatient/Ambulatory Care,Tim Miller has skill in Pharmacy,Tim Miller has skill in Rehabilitation Medicine,Tim Miller has skill in Special Care Units,Tim Miller has skill in Cardiology/Cath Labs/EP Labs,Tim Miller has skill in Children's Hospitals,Tim Miller has skill in Helidecks,Tim Miller has skill in Inpatient Medical/Surgical Units,Tim Miller has skill in Mental Health/Alzheimers,Tim Miller has skill in Oncology/Cancer Treatment,Tim Miller has skill in Plant Maintenance and Facilities,Tim Miller has skill in Regional Hospitals/Teaching Hospitals,Tim Miller has skill in Specialty Hospitals,Tim Miller has skill in Surgery/Day Surgery/PACU,Brad Taylor has skill in Cable Tray Systems,Brad Taylor has skill in Electrical Design / Drafting,Brad Taylor has skill in Design Checking - Electrical,Steve Ainsworth has skill in Chemistry,Steve Ainsworth has skill in Earth Sciences,Steve Ainsworth has skill in Student Centers,Steve Ainsworth has skill in Student Housing,Steve Ainsworth has skill in Vivariums,Steve Ainsworth has skill in Academic - Classroom Buildings,Steve Ainsworth has skill in Physics,Steve Ainsworth has skill in Science + Technology,Ann Kilpatrick has skill in Administration/Admitting,Ann Kilpatrick has skill in Emergency Dept.,Ann Kilpatrick has skill in Laboratory,Ann Kilpatrick has skill in Labor & Delivery/Women's Health,Ann Kilpatrick has skill in Material Management,Ann Kilpatrick has skill in Medical Imaging,Ann Kilpatrick has skill in Outpatient/Ambulatory Care,Ann Kilpatrick has skill in Pharmacy,Ann Kilpatrick has skill in Rehabilitation Medicine,Ann Kilpatrick has skill in Pediatrics,Ann Kilpatrick has skill in Inpatient Medical/Surgical Units,Ann Kilpatrick has skill in Mental Health/Alzheimers,Ann Kilpatrick has skill in Oncology/Cancer Treatment,Ann Kilpatrick has skill in Plant Maintenance and Facilities,Ann Kilpatrick has skill in Regional Hospitals/Teaching Hospitals,Ann Kilpatrick has skill in Specialty Hospitals,Cody Leishman has skill in FEED Studies,Cody Leishman has skill in Optimization/Rationalization Studies,Cody Leishman has skill in 3D Laser Scanning,Cody Leishman has skill in CAESAR (Pipe Stress Analysis) Software,Cody Leishman has skill in CAD programming,Cody Leishman has skill in Field Visits,Cody Leishman has skill in Quality Management (ISO),Cody Leishman has skill in Design Checking - Mechanical,Cody Leishman has skill in Mechanical Design / Drafting,Cody Leishman has skill in Mechanical Engineering / Design,Cody Leishman has skill in Intergraph SmartPlant Layout (3D),Cody Leishman has skill in CADD 2D/3D,Cody Leishman has skill in Bentley MicroStation Software,Cody Leishman has skill in AutoCAD,Cody Leishman has skill in Cadworx,Cody Leishman has skill in NavisWorks Software,Cody Leishman has skill in Pre-FEED,Cody Leishman has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Cody Leishman has skill in Preparation of Proposal Documents (written verbiage),Cody Leishman has skill in Conceptual Site Models,Jeri Steele has skill in Electrodiagnostic,Jeri Steele has skill in Emergency Dept.,Jeri Steele has skill in Labor & Delivery/Women's Health,Jeri Steele has skill in Medical Imaging,Jeri Steele has skill in Outpatient/Ambulatory Care,Jeri Steele has skill in Respiratory Technology/ Pulmonary Function,Jeri Steele has skill in Special Care Units,Jeri Steele has skill in Pediatrics,Jeri Steele has skill in Cardiology/Cath Labs/EP Labs,Jeri Steele has skill in Children's Hospitals,Jeri Steele has skill in Hospice,Jeri Steele has skill in Inpatient Medical/Surgical Units,Jeri Steele has skill in Mental Health/Alzheimers,Jeri Steele has skill in Oncology/Cancer Treatment,Jeri Steele has skill in Regional Hospitals/Teaching Hospitals,Jeri Steele has skill in Specialty Hospitals,Jeri Steele has skill in Surgery/Day Surgery/PACU,Brian Schreuder has skill in FEED Studies,Brian Schreuder has skill in Optimization/Rationalization Studies,Brian Schreuder has skill in Project & Construction Management,Brian Schreuder has skill in Turnaround,Shane Kleisinger has skill in AFT Fathom Software,Shane Kleisinger has skill in Preparation of Proposal Documents (written verbiage),Shane

Kleisinger has skill in CAESAR (Pipe Stress Analysis) Software, Bobby Patten has skill in Retracement Surveys, Roger LeBlanc has skill in Civil Engineering / Design, Roger LeBlanc has skill in Onsite Septic Disposal Systems, Roger LeBlanc has skill in Municipal Stormwater, Dan Austin has skill in Administration/Admitting, Dan Austin has skill in Emergency Dept., Dan Austin has skill in Laboratory, Dan Austin has skill in Labor & Delivery/Women's Health, Dan Austin has skill in Material Management, Dan Austin has skill in Medical Imaging, Dan Austin has skill in Medical Records, Dan Austin has skill in Outpatient/Ambulatory Care, Dan Austin has skill in Cardiology/Cath Labs/EP Labs, Dan Austin has skill in Inpatient Medical/Surgical Units, Dan Austin has skill in Mental Health/Alzheimers, Dan Austin has skill in Nursing Homes, Dan Austin has skill in Oncology/Cancer Treatment, Dan Austin has skill in Plant Maintenance and Facilities, Dan Austin has skill in Regional Hospitals/Teaching Hospitals, Shelley Cooper has skill in AutoCAD, Shelley Cooper has skill in Bentley MicroStation Software, Shelley Cooper has skill in Microsoft Excel, Shelley Cooper has skill in Microsoft Word, Shelley Cooper has skill in Microsoft PowerPoint, Shelley Cooper has skill in Microsoft Access, Jeff Benjamin has skill in Language - French, Chris Heald has skill in Field Inspection, Kelvin Fields has skill in Plant Maintenance and Facilities, Joel Workman has skill in Language - French, Joel Workman has skill in 3D Laser Scanning, Joel Workman has skill in Unmanned Aerial Systems / Unmanned Aerial Vehicles, Olivera Sipka has skill in Administration/Admitting, Olivera Sipka has skill in Outpatient/Ambulatory Care, Olivera Sipka has skill in Rehabilitation Medicine, Olivera Sipka has skill in Pediatrics, Olivera Sipka has skill in Inpatient Medical/Surgical Units, Olivera Sipka has skill in Mental Health/Alzheimers, Olivera Sipka has skill in Oncology/Cancer Treatment, Olivera Sipka has skill in Regional Hospitals/Teaching Hospitals, Olivera Sipka has skill in Specialty Hospitals, Gary Cheung has skill in Integrated Project Solutions (IPS), Gary Cheung has skill in Primavera Unifier, Gary Cheung has skill in Microsoft Excel, Gary Cheung has skill in Microsoft Outlook, Gary Cheung has skill in Microsoft PowerPoint, Gary Cheung has skill in Microsoft Word, Gary Cheung has skill in SharePoint, Jerome Means has skill in Aquatic Facilities, Jerome Means has skill in Skate Parks, Wayne Guo has skill in Building Information Modeling, Jonathan Fitzpatrick has skill in Electrical Power Distribution, Joel Svoboda has skill in Building Codes Plan Review, David Miller has skill in Facilities Evaluation and Permitting, Ashley Rickard has skill in AutoCAD, Ashley Rickard has skill in Structural Design / Drafting, Ashley Rickard has skill in Bentley ProSteel, Ashley Rickard has skill in Revit Software, Shneay Horwood has skill in Web delivery of training, Peter Plehwe has skill in Builder Services, Peter Plehwe has skill in Retracement Surveys, Kristopher Dagg has skill in Concrete: Pile Foundations, Kristopher Dagg has skill in Concrete: Tank Foundations, Kristopher Dagg has skill in Civil Engineering / Design, Kristopher Dagg has skill in Drilling, Sampling, and Instrumentation Services, Kristopher Dagg has skill in SOLIDWORKS, 3D Design Software, Kristopher Dagg has skill in AutoCAD Civil 3D software, Kristopher Dagg has skill in Field Inspection, Kristopher Dagg has skill in Mining Design and Drafting, Kristopher Dagg has skill in Steel: Potash Shaft and Station Steel Design, Kristopher Dagg has skill in Loading Pockets, Kristopher Dagg has skill in Steel: Collar House Framing, Kristopher Dagg has skill in Concrete: Hoist Foundations, Kristopher Dagg has skill in Wall Assembly Design and Detailing (exterior), Kristopher Dagg has skill in Wall Assembly Design and Detailing (interior partitions), Kristopher Dagg has skill in Structural Design / Drafting, Kristopher Dagg has skill in Surface Excavations and Backfilling, Kristopher Dagg has skill in Civil Design / Drafting, Kristopher Dagg has skill in Concrete: Forming, Kristopher Dagg has skill in Concrete: Mix Design, Kristopher Dagg has skill in Concrete: Reinforcement Detailing, Kristopher Dagg has skill in Steel: A-Frames, Kristopher Dagg has

skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Kristopher Dagg has skill in Steel: Headframe Sheave Decks and Houses,Kristopher Dagg has skill in Steel: Headframe Tower,Kristopher Dagg has skill in Concrete Inspections,Kristopher Dagg has skill in Concrete: Heavy Industrial Building Concrete Foundations,Kristopher Dagg has skill in Steel: Monorails,Kristopher Dagg has skill in Steel: Lifting Wells / Hatch Covers,Kristopher Dagg has skill in Rebar Inspections,Kristopher Dagg has skill in Welding Inspections,Kristopher Dagg has skill in Masonry: Layout and Reinforcing,Kristopher Dagg has skill in Special Structural Inspections: Grout,Kristopher Dagg has skill in Special Structural Inspections: Cast-in-Place Concrete,Kristopher Dagg has skill in Bentley ProSteel,Kristopher Dagg has skill in Revit Software,Kristopher Dagg has skill in Preparation of General Arrangement Drawings,Kristopher Dagg has skill in AutoCAD,Kristopher Dagg has skill in Microsoft Excel,Kristopher Dagg has skill in Bentley MicroStation Software,Kristopher Dagg has skill in Microsoft Word,Kristopher Dagg has skill in Language - French,Kristopher Dagg has skill in Concrete Materials Testing (strength, slump, air),Jess Costa has skill in Statistical Analysis,Darrin Ward has skill in CADD 2D/3D,Danielle Manning has skill in Retail (Petroleum Release Mgmt),Danielle Manning has skill in Consultation,Laura Schmeling has skill in Autodesk Revit MEP Software,Laura Schmeling has skill in Trace 700 Energy Modeling,Laura Schmeling has skill in AutoCAD MEP Software,Stephanie Grossman has skill in Statistical Analysis,Jim Marchese has skill in Revit Software,Jim Marchese has skill in BIM Project Manager,Jim Marchese has skill in BIM Manager,Jim Marchese has skill in Building Information Modelling (BIM),Guillermo Munoz has skill in Leadership,Saman Silva has skill in Concrete: Cast-in-Place Anchor Rods,Saman Silva has skill in Concrete: Fan Foundations,Saman Silva has skill in Concrete: Formed Tunnels and Utilidors,Saman Silva has skill in Concrete: Heavy Industrial Building Concrete Foundations,Saman Silva has skill in Concrete: Hoist Foundations,Saman Silva has skill in Concrete: Joint Details,Saman Silva has skill in Concrete: Light Industrial Building Concrete Foundations,Saman Silva has skill in Concrete: Mine Portal Foundations,Saman Silva has skill in Concrete: One-Way Slabs,Saman Silva has skill in Concrete: Pile Foundations,Saman Silva has skill in Concrete: Raisebore Collars,Saman Silva has skill in Concrete: Reinforcement Detailing,Saman Silva has skill in Concrete: Retention Structures / Tanks,Saman Silva has skill in Concrete: Slabs-on-Grade,Saman Silva has skill in Concrete: Mat Foundations,Saman Silva has skill in Concrete: Underground Bulkheads,Saman Silva has skill in Concrete: Underground Crusher Foundations,Saman Silva has skill in Concrete: Underground Dams,Saman Silva has skill in Steel: Conveyors,Saman Silva has skill in Steel: Hard Rock - Rock Anchors,Saman Silva has skill in Steel: Hard Rock Underground Steel Crane Support Structures,Saman Silva has skill in Steel: Hard Rock Loading Pocket,Saman Silva has skill in Steel: Hard Rock Shaft and Station Steel,Saman Silva has skill in Steel: Hard Rock Underground Access and Support Platforms,Saman Silva has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Saman Silva has skill in Steel: Heavy Industrial Buildings,Saman Silva has skill in Steel: Lifting Wells / Hatch Covers,Saman Silva has skill in Steel: Light Industrial Buildings,Saman Silva has skill in Steel: Potash Shaft Bottom Tower Steel,Saman Silva has skill in Steel: Monorails,Saman Silva has skill in Steel: Surface Conveyor Galleries,Saman Silva has skill in Steel: Surface Misc. Platforms,Saman Silva has skill in Steel: Surface Conveyor Transfer and Take-Up Towers,Saman Silva has skill in Steel: Underground Bulkheads,Saman Silva has skill in Layout: Underground Shops,Saman Silva has skill in Rebar Inspections,Saman Silva has skill in DYNA6,Saman Silva has skill in Mathcad Software,Saman Silva has skill in spBeam Software,Saman Silva has skill in spColumn Software,Saman Silva has skill in spFrame Software,Saman Silva has skill in spMats Software,Saman Silva has skill in spWall Software,Saman Silva

has skill in AutoCAD,Saman Silva has skill in Microsoft Excel,Saman Silva has skill in Microsoft Word,Saman Silva has skill in Concrete: Two-Way Slabs,Saman Silva has skill in Civil Engineering / Design,Saman Silva has skill in Structural Engineering / Design,Saman Silva has skill in Bentley STAAD Foundation,Saman Silva has skill in Rope Changing (Engineering / Design),Saman Silva has skill in Preparation of Calculations,Saman Silva has skill in Preparation of Design Basis Documents,Saman Silva has skill in Bentley STAAD.Pro,Ferdie Barnard has skill in Language - Afrikaans,Ferdie Barnard has skill in Language - Tswana,Ferdie Barnard has skill in Language - Sotho,Ferdie Barnard has skill in Language - Dutch,Ferdie Barnard has skill in Project & Construction Management,Brian Gray has skill in Language - French,Ron Slubik has skill in Downstream - Gas Plants,Ron Slubik has skill in Downstream - LNG,Ron Slubik has skill in Expediting,Ron Slubik has skill in Operations Training,Ron Slubik has skill in Optimization/Rationalization Studies,Ron Slubik has skill in Pre-FEED,Ron Slubik has skill in Turnaround,Ron Slubik has skill in Upstream - Conventional,Ron Slubik has skill in Upstream - Conventional Gas,Ron Slubik has skill in Upstream - Offshore,Ron Slubik has skill in Upstream - Oil Sands In Situ,Ron Slubik has skill in Upstream - Shale Gas,Ron Slubik has skill in Upstream - Shale Oil,Ron Slubik has skill in Vendor Qualification / Selection,Ron Slubik has skill in Downstream - Refineries,Ron Slubik has skill in Downstream - Upgraders,Ron Slubik has skill in Field Inspection,Ron Slubik has skill in Midstream - Pipelines,Ron Slubik has skill in Project & Construction Management,Ron Slubik has skill in FEED Studies,Ron Slubik has skill in Midstream - Facilities,Ron Slubik has skill in Midstream - Terminals,Ron Slubik has skill in Upstream - Oil Sands Mining,Al Lee has skill in Administration/Admitting,Al Lee has skill in Electrodiagnostic,Al Lee has skill in Emergency Dept.,Al Lee has skill in Laboratory,Al Lee has skill in Labor & Delivery/Women's Health,Al Lee has skill in Material Management,Al Lee has skill in Medical Imaging,Al Lee has skill in Medical Records,Al Lee has skill in Outpatient/Ambulatory Care,Al Lee has skill in Pharmacy,Al Lee has skill in Respiratory Technology/Pulmonary Function,Al Lee has skill in Special Care Units,Al Lee has skill in Pediatrics,Al Lee has skill in Cardiology/Cath Labs/EP Labs,Al Lee has skill in Children's Hospitals,Al Lee has skill in Dietary/Room Service,Al Lee has skill in Inpatient Medical/Surgical Units,Al Lee has skill in Mental Health/Alzheimers,Al Lee has skill in Nursing Homes,Al Lee has skill in Plant Maintenance and Facilities,Al Lee has skill in Regional Hospitals/Teaching Hospitals,Al Lee has skill in Specialty Hospitals,Al Lee has skill in Surgery/Day Surgery/PACU,Tom Baginski has skill in Integrated Project Solutions (IPS),Tom Baginski has skill in Primavera P6,Tom Baginski has skill in Aconex (Web based electronic data base management system),Trevor Peterson has skill in Freshwater,Trevor Peterson has skill in Marine,Trevor Peterson has skill in Statistical Analysis,Ross Boyle has skill in Administration/Admitting,Ross Boyle has skill in Electrodiagnostic,Ross Boyle has skill in Emergency Dept.,Ross Boyle has skill in Laboratory,Ross Boyle has skill in Labor & Delivery/Women's Health,Ross Boyle has skill in Material Management,Ross Boyle has skill in Medical Imaging,Ross Boyle has skill in Medical Records,Ross Boyle has skill in Outpatient/Ambulatory Care,Ross Boyle has skill in Pharmacy,Ross Boyle has skill in Rehabilitation Medicine,Ross Boyle has skill in Respiratory Technology/ Pulmonary Function,Ross Boyle has skill in Special Care Units,Ross Boyle has skill in Pediatrics,Ross Boyle has skill in Cardiology/Cath Labs/EP Labs,Ross Boyle has skill in Dietary/Room Service,Ross Boyle has skill in Inpatient Medical/Surgical Units,Ross Boyle has skill in Mental Health/Alzheimers,Ross Boyle has skill in Oncology/Cancer Treatment,Ross Boyle has skill in Plant Maintenance and Facilities,Ross Boyle has skill in Regional Hospitals/Teaching Hospitals,Ross Boyle has skill in Specialty Hospitals,Ross Boyle has skill in

Surgery/Day Surgery/PACU,John Higgins has skill in Administration/Admitting,John Higgins has skill in Emergency Dept.,John Higgins has skill in Laboratory,John Higgins has skill in Material Management,John Higgins has skill in Medical Imaging,John Higgins has skill in Medical Records,John Higgins has skill in Outpatient/Ambulatory Care,John Higgins has skill in Pharmacy,John Higgins has skill in Rehabilitation Medicine,John Higgins has skill in Respiratory Technology/ Pulmonary Function,John Higgins has skill in Pediatrics,John Higgins has skill in Dietary/Room Service,John Higgins has skill in Inpatient Medical/Surgical Units,John Higgins has skill in Mental Health/Alzheimers,John Higgins has skill in Plant Maintenance and Facilities,John Higgins has skill in Regional Hospitals/Teaching Hospitals,John Higgins has skill in Surgery/Day Surgery/PACU,John Knickmeyer has skill in Academic - Business Schools,John Knickmeyer has skill in Academic - Law Schools,John Knickmeyer has skill in Charter Schools,John Knickmeyer has skill in K-12 Private Elementary,John Knickmeyer has skill in K-12 Private High School,John Knickmeyer has skill in K-12 Public Elementary,John Knickmeyer has skill in K-12 Public High School,John Knickmeyer has skill in Vivariums,John Knickmeyer has skill in K-12 CTE,John Knickmeyer has skill in Exterior Sports Facilities,John Knickmeyer has skill in Nanotechnology,John Knickmeyer has skill in Student Centers,John Knickmeyer has skill in Student Housing,John Knickmeyer has skill in Chemistry,John Knickmeyer has skill in Earth Sciences,John Knickmeyer has skill in Medical Education,John Knickmeyer has skill in Physics,John Knickmeyer has skill in Utilization Analysis,John Knickmeyer has skill in Science + Technology,John Knickmeyer has skill in Academic - Classroom Buildings,Jorge Ducharme has skill in AutoCAD,Jorge Ducharme has skill in Bentley MicroStation Software,Jorge Ducharme has skill in CADD 2D/3D,Jorge Ducharme has skill in Adobe Photoshop,Jorge Ducharme has skill in Adobe InDesign,Jorge Ducharme has skill in 3ds Max,Jorge Ducharme has skill in Google Sketchup,Jorge Ducharme has skill in AutoLISP,Jorge Ducharme has skill in Microsoft Excel,Jorge Ducharme has skill in Excel Macro Development,Jorge Ducharme has skill in AutoCAD Civil 3D software,Jorge Ducharme has skill in Google Earth Pro Software,Jorge Ducharme has skill in Microsoft OneNote,Jorge Ducharme has skill in Microsoft Access,Jorge Ducharme has skill in Microsoft Word,Jorge Ducharme has skill in Microsoft Project,Jorge Ducharme has skill in Adobe Acrobat Pro DC,Jorge Ducharme has skill in Adobe Illustrator,Jorge Ducharme has skill in Video Editing,Jack Murphy has skill in Hoisting (Engineering / Design),Jack Murphy has skill in Preparation of Calculations,Jack Murphy has skill in Preparation of Control Narrative Documents,Jack Murphy has skill in Preparation of Specification Documents,Jack Murphy has skill in AutoCAD,Jack Murphy has skill in Microsoft Excel,Jack Murphy has skill in Microsoft Word,Jack Murphy has skill in Microsoft PowerPoint,Jack Murphy has skill in Microsoft OneNote,Jack Murphy has skill in Microsoft Project,Jack Murphy has skill in SOLIDWORKS, 3D Design Software,Jack Murphy has skill in Mechanical Engineering / Design,Jack Murphy has skill in Conveyance Guides,Jack Murphy has skill in Head / Deflection Sheaves,Jack Murphy has skill in Hoist Ropes (Head, Tail, and Guide Ropes),Jack Murphy has skill in Rope Attachments,Jack Murphy has skill in Finite Elements Analysis (FEA) Software,Azure Sprague has skill in Healthcare Architecture,Elika Herischi has skill in Revit Software,Elika Herischi has skill in Administration/Admitting,Elika Herischi has skill in Inpatient Medical/Surgical Units,Elika Herischi has skill in Inpatient Units,Elika Herischi has skill in Mental Health,Elika Herischi has skill in Oncology/Cancer Treatment,Elika Herischi has skill in Rehabilitation Medicine,Elika Herischi has skill in Specialty Hospitals,Elika Herischi has skill in Surgery/Day Surgery,Elika Herischi has skill in Medical Imaging,Claire McAuley has skill in Statistical Analysis,Claire McAuley has skill in Facilities Evaluation and Permitting,Brian McClure has skill in Academic - Classroom

Buildings,Brian McClure has skill in Bakeries,Brian McClure has skill in AutoCAD,Brian McClure has skill in Building Envelope Construction,Brian McClure has skill in Building Codes Plan Review,Brian McClure has skill in Code Analysis and Life Safety,Brian McClure has skill in Building Envelope Design,Brian McClure has skill in Building Information Modeling,Brian McClure has skill in Community College,Brian McClure has skill in Concrete Materials Testing (strength, slump, air),Brian McClure has skill in CADD 2D/3D,Brian McClure has skill in Concrete: Coatings,Brian McClure has skill in Community Development – Permitting and Licenses,Brian McClure has skill in Concrete: Mat Foundations,Brian McClure has skill in Concrete: Mix Design,Brian McClure has skill in Concrete: Pile Foundations,Brian McClure has skill in Concrete: Slabs-on-Grade,Brian McClure has skill in Data Center Design – Communications and Electrical,Brian McClure has skill in Design Checking - Civil,Brian McClure has skill in Design Checking - Mechanical,Brian McClure has skill in Design Checking - Structural,Brian McClure has skill in Design Management,Brian McClure has skill in Field Visits,Brian McClure has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Brian McClure has skill in K-12 Educational Specifications,Brian McClure has skill in K-12 Public Elementary,Brian McClure has skill in K-12 Public Middle School,Brian McClure has skill in Language - English,Brian McClure has skill in Masonry: Details and Joints,Brian McClure has skill in Masonry: Load-Bearing,Brian McClure has skill in Microsoft PowerPoint,Brian McClure has skill in Paint and Finish Schedules,Brian McClure has skill in Preparation of Feasibility Study Documents,Brian McClure has skill in Preparation of Proposal Documents (written verbiage),Brian McClure has skill in Preparation of Specification Documents,Brian McClure has skill in Special Structural Inspections: Cast-in-Place Concrete,Brian McClure has skill in Special Structural Inspections: Reinforcing,Brian McClure has skill in Steel: Light Industrial Buildings,Brian McClure has skill in Structural Design / Drafting,Brian McClure has skill in Wall Assembly Design and Detailing (exterior),Brian McClure has skill in Wood Framing Design,Brian McClure has skill in Door Schedules,Brian McClure has skill in Elevators,Brian McClure has skill in Fire Alarm System Design (Electrical Engineering),Brian McClure has skill in K-12 Public High School,Brian McClure has skill in K-12 Public Schools,Brian McClure has skill in Masonry: Layout and Reinforcing,Brian McClure has skill in Mechanical Engineering / Design,Brian McClure has skill in Microsoft Excel,Brian McClure has skill in Microsoft Word,Brian McClure has skill in Owner’s Representative,Brian McClure has skill in Pharmacy,Brian McClure has skill in Revit Software,Brian McClure has skill in Structural Detailing,Suganya Ramadurai has skill in AutoCAD,Suganya Ramadurai has skill in Revit Software,Suganya Ramadurai has skill in Adobe Photoshop,Suganya Ramadurai has skill in Google Sketchup,Suganya Ramadurai has skill in Bluebeam Revu Software,Suganya Ramadurai has skill in Newforma Software,Suganya Ramadurai has skill in Adobe Illustrator,Suganya Ramadurai has skill in Microsoft Word,Suganya Ramadurai has skill in Microsoft Excel,Jacques Bouchard has skill in Language - French,Jacques Bouchard has skill in Language - English,Marc-Andre Masson has skill in Language - French,Marc-Andre Masson has skill in Language - English,Glenn Woods has skill in HMI Programming, Factory Talk View Studio (AB),Glenn Woods has skill in Visual Basic for Applications (VBA),Glenn Woods has skill in Javascript,Glenn Woods has skill in Microsoft InfoPath,Glenn Woods has skill in Arena Simulation Software,Glenn Woods has skill in Excel Macro Development,Glenn Woods has skill in Bentley ProjectWise Software,Glenn Woods has skill in Adobe Acrobat Pro DC,Glenn Woods has skill in Simio Simulation Software,Glenn Woods has skill in Preparation of Control Narrative Documents,Glenn Woods has skill in AutoCAD,Glenn Woods has skill in Microsoft Access,Glenn Woods has skill in

Microsoft Excel, Glenn Woods has skill in Microsoft OneNote, Glenn Woods has skill in Microsoft PowerPoint, Glenn Woods has skill in Microsoft Word, Glenn Woods has skill in Microsoft Visio, Glenn Woods has skill in HMI Programming, Wonderware InTouch (Schneider), Glenn Woods has skill in IT / SCADA Systems, Glenn Woods has skill in PLC Programming, Unity (Schneider), Glenn Woods has skill in SQL Server, Glenn Woods has skill in SharePoint, Glenn Woods has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical, Glenn Woods has skill in Mining Process Interfaces, Mel McLean has skill in Concrete: Shaft Collars, Mel McLean has skill in Shaft Sinking, Mel McLean has skill in Shafts (Engineering / Design), Mel McLean has skill in Revit Software, Timo Tikka has skill in Design Checking - Structural, Timo Tikka has skill in Structural Engineering / Design, Timo Tikka has skill in Steel: A-Frames, Timo Tikka has skill in Shaft Steel and Timber Inspections, Timo Tikka has skill in Steel: Bridge Crane Support Systems, Timo Tikka has skill in Steel: Composite Beam / Girders, Timo Tikka has skill in Concrete: Headframes, Timo Tikka has skill in Steel: Headframe (Rope) Galleries, Timo Tikka has skill in Steel: Headframe Tower, Timo Tikka has skill in Concrete Dams, Timo Tikka has skill in Concrete Inspections, Timo Tikka has skill in Concrete: Dynamic Equipment Foundations, Timo Tikka has skill in Concrete: Reinforcement Detailing, Timo Tikka has skill in Concrete: Forming, Timo Tikka has skill in Concrete: Shaft Collars, Timo Tikka has skill in Steel: Potash Shaft Steel Engineering, Timo Tikka has skill in Shafts (Engineering / Design), Timo Tikka has skill in Concrete: Hoist Foundations, Ron Selinger has skill in Building Codes Plan Review, Robert Deap has skill in Structural Steel Inspections, Robert Deap has skill in Structural Design / Drafting, Robert Deap has skill in Field Inspection, Robert Deap has skill in CADD 2D/3D, Dorota Runyan has skill in First Nation Consultation, Meghan O'Neill has skill in Vegetation Identification, Nigel Morris has skill in Web delivery of training, Stacey Ruel has skill in AutoCAD, Stacey Ruel has skill in Refuge Stations, Stacey Ruel has skill in Loading Pockets, Wes Cunningham has skill in NEPA Documentation, Chris Miller has skill in Academic - Business Schools, Chris Miller has skill in Academic - Law Schools, Chris Miller has skill in Charter Schools, Chris Miller has skill in Chemistry, Chris Miller has skill in Earth Sciences, Chris Miller has skill in Exterior Sports Facilities, Chris Miller has skill in Nanotechnology, Chris Miller has skill in Physics, Chris Miller has skill in Science + Technology, Chris Miller has skill in Utilization Analysis, Chris Miller has skill in Vivariums, Chris Miller has skill in K-12 CTE, Chris Miller has skill in K-12 Private Elementary, Chris Miller has skill in K-12 Private High School, Chris Miller has skill in K-12 Public Elementary, Chris Miller has skill in K-12 Public High School, Chris Miller has skill in Academic - Classroom Buildings, Chris Miller has skill in Medical Education, Chris Miller has skill in Student Centers, Chris Miller has skill in Student Housing, Chris Miller has skill in Building Envelope Design, Josh Hatcher has skill in AutoCAD, Josh Hatcher has skill in PLC Programming, RsLogix 5000 (AB), Josh Hatcher has skill in Networking, Josh Hatcher has skill in Project Coordination, Chad Batterton has skill in Finite Elements Analysis (FEA) Software, Chad Batterton has skill in SOLIDWORKS, 3D Design Software, Chad Batterton has skill in Mechanical Engineering / Design, David Marcoux has skill in AutoCAD, David Marcoux has skill in Infrastructure and Building Services - Cable Tray, David Marcoux has skill in Infrastructure and Building Services - Lighting, David Marcoux has skill in CAD Management & Coordination, David Marcoux has skill in Project Coordination, David Marcoux has skill in Revit Software, David Marcoux has skill in AGi32 Lighting Design Software, Charla Barnes has skill in Concrete Dams, Charla Barnes has skill in Dam Inspections, Charla Barnes has skill in Dam Remediation, Charla Barnes has skill in Dam Slope Stability Analysis, Charla Barnes has skill in Embankment Dams, Charla Barnes has skill in Rockfill Dams, Charla Barnes has skill in Roller Compacted Concrete Dams, April

Welshans has skill in Concrete Dams, April Welshans has skill in Dam Design, April Welshans has skill in Embankment Dams, April Welshans has skill in Levee Slope Stability Analysis, April Welshans has skill in Soil & Rock Anchors, Lloyd Hilgers has skill in Administration/Admitting, Lloyd Hilgers has skill in Electrodiagnostic, Lloyd Hilgers has skill in Emergency Dept., Lloyd Hilgers has skill in Laboratory, Lloyd Hilgers has skill in Labor & Delivery/Women's Health, Lloyd Hilgers has skill in Material Management, Lloyd Hilgers has skill in Medical Imaging, Lloyd Hilgers has skill in Medical Records, Lloyd Hilgers has skill in Outpatient/Ambulatory Care, Lloyd Hilgers has skill in Pharmacy, Lloyd Hilgers has skill in Rehabilitation Medicine, Lloyd Hilgers has skill in Pediatrics, Lloyd Hilgers has skill in Dietary/Room Service, Lloyd Hilgers has skill in Inpatient Medical/Surgical Units, Lloyd Hilgers has skill in Mental Health/Alzheimers, Lloyd Hilgers has skill in Oncology/Cancer Treatment, Lloyd Hilgers has skill in Plant Maintenance and Facilities, Lloyd Hilgers has skill in Regional Hospitals/Teaching Hospitals, Lloyd Hilgers has skill in Specialty Hospitals, Lloyd Hilgers has skill in Surgery/Day Surgery/PACU, Kyle McDougall has skill in SOLIDWORKS, 3D Design Software, Kyle McDougall has skill in AutoCAD, Kyle McDougall has skill in Bentley MicroStation Software, Kyle McDougall has skill in Concrete: Underground Bulkheads, Kyle McDougall has skill in Underground Dewatering (Engineering / Design), Robert Shortreed has skill in Bakeries, Robert Shortreed has skill in Boiler, Robert Shortreed has skill in ETAP Software, Robert Shortreed has skill in HAZIDs, Robert Shortreed has skill in HAZOPs, Robert Shortreed has skill in International Negotiation & Marketing, Robert Shortreed has skill in Iron & Steel Process Engineering & Making, Robert Shortreed has skill in Lightning Protection, Robert Shortreed has skill in Bentley MicroStation Software, Robert Shortreed has skill in Partial Discharge Analysis (PDA) of Electrical Equipment, Robert Shortreed has skill in AutoCAD, Craig Hoffman has skill in Revit Software, James Uricchio has skill in Administration/Admitting, James Uricchio has skill in Electrodiagnostic, James Uricchio has skill in Emergency Dept., James Uricchio has skill in Laboratory, James Uricchio has skill in Labor & Delivery/Women's Health, James Uricchio has skill in Material Management, James Uricchio has skill in Medical Imaging, James Uricchio has skill in Medical Records, James Uricchio has skill in Outpatient/Ambulatory Care, James Uricchio has skill in Pharmacy, James Uricchio has skill in Rehabilitation Medicine, James Uricchio has skill in Respiratory Technology/ Pulmonary Function, James Uricchio has skill in Special Care Units, James Uricchio has skill in Cardiology/Cath Labs/EP Labs, James Uricchio has skill in Dietary/Room Service, James Uricchio has skill in Inpatient Medical/Surgical Units, James Uricchio has skill in Mental Health/Alzheimers, James Uricchio has skill in Oncology/Cancer Treatment, James Uricchio has skill in Plant Maintenance and Facilities, James Uricchio has skill in Regional Hospitals/Teaching Hospitals, James Uricchio has skill in Specialty Hospitals, James Uricchio has skill in Surgery/Day Surgery/PACU, Susan Chapman has skill in Microsoft Word, Susan Chapman has skill in Adobe Illustrator, Susan Chapman has skill in Adobe Acrobat Pro DC, Susan Chapman has skill in Adobe Photoshop, Susan Chapman has skill in Microsoft Visio, Edilberto Miranda has skill in Urban Bridge Design, Edilberto Miranda has skill in CADD 2D/3D, Edilberto Miranda has skill in AutoCAD, Edilberto Miranda has skill in Steel: Potash Shaft Bottom Tower Steel, Edilberto Miranda has skill in Bridge Rehabilitation/Repair, Edilberto Miranda has skill in Bentley MicroStation Software, Edilberto Miranda has skill in Concrete: Joint Details, Edilberto Miranda has skill in Concrete: Reinforcement Detailing, Edilberto Miranda has skill in Steel: Potash Loading Pocket Framing, Edilberto Miranda has skill in Structural Detailing, Edilberto Miranda has skill in Steel: Collar Steel Framing and Collar Doors, Edilberto Miranda has skill in Steel: Heavy Industrial Buildings, Edilberto Miranda has skill in Steel:

Hoist House,Edilberto Miranda has skill in Steel: Pipe Racks and Utility Trestles,Edilberto Miranda has skill in Steel: Light Industrial Buildings,Edilberto Miranda has skill in Concrete: Heavy Industrial Building Concrete Foundations,Edilberto Miranda has skill in Concrete: Light Industrial Building Concrete Foundations,Edilberto Miranda has skill in Structural Design / Drafting,Edilberto Miranda has skill in Intergraph PDS® Software,Edilberto Miranda has skill in SOLIDWORKS, 3D Design Software,Edilberto Miranda has skill in Bentley ProSteel,Edilberto Miranda has skill in Language - Tagalog,Edilberto Miranda has skill in Concrete: Hoist Foundations,Edilberto Miranda has skill in Microsoft PowerPoint,Edilberto Miranda has skill in Microsoft Excel,Edilberto Miranda has skill in Microsoft Word,Edilberto Miranda has skill in Revit Software,Edilberto Miranda has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Edilberto Miranda has skill in Steel: Headframe Sheave Decks and Houses,Edilberto Miranda has skill in Steel: Headframe Tower,Edilberto Miranda has skill in Steel: Surface Misc. Platforms,Michelle Meehan has skill in Microsoft Excel,Michelle Meehan has skill in Microsoft Word,Michelle Meehan has skill in Microsoft PowerPoint,Michelle Meehan has skill in AutoCAD Civil 3D software,Mike Sharp has skill in AutoCAD Civil 3D software,Mike Sharp has skill in Civil Design / Drafting,Mike Sharp has skill in Civil Engineering / Design,Mike Sharp has skill in AutoCAD,Jeffrey Sweet has skill in RAM Steel Software,Jeffrey Sweet has skill in AutoCAD,Jeffrey Sweet has skill in Concrete: Heavy Industrial Building Concrete Foundations,Jeffrey Sweet has skill in Concrete: Light Industrial Building Concrete Foundations,Jeffrey Sweet has skill in Structural Design / Drafting,Jeffrey Sweet has skill in Bentley STAAD.Pro,Jeffrey Sweet has skill in Bentley STAAD Foundation,Jeffrey Sweet has skill in Cold Region Engineering,Jeffrey Sweet has skill in Concrete: Mat Foundations,Jeffrey Sweet has skill in Concrete: Post Installed Anchors,Jeffrey Sweet has skill in Concrete: Repair,Jeffrey Sweet has skill in Concrete: Slabs-on-Grade,Jeffrey Sweet has skill in Concrete: Cast-in-Place Anchor Rods,Jeffrey Sweet has skill in Concrete Inspections,Jeffrey Sweet has skill in Design Checking - Structural,Jeffrey Sweet has skill in Industrial Roof System Design,Jeffrey Sweet has skill in ENERCALC Software,Jeffrey Sweet has skill in Language - English,Jeffrey Sweet has skill in Language - French,Jeffrey Sweet has skill in Masonry: Layout and Reinforcing,Jeffrey Sweet has skill in Masonry: Load-Bearing,Jeffrey Sweet has skill in Microsoft Access,Jeffrey Sweet has skill in Microsoft Excel,Jeffrey Sweet has skill in Microsoft PowerPoint,Jeffrey Sweet has skill in Microsoft Project,Jeffrey Sweet has skill in Microsoft Word,Jeffrey Sweet has skill in Project & Construction Management,Jeffrey Sweet has skill in Prolog (software),Jeffrey Sweet has skill in spColumn Software,Jeffrey Sweet has skill in Steel: Bridge Crane Support Systems,Jeffrey Sweet has skill in Steel: Piling and Shoring,Jeffrey Sweet has skill in Steel: Structural Steel Detailing,Jeffrey Sweet has skill in Structural Steel Inspections,Jeffrey Sweet has skill in Steel: Heavy Industrial Buildings,Jeffrey Sweet has skill in Steel: Monorails,Jeffrey Sweet has skill in Steel: Pipe Racks and Utility Trestles,Jeffrey Sweet has skill in Structural Engineering / Design,Jeffrey Sweet has skill in Wood Framing Design,Mike Moore has skill in Mechanical Design / Drafting,Mario Presseault has skill in Cable Tray Systems,Mario Presseault has skill in Grounding,Mario Presseault has skill in Schematic, Wiring, and Details,Mario Presseault has skill in Arc Flash Mitigation,Mario Presseault has skill in HMI Programming, Factory Talk View Mach Ed (AB),Mario Presseault has skill in HMI Programming, Factory Talk View Studio (AB),Mario Presseault has skill in HMI Programming, Wonderware InTouch (Schneider),Mario Presseault has skill in IT / SCADA Systems,Mario Presseault has skill in PLC Networking - RsNetworx (AB),Mario Presseault has skill in PLC Programming, Proworx 32 (Schneider),Mario Presseault has skill in PLC Programming, RsLinx (AB),Mario Presseault has skill in PLC Programming, RsLogix 500 (AB),Mario Presseault has skill in PLC

Programming, RsLogix 5000 (AB), Mario Presseault has skill in PLC Programming, RsNetworx (AB), Mario Presseault has skill in PLC Networking-RsLinx (AB), Mario Presseault has skill in AGi32 Lighting Design Software, Mario Presseault has skill in AutoCAD, Mario Presseault has skill in DIALux Lighting Simulation Software, Mario Presseault has skill in EasyPower Software, Mario Presseault has skill in ETAP Software, Mario Presseault has skill in LitePro Software, Mario Presseault has skill in SKM Power*Tools for Windows, Mary Frank has skill in ADA Document Compliance, Scott MacKenzie has skill in Revit Family Author, Scott MacKenzie has skill in AutoCAD, Scott MacKenzie has skill in Revit Software, Scott MacKenzie has skill in Buzzsaw (Data Management Software), Scott MacKenzie has skill in Building Information Modeling, Scott MacKenzie has skill in CADD 2D/3D, Scott MacKenzie has skill in ArchiCAD Software, Scott MacKenzie has skill in BIM Manager, Scott MacKenzie has skill in Model Manager, Scott MacKenzie has skill in BIM Project Manager, Scott MacKenzie has skill in Microsoft Access, Scott MacKenzie has skill in Microsoft Excel, Scott MacKenzie has skill in Microsoft PowerPoint, Scott MacKenzie has skill in Microsoft Visio, Erin O'Malley has skill in Web delivery of training, Trevor Ash has skill in Design Checking - Electrical, Trevor Ash has skill in Electrical Design / Drafting, Trevor Ash has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical, Trevor Ash has skill in Lighting Controls (Electrical Engineering), Trevor Ash has skill in Cable Tray Systems, Trevor Ash has skill in Infrastructure and Building Services - Cable Tray, Brad Clark has skill in Municipal Services - Water Distribution Mains, Clark Smith has skill in Language - French, Clark Smith has skill in Language - Spanish, Clark Smith has skill in Underground Structure Design, Omar Jan has skill in Microsoft Excel, Omar Jan has skill in Microsoft Word, Omar Jan has skill in Microsoft PowerPoint, Omar Jan has skill in Microsoft OneNote, Omar Jan has skill in Microsoft Project, Omar Jan has skill in AutoCAD, Omar Jan has skill in PLC Programming, RsLogix 500 (AB), Omar Jan has skill in HMI Programming, Factory Talk View Studio (AB), Omar Jan has skill in ETAP Software, Fred DiBello has skill in Marine, Fred DiBello has skill in Statistical Analysis, Fred DiBello has skill in Freshwater, Fred DiBello has skill in AutoCAD, Fred DiBello has skill in Photogrammetry, Fred DiBello has skill in NEPA Documentation, Fred DiBello has skill in CADD 2D/3D, Shawn Plum has skill in Academic - Classroom Buildings, Shawn Plum has skill in Student Centers, Shawn Plum has skill in Student Housing, Anne Kim has skill in Freshwater, Anne Kim has skill in Marine, Anne Kim has skill in Statistical Analysis, Anne Kim has skill in Facilities Evaluation and Permitting, Anne Kim has skill in Web delivery of training, Jeff Sterritt has skill in Language - French, Jeff Sterritt has skill in Language - English, Jeff Sterritt has skill in Real Estate Negotiation, Tony van Wyk has skill in AutoCAD, Tony van Wyk has skill in Civil Design / Drafting, Tony van Wyk has skill in Bentley MicroStation Software, Tony van Wyk has skill in Bentley InRoads, Brent Boxma has skill in Piping PFDs, Brent Boxma has skill in Piping P&IDs, Brent Boxma has skill in Backfill and Batch Plants (surface), Brent Boxma has skill in Steel: Pipe Racks and Utility Trestles, Brent Boxma has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Brent Boxma has skill in AutoCAD, Brent Boxma has skill in Mining Design and Drafting, Brent Boxma has skill in Micro Station V8i with Descartes Raster Software, Brent Boxma has skill in Belt Conveyors, Brent Boxma has skill in Mechanical Design / Drafting, Brent Boxma has skill in Microsoft Excel, Brent Boxma has skill in Steel: Potash Loading Pocket, Seth Maher has skill in Freshwater, Seth Maher has skill in Marine, Seth Maher has skill in Facilities Evaluation and Permitting, Seth Maher has skill in Web delivery of training, Seth Maher has skill in First Nation Consultation, Seth Maher has skill in Statistical Analysis, Yong Wu has skill in FEMA Levee Accreditation Services, Yong Wu has skill in Hydroelectric Dams, Yong Wu has skill in Roller Compacted

Concrete Dams,Yong Wu has skill in Concrete Dams,Yong Wu has skill in Soil & Rock Anchors,Dawn Brake-Holmes has skill in Freshwater,Dawn Brake-Holmes has skill in Marine,Dawn Brake-Holmes has skill in Statistical Analysis,Dawn Brake-Holmes has skill in Facilities Evaluation and Permitting,Dawn Brake-Holmes has skill in Web delivery of training,Kevin Li has skill in Architectural Detailing,Kevin Li has skill in Autodesk BIM 360 Software,Kevin Li has skill in AutoCAD,Kevin Desilet has skill in AutoCAD,Kevin Desilet has skill in Google Sketchup,Mike Just has skill in Building Envelope Investigation- Infrared Thermography,Paul Nguyen has skill in First Nation Consultation,Todd Duguay has skill in AutoCAD Civil 3D software,Todd Duguay has skill in Bentley InRoads,Todd Duguay has skill in OpenRoads Software,Todd Duguay has skill in Bentley MicroStation Software,Todd Duguay has skill in Transoft Solutions AutoTURN® Software,Nate Dimock has skill in AutoCAD,Nate Dimock has skill in Project & Construction Management,Michael Jeffrey has skill in Renderings,Michael Jeffrey has skill in Revit Software,Michael Jeffrey has skill in AutoCAD,Michael Jeffrey has skill in Structural Design / Drafting,Michael Jeffrey has skill in Mechanical Design / Drafting,Michael Jeffrey has skill in 3ds Max,Michael Jeffrey has skill in Project Coordination,Michael Jeffrey has skill in Leadership,Michael Jeffrey has skill in Building Information Modeling,John Boudreau has skill in Project Coordination,John Boudreau has skill in Leadership,John Boudreau has skill in Quality Management (ISO),John Boudreau has skill in Mechanical Design / Drafting,John Boudreau has skill in Underground Mine Infrastructure (Engineering / Design),John Boudreau has skill in Underground Dewatering (Engineering / Design),John Boudreau has skill in Design Checking - Structural,John Boudreau has skill in Underground Mine Infrastructure (Field Experience),John Boudreau has skill in Piping P&IDs,John Boudreau has skill in Design Checking - Mechanical,John Boudreau has skill in Surface Infrastructure (Engineering / Design),John Boudreau has skill in Surface Dewatering (Engineering / Design),John Boudreau has skill in Material Handling Systems (Engineering / Design),John Boudreau has skill in Underground Steel Condition Assessment,John Boudreau has skill in Infrastructure and Building Services - Cranes / Hoists / Elevators,John Boudreau has skill in Infrastructure and Building Services - HVAC (Mining),Cristina Cotfasa has skill in Microsoft Excel,Cristina Cotfasa has skill in Microsoft Word,Cristina Cotfasa has skill in Oracle Database,Ron Hegge has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Ron Hegge has skill in Fluid Flow Calculations / Pipe Stress Calculations,Ron Hegge has skill in Heat Exchangers,Ron Hegge has skill in Potable and Industrial (Process) Water / Roof Drains,Ron Hegge has skill in CAESAR (Pipe Stress Analysis) Software,Ron Hegge has skill in Preparation of Design Basis Documents,Ron Hegge has skill in Preparation of Prefeasibility Study Documents,Ron Hegge has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Ron Hegge has skill in Preparation of Proposal Documents (written verbiage),Ron Hegge has skill in Preparation of Trade-Off Study Documents,Ron Hegge has skill in Microsoft Excel,Ron Hegge has skill in Microsoft PowerPoint,Ron Hegge has skill in Microsoft Project,Ron Hegge has skill in Microsoft Word,Ron Hegge has skill in Preparation of Mechanical Equipment Lists,Ron Hegge has skill in Mechanical Engineering / Design,Ron Hegge has skill in Above Ground Mining, Open Pit (Field Experience),Ron Hegge has skill in Compressed Air Systems and Piping,Ron Hegge has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Ron Hegge has skill in Piping Isometrics - Large Bore,Ron Hegge has skill in Piping P&IDs,Ron Hegge has skill in Piping PFDs,Ron Hegge has skill in Surface Dewatering (Engineering / Design),Ron Hegge has skill in Underground Dewatering (Engineering / Design),Ron Hegge has skill in Surface Dewatering (Field Experience),Ron Hegge has skill in Field Visits,Ron Hegge has skill in Shop

Visits, Meaghen Figg-Derksen has skill in Project & Construction Management, Victor Teglasi has skill in Language - French, Victor Teglasi has skill in Language - Spanish, Victor Teglasi has skill in Underground Structure Design, Carlos Rodriguez has skill in First Nation Consultation, Dennis O'Brien has skill in Language - French, Dennis O'Brien has skill in Language - Spanish, Dennis O'Brien has skill in Underground Structure Design, Gareth Roberts has skill in First Nation Consultation, Christine Andrews has skill in Administration/Admitting, Christine Andrews has skill in Electrodiagnostic, Christine Andrews has skill in Emergency Dept., Christine Andrews has skill in Laboratory, Christine Andrews has skill in Labor & Delivery/Women's Health, Christine Andrews has skill in Material Management, Christine Andrews has skill in Medical Imaging, Christine Andrews has skill in Medical Records, Christine Andrews has skill in Outpatient/Ambulatory Care, Christine Andrews has skill in Rehabilitation Medicine, Christine Andrews has skill in Respiratory Technology/ Pulmonary Function, Christine Andrews has skill in Special Care Units, Christine Andrews has skill in Pediatrics, Christine Andrews has skill in Cardiology/Cath Labs/EP Labs, Christine Andrews has skill in Inpatient Medical/Surgical Units, Christine Andrews has skill in Mental Health/Alzheimers, Christine Andrews has skill in Regional Hospitals/Teaching Hospitals, Christine Andrews has skill in Specialty Hospitals, Christine Andrews has skill in Surgery/Day Surgery/PACU, Aftan Robertson has skill in Pipelines Transmission, Aftan Robertson has skill in Preparation of Proposal Documents (written verbiage), Bill Leitch has skill in Change Management, Jan Keller has skill in Microsoft Excel, Jan Keller has skill in Excel Macro Development, Jan Keller has skill in Microsoft Access, Jan Keller has skill in Microsoft Word, Jan Keller has skill in Integrated Project Solutions (IPS), Jan Keller has skill in Microsoft Project, Jan Keller has skill in Microsoft PowerPoint, Jan Keller has skill in Microsoft Visio, Jan Keller has skill in Bentley MicroStation Software, Jan Keller has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Jan Keller has skill in Earned Value Management, Jan Keller has skill in Preparation of General Arrangement Drawings, Ian Samson has skill in Javascript, Emily Valentino has skill in Language - Spanish, George Rieke has skill in Academic - Classroom Buildings, Maude Theberge has skill in Language - French, Maude Theberge has skill in Language - English, Bryan Emerson has skill in Marine, Bryan Emerson has skill in Freshwater, Hala Ibrahim has skill in Architectural Detailing, Hala Ibrahim has skill in Building Codes Plan Review, Hala Ibrahim has skill in Transoft Solutions AutoTURN® Software, Hala Ibrahim has skill in AutoCAD, Hala Ibrahim has skill in Language - Arabic, Hala Ibrahim has skill in Revit Software, Wibi Hartono has skill in Airport Structural Design, Louis Pankiw has skill in AutoCAD, Louis Pankiw has skill in Language - French, Louis Pankiw has skill in Revit Software, Rick Sauerzopf has skill in Mining Design and Drafting, Rick Sauerzopf has skill in Surface Infrastructure (Engineering / Design), Rick Sauerzopf has skill in AutoCAD, Rick Sauerzopf has skill in Microsoft Excel, Rick Sauerzopf has skill in Microsoft Word, Rick Sauerzopf has skill in Mechanical Engineering / Design, Rick Sauerzopf has skill in Mechanical Design / Drafting, Rick Sauerzopf has skill in Design Checking - Mechanical, Rick Sauerzopf has skill in Piping P&IDs, Rick Sauerzopf has skill in Piping PFDs, Rick Sauerzopf has skill in Revit Software, Mike DeOrsey has skill in Academic - Classroom Buildings, Mike DeOrsey has skill in Web delivery of training, Mike DeOrsey has skill in Revit Software, Mike DeOrsey has skill in Model Auditor, Mike DeOrsey has skill in Model Manager, Mike DeOrsey has skill in BIM Project Manager, Mike DeOrsey has skill in BIM Manager, Mike DeOrsey has skill in BEP Author, Mike DeOrsey has skill in Revit Family Author, Mike DeOrsey has skill in dRofus Software, Brooke Michl has skill in Administration/Admitting, Brooke Michl has skill in Electrodiagnostic, Brooke Michl has skill in Emergency Dept., Brooke Michl has skill in Laboratory, Brooke Michl has skill in Labor & Delivery/Women's

Health, Brooke Michl has skill in Medical Imaging, Brooke Michl has skill in Outpatient/Ambulatory Care, Brooke Michl has skill in Pharmacy, Brooke Michl has skill in Rehabilitation Medicine, Brooke Michl has skill in Respiratory Technology/ Pulmonary Function, Brooke Michl has skill in Special Care Units, Brooke Michl has skill in Pediatrics, Brooke Michl has skill in Cardiology/Cath Labs/EP Labs, Brooke Michl has skill in Dietary/Room Service, Brooke Michl has skill in Inpatient Medical/Surgical Units, Brooke Michl has skill in Mental Health/Alzheimers, Brooke Michl has skill in Oncology/Cancer Treatment, Brooke Michl has skill in Regional Hospitals/Teaching Hospitals, Brooke Michl has skill in Specialty Hospitals, Brooke Michl has skill in Surgery/Day Surgery/PACU, Susan Hall has skill in Freshwater, Susan Hall has skill in Marine, Susan Hall has skill in Statistical Analysis, Susan Hall has skill in Facilities Evaluation and Permitting, Susan Hall has skill in Web delivery of training, Susan Hall has skill in First Nation Consultation, Glenn Scott has skill in Mechanical Design / Drafting, Glenn Scott has skill in Mechanical Engineering / Design, Glenn Scott has skill in Misc. Mechanical, Glenn Scott has skill in Door Schedules, Glenn Scott has skill in Wood Framing Design, Glenn Scott has skill in Conveyance Guides, Glenn Scott has skill in Dust Collection, Glenn Scott has skill in Backfill and Batch Plants (surface), Glenn Scott has skill in Refuge Stations, Glenn Scott has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains, Glenn Scott has skill in Compressed Air Systems and Piping, Glenn Scott has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping, Glenn Scott has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping, Glenn Scott has skill in Piping Isometrics - Large Bore, Glenn Scott has skill in Piping P&IDs, Glenn Scott has skill in Piping PFDs, Glenn Scott has skill in Belt Conveyors, Glenn Scott has skill in Bins and Transfers, Glenn Scott has skill in Loading Pockets, Glenn Scott has skill in Material Handling PFDs, Glenn Scott has skill in Transfer Chutes and Feeders, Glenn Scott has skill in Structural Design / Drafting, Glenn Scott has skill in Structural Detailing, Glenn Scott has skill in Concrete: Forming, Glenn Scott has skill in Steel: Bridge Crane Support Systems, Glenn Scott has skill in Steel: Coatings, Glenn Scott has skill in Steel: Conveyors, Glenn Scott has skill in Steel: Hard Rock - Rock Anchors, Glenn Scott has skill in Steel: Hard Rock Shaft and Station Steel, Glenn Scott has skill in Steel: Hard Rock Loading Pocket, Glenn Scott has skill in Steel: Hard Rock Underground Access and Support Platforms, Glenn Scott has skill in Steel: Hard Rock Underground Steel Crane Support Structures, Glenn Scott has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.), Glenn Scott has skill in Steel: Monorails, Glenn Scott has skill in Steel: Pipe Racks and Utility Trestles, Glenn Scott has skill in Steel: Surface Misc. Platforms, Glenn Scott has skill in Steel: Underground Conveyor Transfer, Glenn Scott has skill in Steel: Underground Grizzlies and Scalping Bars, Glenn Scott has skill in Shop Steel Inspections, Glenn Scott has skill in Structural Steel Inspections, Glenn Scott has skill in Welding Inspections, Glenn Scott has skill in Bentley MicroStation Software, Glenn Scott has skill in Field Visits, Glenn Scott has skill in Shop Visits, Glenn Scott has skill in AutoCAD, Jennifer Tischer has skill in First Nation Consultation, Zhong Ye has skill in Language - Chinese, Mandarin, Zhong Ye has skill in Language - Chinese, Cantonese, Dale Knapp has skill in Statistical Analysis, Dale Knapp has skill in Facilities Evaluation and Permitting, Dale Knapp has skill in Marine, Dale Knapp has skill in Freshwater, Dave Crawford has skill in SAP2000 Software, Dave Crawford has skill in Revit Software, Landon Tait has skill in Freshwater, Landon Tait has skill in Marine, Landon Tait has skill in Statistical Analysis, Landon Tait has skill in Facilities Evaluation and Permitting, Landon Tait has skill in Web delivery of training, Shane Haniford has skill in CADD 2D/3D, Shane Haniford has skill in Bentley MicroStation Software, Shane Haniford has skill in AutoCAD, Tara Caseley has skill in Language - French, Lieserl Woods has skill in

Freshwater,Lieserl Woods has skill in Language - French,Tina Domschke has skill in Microsoft Excel,Tina Domschke has skill in Microsoft Word,Brent Meulenkamp has skill in FEED Studies,Brent Meulenkamp has skill in Optimization/Rationalization Studies,Brent Meulenkamp has skill in Pre-FEED,Craig Varland has skill in Freshwater,Craig Varland has skill in Marine,Craig Varland has skill in Statistical Analysis,Craig Varland has skill in Facilities Evaluation and Permitting,Craig Varland has skill in Web delivery of training,Craig Varland has skill in First Nation Consultation,Brad Smiley has skill in Concrete Dams,Brad Smiley has skill in Dam Inspections,Brad Smiley has skill in Dam Remediation,Brad Smiley has skill in Dam Safety (FERC),Brad Smiley has skill in Dam Seepage/Piping Control,Brad Smiley has skill in Dam Slope Stability Analysis,Brad Smiley has skill in Embankment Dams,Brad Smiley has skill in Hydroelectric Dams,Brad Smiley has skill in Levee Design,Brad Smiley has skill in Levee Inspections,Brad Smiley has skill in Levee Management,Brad Smiley has skill in Levee Operations and Maintenance,Brad Smiley has skill in Levee Remediation,Brad Smiley has skill in Levee Seepage/Piping Control,Brad Smiley has skill in Levee Slope Stability Analysis,Brad Smiley has skill in Navigation Locks,Brad Smiley has skill in Rockfill Dams,Brad Smiley has skill in Roller Compacted Concrete Dams,Dallas Kuzek has skill in Builder Services,Dallas Kuzek has skill in Retracement Surveys,Stephen Dorman has skill in Pre-FEED,Stephen Dorman has skill in Piping PFDs,Stephen Dorman has skill in Public Speaking,Stephen Dorman has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Stephen Dorman has skill in Photography,Stephen Dorman has skill in SharePoint,Stephen Dorman has skill in Document Administration,Stephen Dorman has skill in Field Inspection,Stephen Dorman has skill in Facilitation Services,Stephen Dorman has skill in Interviewing,Stephen Dorman has skill in Language - German,Stephen Dorman has skill in Microsoft Access,Stephen Dorman has skill in Misc. Mechanical,Stephen Dorman has skill in Oil & Gas Midstream, Compressor Stations,Stephen Dorman has skill in AutoCAD,Stephen Dorman has skill in Microsoft Excel,Stephen Dorman has skill in Microsoft PowerPoint,Stephen Dorman has skill in Microsoft Visio,Stephen Dorman has skill in Microsoft Word,Stephen Dorman has skill in Bentley ProjectWise Software,Stephen Dorman has skill in Field Visits,Stephen Dorman has skill in Piping P&IDs,Stephen Dorman has skill in Language - English,Mike Desautels has skill in Revit Family Author,Mike Desautels has skill in Revit Software,Mike Desautels has skill in BIM Manager,Mike Desautels has skill in BIM Project Manager,Diana Ostberg has skill in Model Manager,Diana Ostberg has skill in Revit Family Author,Diana Ostberg has skill in Revit Software,Evan Kemp has skill in AutoCAD,Josh Hale has skill in Mechanical Design / Drafting,Josh Hale has skill in Design Checking - Mechanical,Josh Hale has skill in Mechanical Engineering / Design,Josh Hale has skill in Misc. Mechanical,Josh Hale has skill in Quality Management (ISO),Fang Qian has skill in Civil Design / Drafting,Fang Qian has skill in Civil Engineering / Design,Fang Qian has skill in Structural Design / Drafting,Fang Qian has skill in Structural Detailing,Fang Qian has skill in Structural Engineering / Design,Fang Qian has skill in Concrete: Cast-in-Place Anchor Rods,Fang Qian has skill in Concrete: Forming,Fang Qian has skill in Concrete: Headframes,Fang Qian has skill in Concrete: Heavy Industrial Building Concrete Foundations,Fang Qian has skill in Concrete: Light Industrial Building Concrete Foundations,Fang Qian has skill in Concrete: Mat Foundations,Fang Qian has skill in Concrete: One-Way Slabs,Fang Qian has skill in Concrete: Pile Foundations,Fang Qian has skill in Concrete: Reinforcement Detailing,Fang Qian has skill in Concrete: Retaining Walls,Fang Qian has skill in Concrete: Slabs-on-Grade,Fang Qian has skill in Concrete: Two-Way Slabs,Fang Qian has skill in Concrete: Underground Bulkheads,Fang Qian has skill in Concrete: Underground Dams,Fang Qian has skill in Concrete:

Underground Grizzly Foundations,Fang Qian has skill in Steel: A-Frames,Fang Qian has skill in Steel: Bridge Crane Support Systems,Fang Qian has skill in Steel: Buckling Analysis,Fang Qian has skill in Steel: Collar House Framing,Fang Qian has skill in Steel: Collar Steel Framing and Collar Doors,Fang Qian has skill in Steel: Composite Beam / Girders,Fang Qian has skill in Steel: Conveyors,Fang Qian has skill in Steel: Hard Rock - Rock Anchors,Fang Qian has skill in Steel: Hard Rock Loading Pocket,Fang Qian has skill in Steel: Hard Rock Shaft and Station Steel,Fang Qian has skill in Steel: Hard Rock Underground Access and Support Platforms,Fang Qian has skill in Steel: Hard Rock Underground Steel Crane Support Structures,Fang Qian has skill in Steel: Headframe (Rope) Galleries,Fang Qian has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Fang Qian has skill in Steel: Headframe Sheave Decks and Houses,Fang Qian has skill in Steel: Headframe Tower,Fang Qian has skill in Steel: Heavy Industrial Buildings,Fang Qian has skill in Steel: Hoist House,Fang Qian has skill in Steel: Lifting Wells / Hatch Covers,Fang Qian has skill in Steel: Monorails,Fang Qian has skill in Steel: Light Industrial Buildings,Fang Qian has skill in Steel: Potash Shaft and Station Steel Design,Fang Qian has skill in Steel: Potash Shaft Bottom Tower Steel,Fang Qian has skill in Steel: Potash Shaft Steel Engineering,Fang Qian has skill in Steel: Potash Underground Access and Support Platforms,Fang Qian has skill in Steel: Potash Underground Misc. Infrastructure,Fang Qian has skill in Steel: Potash Underground Steel Crane Support Structures,Fang Qian has skill in Steel: Seismic Analysis / Design,Fang Qian has skill in Steel: Skip Chairing,Fang Qian has skill in Steel: Stand-Alone Bins and Hoppers,Fang Qian has skill in Steel: Structural Steel Detailing,Fang Qian has skill in Steel: Surface Conveyor Galleries,Fang Qian has skill in Steel: Surface Misc. Platforms,Fang Qian has skill in Steel: Underground Bulkheads,Fang Qian has skill in Steel: Underground Chain Control Frames,Fang Qian has skill in Steel: Underground Conveyor Load-Out Framing,Fang Qian has skill in Steel: Underground Conveyor Transfer,Fang Qian has skill in Steel: Underground Conveyor Transfer Framing,Fang Qian has skill in Steel: Underground Crusher Station Framing,Fang Qian has skill in Steel: Underground Grizzlies and Scalping Bars,Fang Qian has skill in Steel: Underground Manways,Fang Qian has skill in Structural Steel Inspections,Fang Qian has skill in Welding Inspections,Fang Qian has skill in Bentley STAAD.Pro,Fang Qian has skill in Mathcad Software,Fang Qian has skill in SAP Software,Fang Qian has skill in Bentley MicroStation Software,Fang Qian has skill in spColumn Software,Fang Qian has skill in STAAD Pro Steel Code Check Software,Fang Qian has skill in Microsoft Excel,Russell Saputo has skill in Language - French,Russell Saputo has skill in Language - Spanish,Russell Saputo has skill in Underground Structure Design,Norma Calvo has skill in Language - Spanish,Norma Calvo has skill in Language - Portuguese,Andrew Wagner has skill in Evidence-Based Design,Pawel Rapacki has skill in Mining Design and Drafting,Pawel Rapacki has skill in Mining Engineering and Design,Pawel Rapacki has skill in Shafts (Engineering / Design),Pawel Rapacki has skill in Preparation of Design Basis Documents,Pawel Rapacki has skill in Preparation of General Arrangement Drawings,Pawel Rapacki has skill in Preparation of Feasibility Study Documents,Pawel Rapacki has skill in AutoCAD,Pawel Rapacki has skill in Revit Software,Pawel Rapacki has skill in Microsoft Word,Pawel Rapacki has skill in Microsoft Excel,Pawel Rapacki has skill in Microsoft OneNote,Pawel Rapacki has skill in Microsoft PowerPoint,Pawel Rapacki has skill in Civil Design / Drafting,Pawel Rapacki has skill in Structural Detailing,Pawel Rapacki has skill in Concrete: Cast-in-Place Anchor Rods,Pawel Rapacki has skill in Concrete: Heavy Industrial Building Concrete Foundations,Pawel Rapacki has skill in Concrete: Mat Foundations,Pawel Rapacki has skill in Concrete: Pile Foundations,Pawel Rapacki has skill in Concrete: Post Installed Anchors,Pawel Rapacki has skill in Concrete: One-Way Slabs,Pawel Rapacki has

skill in Concrete: Hoist Foundations,Pawel Rapacki has skill in Concrete: Joint Details,Pawel Rapacki has skill in Concrete: Pre-Stressing / Post-Tensioning,Pawel Rapacki has skill in Concrete: Raisebore Collars,Pawel Rapacki has skill in Concrete: Reinforcement Detailing,Pawel Rapacki has skill in Concrete: Repair,Pawel Rapacki has skill in Concrete: Tank Foundations,Pawel Rapacki has skill in Concrete: Retaining Walls,Pawel Rapacki has skill in Concrete: Shaft Collars,Pawel Rapacki has skill in Concrete: Two-Way Slabs,Pawel Rapacki has skill in Concrete: Underground Bulkheads,Pawel Rapacki has skill in Concrete: Slabs-on-Grade,Pawel Rapacki has skill in Steel: Bridge Crane Support Systems,Pawel Rapacki has skill in Steel: Collar House Framing,Pawel Rapacki has skill in Steel: Collar Steel Framing and Collar Doors,Pawel Rapacki has skill in Steel: Composite Beam / Girders,Pawel Rapacki has skill in Steel: Hard Rock - Rock Anchors,Pawel Rapacki has skill in Steel: Headframe (Rope) Galleries,Pawel Rapacki has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Pawel Rapacki has skill in Steel: Headframe Sheave Decks and Houses,Pawel Rapacki has skill in Steel: Heavy Industrial Buildings,Pawel Rapacki has skill in Steel: Hoist House Framing,Pawel Rapacki has skill in Steel: Light Industrial Buildings,Pawel Rapacki has skill in Steel: Monorails,Pawel Rapacki has skill in Steel: Pipe Racks and Utility Trestles,Pawel Rapacki has skill in Steel: Underground Manways,Pawel Rapacki has skill in Layout: Underground Shops,Pawel Rapacki has skill in Masonry: Details and Joints,Pawel Rapacki has skill in Masonry: Layout and Reinforcing,Pawel Rapacki has skill in Masonry: Load-Bearing,Pawel Rapacki has skill in Bentley InRoads,Pawel Rapacki has skill in Bentley MicroStation Software,Pawel Rapacki has skill in Language - Polish,John Bruce has skill in Bentley MicroStation Software,Mark Salem has skill in AutoCAD,Mark Salem has skill in Bentley MicroStation Software,Mark Salem has skill in Revit Software,Bryan Close has skill in Mountain Resort Stream Diversion Structures For Snowmaking,Bryan Close has skill in Mountain Resort Snowmaking Pond Design,Bryan Close has skill in Mountain Stormwater Runoff Collection Design,Bryan Close has skill in Mountain Stormwater Detention Basins and Dams,Bryan Close has skill in Stream Alteration Permits,Bryan Close has skill in Golf Pond and Stream Design,Melissa Sheppard has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Melissa Sheppard has skill in Primavera P6,Melissa Sheppard has skill in Microsoft Project,Melissa Sheppard has skill in Microsoft Excel,Melissa Sheppard has skill in Microsoft PowerPoint,Melissa Sheppard has skill in Construction Management (Mining),Herb Moussa has skill in Administration/Admitting,Herb Moussa has skill in Electrodiagnostic,Herb Moussa has skill in Emergency Dept.,Herb Moussa has skill in Laboratory,Herb Moussa has skill in Labor & Delivery/Women's Health,Herb Moussa has skill in Material Management,Herb Moussa has skill in Medical Imaging,Herb Moussa has skill in Medical Records,Herb Moussa has skill in Outpatient/Ambulatory Care,Herb Moussa has skill in Pharmacy,Herb Moussa has skill in Rehabilitation Medicine,Herb Moussa has skill in Respiratory Technology/ Pulmonary Function,Herb Moussa has skill in Pediatrics,Herb Moussa has skill in Cardiology/Cath Labs/EP Labs,Herb Moussa has skill in Dietary/Room Service,Herb Moussa has skill in Inpatient Medical/Surgical Units,Herb Moussa has skill in Oncology/Cancer Treatment,Herb Moussa has skill in Plant Maintenance and Facilities,Herb Moussa has skill in Regional Hospitals/Teaching Hospitals,Herb Moussa has skill in Specialty Hospitals,Herb Moussa has skill in Surgery/Day Surgery/PACU,Dick Lamm has skill in Hoisting Systems (Field Experience),Dick Lamm has skill in Material Handling Systems (Field Experience),Dick Lamm has skill in Railroads (Field Experience),Dick Lamm has skill in Rope Changing (Field Experience),Dick Lamm has skill in Shaft Systems (Field Experience),Dick Lamm has skill in Shafts (Field Experience),Dick Lamm has skill in Startup and Commissioning (Field Experience),Dick Lamm has skill in

Mining Method - Block Caving,Dick Lamm has skill in Mining Method - Cut and Fill,Dick Lamm has skill in Mining Method - Narrow Vein,Dick Lamm has skill in Mining Method - Room and Pillar,Dick Lamm has skill in Electrical Engineering / Design,Louis-Philippe Berard has skill in Biological Process Modeling (Wastewater Treatment),Shane Pow has skill in AutoCAD Civil 3D software,Pierre Charbonneau has skill in Conveyance Guides,Pierre Charbonneau has skill in Mechanical Design / Drafting,Pierre Charbonneau has skill in Code Analysis and Life Safety,Pierre Charbonneau has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Pierre Charbonneau has skill in Dust Control Partitions,Pierre Charbonneau has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Pierre Charbonneau has skill in HVAC Design (surface mining),Pierre Charbonneau has skill in Dust Collection,Pierre Charbonneau has skill in HVAC Design (underground mining),Pierre Charbonneau has skill in Infrastructure and Building Services - HVAC (Mining),Pierre Charbonneau has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Pierre Charbonneau has skill in Maintenance Facilities (underground),Pierre Charbonneau has skill in Refuge Stations,Pierre Charbonneau has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Pierre Charbonneau has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping,Pierre Charbonneau has skill in Piping PFDs,Pierre Charbonneau has skill in Piping P&IDs,Pierre Charbonneau has skill in Nickel / Copper Process Plants,Pierre Charbonneau has skill in Surface Misc. Buildings (gate houses, camp house layouts, weight stations, etc.),Pierre Charbonneau has skill in Transfer Chutes and Feeders,Pierre Charbonneau has skill in Belt Conveyors,Pierre Charbonneau has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Chad Wanless has skill in Misc. Mechanical,Chad Wanless has skill in Transfer Chutes and Feeders,Chad Wanless has skill in Potash Process Plants,Chad Wanless has skill in Belt Conveyors,Chad Wanless has skill in Bins and Transfers,Chad Wanless has skill in Loading Pockets,Chad Wanless has skill in Dust Collection,Chad Wanless has skill in HVAC Design (surface mining),Chad Wanless has skill in Maintenance Facilities (surface),Chad Wanless has skill in Maintenance Facilities (underground),Chad Wanless has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Chad Wanless has skill in Potable and Industrial (Process) Water / Roof Drains,Chad Wanless has skill in Preparation of Mechanical Equipment Lists,Chad Wanless has skill in 3ds Max,Chad Wanless has skill in Bentley MicroStation Software,Chad Wanless has skill in CAD programming,Matthew Javadi has skill in Bentley STAAD.Pro,Matthew Javadi has skill in Masonry: Load-Bearing,Matthew Javadi has skill in Steel: Coatings,Matthew Javadi has skill in Steel: Pipe Racks and Utility Trestles,Matthew Javadi has skill in Steel: Tanks,Matthew Javadi has skill in Steel: Underground Manways,Matthew Javadi has skill in Steel: Vibration Analysis,Matthew Javadi has skill in Masonry: Details and Joints,Matthew Javadi has skill in Masonry: Layout and Reinforcing,Matthew Javadi has skill in Steel: Seismic Analysis / Design,Matthew Javadi has skill in Steel: Structural Steel Detailing,Matthew Javadi has skill in Steel: Surface Misc. Platforms,Matthew Javadi has skill in Preparation of Calculations,Matthew Javadi has skill in Preparation of General Arrangement Drawings,Matthew Javadi has skill in Preparation of Prefeasibility Study Documents,Matthew Javadi has skill in Preparation of Specification Documents,Matthew Javadi has skill in Microsoft Excel,Matthew Javadi has skill in Concrete: Two-Way Slabs,Matthew Javadi has skill in Concrete: Underground Bulkheads,Matthew Javadi has skill in Steel: Bridge Crane Support Systems,Matthew Javadi has skill in Steel: Collar House Framing,Matthew Javadi has skill in Steel: Collar Steel Framing and Collar Doors,Matthew Javadi has skill in Steel: Light Industrial Buildings,Matthew Javadi has skill in Steel: Monorails,Matthew Javadi has skill in

Steel: Piling and Shoring,Matthew Javadi has skill in Microsoft Word,Matthew Javadi has skill in Structural Engineering / Design,Matthew Javadi has skill in Concrete: Cast-in-Place Anchor Rods,Matthew Javadi has skill in Concrete: Heavy Industrial Building Concrete Foundations,Matthew Javadi has skill in Concrete: Joint Details,Matthew Javadi has skill in Concrete: Light Industrial Building Concrete Foundations,Matthew Javadi has skill in Concrete: Mat Foundations,Matthew Javadi has skill in Concrete: One-Way Slabs,Matthew Javadi has skill in Concrete: Pile Foundations,Matthew Javadi has skill in Concrete: Post Installed Anchors,Matthew Javadi has skill in Concrete: Reinforcement Detailing,Matthew Javadi has skill in Concrete: Retaining Walls,Matthew Javadi has skill in Concrete: Retention Structures / Tanks,Matthew Javadi has skill in Concrete: Slabs-on-Grade,Matthew Javadi has skill in Field Visits,Matthew Javadi has skill in Cement and Concrete Facilities,Matthew Javadi has skill in Hazardous Waste (Engineering / Design),Matthew Javadi has skill in Surface Infrastructure (Engineering / Design),Matthew Javadi has skill in Underground Dewatering (Engineering / Design),Matthew Javadi has skill in Underground Mine Infrastructure (Engineering / Design),Jim Blackwell has skill in Backfill and Batch Plants (underground),Jim Blackwell has skill in Materials Movement,Jim Blackwell has skill in Mineral Processing,Jim Blackwell has skill in Above Ground Mining, Open Pit (Field Experience),Jim Blackwell has skill in Material Handling Systems (Field Experience),Jim Blackwell has skill in Mine Maintenance,Jim Blackwell has skill in Preparation of Design Basis Documents,Jim Blackwell has skill in AggFlow Software,Jim Blackwell has skill in Microsoft Excel,Jim Blackwell has skill in Microsoft Word,Jim Blackwell has skill in Belt Analyst Software,Jim Blackwell has skill in Backfill and Batch Plants (surface),Jim Blackwell has skill in Microsoft PowerPoint,Jim Blackwell has skill in Preparation of Trade-Off Study Documents,Justin Kim has skill in CADD 2D/3D,Justin Kim has skill in CloudWorx for Intergraph Smart™ 3D - User,Justin Kim has skill in Cadworx,Justin Kim has skill in NavisWorks Software,Justin Kim has skill in Mechanical Design / Drafting,Justin Kim has skill in AutoCAD,Zeljko Sulaver has skill in Downstream - Gas Plants,Zeljko Sulaver has skill in Downstream - LNG,Zeljko Sulaver has skill in Downstream - Refineries,Zeljko Sulaver has skill in Expediting,Zeljko Sulaver has skill in Field Inspection,Zeljko Sulaver has skill in Operations Training,Zeljko Sulaver has skill in Project & Construction Management,Zeljko Sulaver has skill in Turnaround,Zeljko Sulaver has skill in Upstream - Conventional,Zeljko Sulaver has skill in Upstream - Conventional Gas,Zeljko Sulaver has skill in Upstream - Offshore,Zeljko Sulaver has skill in Upstream - Oil Sands In Situ,Zeljko Sulaver has skill in Upstream - Oil Sands Mining,Zeljko Sulaver has skill in Upstream - Shale Gas,Zeljko Sulaver has skill in Upstream - Shale Oil,Zeljko Sulaver has skill in Vendor Qualification / Selection,Zeljko Sulaver has skill in Downstream - Upgraders,Zeljko Sulaver has skill in Midstream - Facilities,Zeljko Sulaver has skill in Midstream - Pipelines,Zeljko Sulaver has skill in Midstream - Terminals,Zeljko Sulaver has skill in Pre-FEED,Zeljko Sulaver has skill in FEED Studies,Zeljko Sulaver has skill in Optimization/Rationalization Studies,Ryan Pederson has skill in Consultation,Ryan Pederson has skill in Project & Construction Management,Sharon Stern has skill in Revit Software,Sharon Stern has skill in AutoCAD,Sharon Stern has skill in Renderings,Alain Meilleur has skill in Steel: Headframe Tower,Alain Meilleur has skill in Steel: Lifting Wells / Hatch Covers,Alain Meilleur has skill in Steel: Monorails,Alain Meilleur has skill in Steel: Pipe Racks and Utility Trestles,Alain Meilleur has skill in Steel: Tanks,Alain Meilleur has skill in Steel: Surface Misc. Platforms,Alain Meilleur has skill in Steel: Underground Grizzlies and Scalping Bars,Alain Meilleur has skill in Bentley MicroStation Software,Alain Meilleur has skill in Wood Framing Design,Alain Meilleur has skill in Compressed Air Systems and Piping,Alain Meilleur has skill in Bins and Transfers,Alain

Meilleur has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Alain Meilleur has skill in Loading Pockets,Alain Meilleur has skill in Piping P&IDs,Alain Meilleur has skill in Piping PFDs,Alain Meilleur has skill in Electrical Design / Drafting,Alain Meilleur has skill in Cable Tray Systems,Alain Meilleur has skill in Grounding,Alain Meilleur has skill in Schematic, Wiring, and Details,Alain Meilleur has skill in Infrastructure and Building Services - Cable Tray,Alain Meilleur has skill in Process Control P&IDs,Alain Meilleur has skill in Civil Design / Drafting,Alain Meilleur has skill in Structural Design / Drafting,Alain Meilleur has skill in Surface Sumps and Ponds,Alain Meilleur has skill in Concrete: Cast-in-Place Anchor Rods,Alain Meilleur has skill in Concrete: Fan Foundations,Alain Meilleur has skill in Concrete: Forming,Alain Meilleur has skill in Concrete: Joint Details,Alain Meilleur has skill in Concrete: Pile Foundations,Alain Meilleur has skill in Concrete: Shaft Collars,Alain Meilleur has skill in Concrete: Slabs-on-Grade,Alain Meilleur has skill in Concrete: Underground Bulkheads,Alain Meilleur has skill in Concrete: Underground Dams,Alain Meilleur has skill in Concrete: Underground Truck and Scoop Dumps,Alain Meilleur has skill in Steel: Bin House Chutes,Alain Meilleur has skill in Steel: Bin House Framing,Alain Meilleur has skill in Steel: Conveyors,Alain Meilleur has skill in Steel: Hard Rock Loading Pocket Framing,Alain Meilleur has skill in Steel: Hard Rock Underground Access and Support Platforms,Alain Meilleur has skill in Steel: Headframe Sheave Decks and Houses,Michael Nguyen has skill in Visual Basic for Applications (VBA),Michael Nguyen has skill in Microsoft Power BI,Leah Collett has skill in NavisWorks Software,Leah Collett has skill in AutoCAD Civil 3D software,Leah Collett has skill in Revit Software,Leah Collett has skill in Microsoft Excel,Leah Collett has skill in Microsoft Word,Leah Collett has skill in Adobe Acrobat Pro DC,Mark Bare has skill in Facilities Evaluation and Permitting,Mark Bare has skill in Freshwater,Conan Monson has skill in Language - Spanish,Jim Tamaki has skill in Administration/Admitting,Jim Tamaki has skill in Electrodiagnostic,Jim Tamaki has skill in Emergency Dept.,Jim Tamaki has skill in Laboratory,Jim Tamaki has skill in Labor & Delivery/Women's Health,Jim Tamaki has skill in Material Management,Jim Tamaki has skill in Medical Imaging,Jim Tamaki has skill in Medical Records,Jim Tamaki has skill in Outpatient/Ambulatory Care,Jim Tamaki has skill in Pharmacy,Jim Tamaki has skill in Special Care Units,Jim Tamaki has skill in Pediatrics,Jim Tamaki has skill in Cardiology/Cath Labs/EP Labs,Jim Tamaki has skill in Children's Hospitals,Jim Tamaki has skill in Dietary/Room Service,Jim Tamaki has skill in Geriatric Care,Jim Tamaki has skill in Geriatric Psychiatric/Alzheimers,Jim Tamaki has skill in Inpatient Medical/Surgical Units,Jim Tamaki has skill in Mental Health/Alzheimers,Jim Tamaki has skill in Nursing Homes,Jim Tamaki has skill in Oncology/Cancer Treatment,Jim Tamaki has skill in Operating Room Robotics,Jim Tamaki has skill in Plant Maintenance and Facilities,Jim Tamaki has skill in Regional Hospitals/Teaching Hospitals,Jim Tamaki has skill in Specialty Hospitals,Jim Tamaki has skill in Surgery/Day Surgery/PACU,Crystal Ungarian has skill in Structural Design / Drafting,Crystal Ungarian has skill in AutoCAD,Crystal Ungarian has skill in Structural Detailing,Katelyn Ganning has skill in Electrical Design / Drafting,Katelyn Ganning has skill in AutoCAD MEP Software,Katelyn Ganning has skill in LitePro Software,Katelyn Ganning has skill in AutoCAD,Kenneth Lundberg has skill in Heavy Equipment Operation,Marc Corbeil has skill in SOLIDWORKS, 3D Design Software,Marc Corbeil has skill in SOLIDWORKS, Conceptual Design Software,Marc Corbeil has skill in Civil Design / Drafting,Marc Corbeil has skill in Structural Design / Drafting,Marc Corbeil has skill in Structural Detailing,Marc Corbeil has skill in Surface Excavations and Backfilling,Marc Corbeil has skill in Concrete: Cast-in-Place Anchor Rods,Marc Corbeil has skill in Concrete: Coatings,Marc Corbeil has skill in Concrete: Fan Foundations,Marc Corbeil

has skill in Concrete: Formed Tunnels and Utilidors,Marc Corbeil has skill in Concrete: Forming,Marc Corbeil has skill in Concrete: Headframes,Marc Corbeil has skill in Concrete: Joint Details,Marc Corbeil has skill in Concrete: Light Industrial Building Concrete Foundations,Marc Corbeil has skill in Concrete: Mine Portal Foundations,Marc Corbeil has skill in Concrete: One-Way Slabs,Marc Corbeil has skill in Concrete: Pile Foundations,Marc Corbeil has skill in Concrete: Post Installed Anchors,Marc Corbeil has skill in Concrete: Precast Tunnels and Utilidors,Marc Corbeil has skill in Concrete: Raisebore Collars,Marc Corbeil has skill in Concrete: Reinforcement Detailing,Marc Corbeil has skill in Concrete: Retaining Walls,Marc Corbeil has skill in Concrete: Shaft Collars,Marc Corbeil has skill in Concrete: Slabs-on-Grade,Marc Corbeil has skill in Concrete: Strengthening,Marc Corbeil has skill in Concrete: Two-Way Slabs,Marc Corbeil has skill in Concrete: Underground Bulkheads,Marc Corbeil has skill in Concrete: Underground Dams,Marc Corbeil has skill in Concrete: Underground Grizzly Foundations,Marc Corbeil has skill in Concrete: Underground Truck and Scoop Dumps,Marc Corbeil has skill in Steel: A-Frames,Marc Corbeil has skill in Steel: Bin House,Marc Corbeil has skill in Steel: Bin House Bins,Marc Corbeil has skill in Steel: Bin House Chutes,Marc Corbeil has skill in Steel: Bin House Framing,Marc Corbeil has skill in Steel: Coatings,Marc Corbeil has skill in Steel: Collar House Framing,Marc Corbeil has skill in Steel: Collar Steel Framing and Collar Doors,Marc Corbeil has skill in Steel: Composite Beam / Girders,Marc Corbeil has skill in Steel: Conveyors,Marc Corbeil has skill in Steel: Hard Rock - Rock Anchors,Marc Corbeil has skill in Steel: Hard Rock Loading Pocket,Marc Corbeil has skill in Steel: Hard Rock Loading Pocket Framing,Marc Corbeil has skill in Steel: Hard Rock Shaft and Station Steel,Marc Corbeil has skill in Steel: Hard Rock Underground Access and Support Platforms,Marc Corbeil has skill in Steel: Hard Rock Underground Steel Crane Support Structures,Marc Corbeil has skill in Steel: Headframe (Rope) Galleries,Marc Corbeil has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Marc Corbeil has skill in Steel: Headframe Sheave Decks and Houses,Marc Corbeil has skill in Steel: Headframe Tower,Marc Corbeil has skill in Steel: Hoist House,Marc Corbeil has skill in Steel: Hoist House Framing,Marc Corbeil has skill in Steel: Lifting Wells / Hatch Covers,Marc Corbeil has skill in Steel: Light Industrial Buildings,Marc Corbeil has skill in Steel: Mine Portal Framing,Marc Corbeil has skill in Steel: Monorails,Marc Corbeil has skill in Steel: Piling and Shoring,Marc Corbeil has skill in Steel: Pipe Racks and Utility Trestles,Marc Corbeil has skill in Steel: Potash - Rock Anchors,Marc Corbeil has skill in Steel: Skip Chaining,Marc Corbeil has skill in Steel: Stand-Alone Bins and Hoppers,Marc Corbeil has skill in Steel: Structural Steel Detailing,Marc Corbeil has skill in Steel: Surface Conveyor Galleries,Marc Corbeil has skill in Steel: Surface Conveyor Transfer and Take-Up Towers,Marc Corbeil has skill in Steel: Surface Misc. Platforms,Marc Corbeil has skill in Steel: Tanks,Marc Corbeil has skill in Steel: Underground Bulkheads,Marc Corbeil has skill in Steel: Underground Chain Control Frames,Marc Corbeil has skill in Steel: Underground Conveyor Load-Out Framing,Marc Corbeil has skill in Steel: Underground Conveyor Transfer,Marc Corbeil has skill in Steel: Underground Conveyor Transfer Framing,Marc Corbeil has skill in Steel: Underground Crusher Station Framing,Marc Corbeil has skill in Steel: Underground Grizzlies and Scalping Bars,Marc Corbeil has skill in Steel: Underground Manways,Marc Corbeil has skill in Steel: Underground Truck Loading Station,Marc Corbeil has skill in Layout: Underground Shops,Marc Corbeil has skill in Masonry: Details and Joints,Marc Corbeil has skill in Masonry: Layout and Reinforcing,Marc Corbeil has skill in Bentley MicroStation Software,Marc Corbeil has skill in Mechanical Design / Drafting,Marc Corbeil has skill in Door Schedules,Marc Corbeil has skill in Dust Control Partitions,Marc Corbeil has skill in Industrial Roof System Design,Marc Corbeil has skill in Mine Dry Design,Marc Corbeil

has skill in Paint and Finish Schedules, Marc Corbeil has skill in Surface Misc. Buildings (gate houses, camp house layouts, weight stations, etc.), Marc Corbeil has skill in Wall Assembly Design and Detailing (exterior), Marc Corbeil has skill in Wall Assembly Design and Detailing (interior partitions), Marc Corbeil has skill in Wood Framing Design, Marc Corbeil has skill in Conveyance Guides, Marc Corbeil has skill in Head / Deflection Sheaves, Marc Corbeil has skill in Hoist Ropes (Head, Tail, and Guide Ropes), Marc Corbeil has skill in Shaft Sinking, Marc Corbeil has skill in Sinking Hoists and Winches, Marc Corbeil has skill in Mine Ventilation, Marc Corbeil has skill in ANFO Handling (underground), Marc Corbeil has skill in Explosives Storage (underground), Marc Corbeil has skill in Maintenance Facilities (surface), Marc Corbeil has skill in Maintenance Facilities (underground), Marc Corbeil has skill in Refuge Stations, Marc Corbeil has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains, Marc Corbeil has skill in Compressed Air Systems and Piping, Marc Corbeil has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems, Marc Corbeil has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping, Marc Corbeil has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping, Marc Corbeil has skill in Piping P&IDs, Marc Corbeil has skill in Piping PFDs, Marc Corbeil has skill in Potable and Industrial (Process) Water / Roof Drains, Marc Corbeil has skill in Shotcrete, Concrete & Backfill Distribution, Marc Corbeil has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Marc Corbeil has skill in Belt Conveyors, Marc Corbeil has skill in Bins and Transfers, Marc Corbeil has skill in Loading Pockets, Marc Corbeil has skill in Rail Cars, Marc Corbeil has skill in Transfer Chutes and Feeders, Marc Corbeil has skill in Mining Design and Drafting, Marc Corbeil has skill in Language - French, Marc Corbeil has skill in Adobe Photoshop, Marc Corbeil has skill in AutoCAD, Marc Corbeil has skill in Microsoft Access, Marc Corbeil has skill in Microsoft Excel, Marc Corbeil has skill in Microsoft PowerPoint, Marc Corbeil has skill in Microsoft Word, Marc Corbeil has skill in Revit Software, Jim Andrew has skill in Dam Inspections, Jim Andrew has skill in Embankment Dams, Jim Andrew has skill in Levee Inspections, Jim Andrew has skill in Roller Compacted Concrete Dams, Michael Ramirez has skill in Microsoft Word, Michael Ramirez has skill in Microsoft Excel, Michael Ramirez has skill in Microsoft PowerPoint, Michael Ramirez has skill in Adobe Photoshop, Michael Ramirez has skill in AutoCAD Civil 3D software, Nabeel Basheer has skill in Language - Arabic, Nabeel Basheer has skill in Language - French, Danielle Camp has skill in Deswik.CAD software, Danielle Camp has skill in Steel: Conveyors, Danielle Camp has skill in Material Handling P&IDs, Danielle Camp has skill in Material Handling PFDs, Danielle Camp has skill in Civil Design / Drafting, Danielle Camp has skill in Layout: Underground Shops, Danielle Camp has skill in Electrical Design / Drafting, Danielle Camp has skill in AutoCAD, Danielle Camp has skill in Microsoft Excel, Danielle Camp has skill in Microsoft PowerPoint, Danielle Camp has skill in Mechanical Design / Drafting, Danielle Camp has skill in Mine Ventilation, Danielle Camp has skill in Compressed Air Systems and Piping, Danielle Camp has skill in Microsoft Word, Danielle Camp has skill in Piping P&IDs, Danielle Camp has skill in Piping PFDs, Cheyenne Withers has skill in AutoCAD, Cheyenne Withers has skill in Bentley MicroStation Software, Cheyenne Withers has skill in AutoCAD Civil 3D software, Bryanne Larsen has skill in Business Development – National, Bryanne Larsen has skill in AutoCAD, Bryanne Larsen has skill in CAD Management & Coordination, Allan Schappert has skill in PCBC Software, Allan Schappert has skill in Geostatistics, Allan Schappert has skill in Vulcan Software, Allan Schappert has skill in Qualified Person (QP) Resource, Lynnette Dillon has skill in First Nation Consultation, Timothy Wang has skill in Project & Construction Management, Mike Turner has skill in Microsoft Project, Ryan Donald has skill in First Nation

Consultation, Bret Harper has skill in Administration/Admitting, Bret Harper has skill in Emergency Dept., Bret Harper has skill in Laboratory, Bret Harper has skill in Labor & Delivery/Women's Health, Bret Harper has skill in Material Management, Bret Harper has skill in Medical Imaging, Bret Harper has skill in Medical Records, Bret Harper has skill in Outpatient/Ambulatory Care, Bret Harper has skill in Pharmacy, Bret Harper has skill in Rehabilitation Medicine, Bret Harper has skill in Respiratory Technology/ Pulmonary Function, Bret Harper has skill in Special Care Units, Bret Harper has skill in Pediatrics, Bret Harper has skill in Inpatient Medical/Surgical Units, Bret Harper has skill in Mental Health/Alzheimers, Bret Harper has skill in Oncology/Cancer Treatment, Bret Harper has skill in Regional Hospitals/Teaching Hospitals, Bret Harper has skill in Specialty Hospitals, Bret Harper has skill in Surgery/Day Surgery/PACU, Jim Wheelwright has skill in Structural Detailing, Jim Wheelwright has skill in Structural Design / Drafting, Jim Wheelwright has skill in Mining Design and Drafting, Jim Wheelwright has skill in Underground Dewatering (Engineering / Design), Jim Wheelwright has skill in AutoCAD, Jim Wheelwright has skill in Revit Software, Jim Wheelwright has skill in Concrete: Cast-in-Place Anchor Rods, Jim Wheelwright has skill in Concrete: Joint Details, Jim Wheelwright has skill in Concrete: Shaft Collars, Jim Wheelwright has skill in Concrete: Underground Bulkheads, Jim Wheelwright has skill in Concrete: Slabs-on-Grade, Jim Wheelwright has skill in Steel: Bridge Crane Support Systems, Jim Wheelwright has skill in Steel: Monorails, Jim Wheelwright has skill in Steel: Conveyors, Jim Wheelwright has skill in Steel: Composite Beam / Girders, Jim Wheelwright has skill in Steel: Hard Rock Shaft and Station Steel, Jim Wheelwright has skill in Steel: Structural Steel Detailing, Jim Wheelwright has skill in Concrete: Fan Foundations, Jim Wheelwright has skill in Conveyance Guides, Theresa Jones has skill in Consultation, Robert Headley has skill in Steel: Structural Steel Detailing, Robert Headley has skill in Piping P&IDs, Robert Headley has skill in Compressed Air Systems and Piping, Robert Headley has skill in Steel: A-Frames, Robert Headley has skill in Steel: Monorails, Robert Headley has skill in Steel: Bridge Crane Support Systems, Robert Headley has skill in Steel: Light Industrial Buildings, Robert Headley has skill in Design Checking - Structural, Robert Headley has skill in Structural Detailing, Robert Headley has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.), Robert Headley has skill in AutoCAD, Robert Headley has skill in Microsoft Word, Robert Headley has skill in Microsoft Excel, Robert Headley has skill in Microsoft OneNote, Robert Headley has skill in Concrete: Cast-in-Place Anchor Rods, Robert Headley has skill in Concrete: Reinforcement Detailing, Robert Headley has skill in Tekla Structures BIM software, Julian Fisher has skill in HAZOPs, Mason Bidulka has skill in Electrical Design / Drafting, Gilbert Trevino has skill in Mechanical Design / Drafting, Gilbert Trevino has skill in Upstream - Conventional Gas, Gilbert Trevino has skill in Upstream - Shale Gas, Gilbert Trevino has skill in Cadworx, Gilbert Trevino has skill in Midstream - Pipelines, Gilbert Trevino has skill in AutoPLANT Modeler, Gilbert Trevino has skill in CloudWorx for Intergraph Smart™ 3D - User, Gilbert Trevino has skill in AutoCAD, Gilbert Trevino has skill in NavisWorks Software, Gilbert Trevino has skill in Field Visits, Gilbert Trevino has skill in AutoCAD Plant 3D Software, Annie Coull has skill in Administration/Admitting, Annie Coull has skill in Electrodiagnostic, Annie Coull has skill in Emergency Dept., Annie Coull has skill in Laboratory, Annie Coull has skill in Labor & Delivery/Women's Health, Annie Coull has skill in Material Management, Annie Coull has skill in Medical Imaging, Annie Coull has skill in Medical Records, Annie Coull has skill in Outpatient/Ambulatory Care, Annie Coull has skill in Pharmacy, Annie Coull has skill in Rehabilitation Medicine, Annie Coull has skill in Respiratory Technology/ Pulmonary Function, Annie Coull has skill in Special Care Units, Annie Coull has skill in Pediatrics, Annie Coull has skill in Cardiology/Cath Labs/EP

Labs, Annie Coull has skill in Children's Hospitals, Annie Coull has skill in Dietary/Room Service, Annie Coull has skill in Inpatient Medical/Surgical Units, Annie Coull has skill in Oncology/Cancer Treatment, Annie Coull has skill in Plant Maintenance and Facilities, Annie Coull has skill in Regional Hospitals/Teaching Hospitals, Annie Coull has skill in Specialty Hospitals, Annie Coull has skill in Surgery/Day Surgery/PACU, Emily Eppinger has skill in First Nation Consultation, Michel Tremblay has skill in Language - French, Michel Tremblay has skill in Language - English, Richard Pennock has skill in STAAD Pro Steel Code Check Software, Richard Pennock has skill in Bentley STAAD.Pro, Richard Pennock has skill in Bridge Evaluation, Richard Pennock has skill in Building Envelope Design, Richard Pennock has skill in Civil Engineering / Design, Richard Pennock has skill in Concrete: Cast-in-Place Anchor Rods, Richard Pennock has skill in Concrete: Dynamic Equipment Foundations, Richard Pennock has skill in Concrete: Mat Foundations, Richard Pennock has skill in Concrete: One-Way Slabs, Richard Pennock has skill in Concrete: Pile Foundations, Richard Pennock has skill in Concrete: Post Installed Anchors, Richard Pennock has skill in Concrete: Pre-Stressing / Post-Tensioning, Richard Pennock has skill in Concrete: Reinforcement Detailing, Richard Pennock has skill in Concrete: Slabs-on-Grade, Richard Pennock has skill in Concrete: Strengthening, Richard Pennock has skill in Concrete: Two-Way Slabs, Richard Pennock has skill in Steel: A-Frames, Richard Pennock has skill in Steel: Bin House Framing, Richard Pennock has skill in Steel: Bridge Crane Support Systems, Richard Pennock has skill in Steel: Buckling Analysis, Richard Pennock has skill in Steel: Headframe (Rope) Galleries, Richard Pennock has skill in Steel: Headframe Tower, Richard Pennock has skill in Steel: Headframe Sheave Decks and Houses, Richard Pennock has skill in Steel: Heavy Industrial Buildings, Richard Pennock has skill in Steel: Light Industrial Buildings, Richard Pennock has skill in Steel: Monorails, Richard Pennock has skill in Steel: Piling and Shoring, Richard Pennock has skill in Steel: Seismic Analysis / Design, Richard Pennock has skill in Steel: Structural Steel Detailing, Richard Pennock has skill in Structural Engineering / Design, Richard Pennock has skill in Design Checking - Structural, Richard Pennock has skill in Microsoft Excel, Richard Pennock has skill in Microsoft Word, Emily Blaze has skill in Academic - Classroom Buildings, Emily Blaze has skill in K-12 Private High School, Emily Blaze has skill in K-12 Public Elementary, Emily Blaze has skill in Science + Technology, Emily Blaze has skill in Student Housing, Emily Blaze has skill in Vivariums, Ben Webster has skill in Concrete Dams, Ben Webster has skill in Embankment Dams, Ben Webster has skill in Earned Value Management, Ben Webster has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Ben Webster has skill in Preparation of Proposal Documents (written verbiage), Ben Webster has skill in Leadership, Ben Webster has skill in Project leadership, Ben Webster has skill in Dam Design, Ben Webster has skill in Dam Inspections, Ben Webster has skill in Dam Remediation, Ben Webster has skill in Dam Safety (FERC), Ben Webster has skill in Dam Seepage/Piping Control, Ben Webster has skill in Dam Slope Stability Analysis, Ben Webster has skill in Hydroelectric Dams, Ben Webster has skill in Levee Inspections, Ben Webster has skill in Levee Seepage/Piping Control, Ben Webster has skill in Levee Slope Stability Analysis, Ben Webster has skill in Navigation Locks, Ben Webster has skill in Rockfill Dams, Ben Webster has skill in Roller Compacted Concrete Dams, Dave Greenfield has skill in Steel: Hard Rock Shaft and Station Steel, Dave Greenfield has skill in Steel: Potash Shaft and Station Steel Design, Dave Greenfield has skill in Steel: Potash Shaft Bottom Tower Steel, Dave Greenfield has skill in Surface Infrastructure (Engineering / Design), Dave Greenfield has skill in Concrete: Underground Bulkheads, Dave Greenfield has skill in Concrete: Underground Grizzly Foundations, Dave Greenfield has skill in Maintenance Facilities (underground), Dave Greenfield has skill in Layout: Underground

Shops,Dave Greenfield has skill in Steel: Underground Chain Control Frames,Dave Greenfield has skill in Steel: Underground Conveyor Load-Out Framing,Dave Greenfield has skill in Steel: Underground Grizzlies and Scalping Bars,Dave Greenfield has skill in Steel: Underground Conveyor Transfer,Dave Greenfield has skill in Civil Design / Drafting,Dave Greenfield has skill in Steel: Structural Steel Detailing,Dave Greenfield has skill in Steel: A-Frames,Dave Greenfield has skill in Steel: Bin House,Dave Greenfield has skill in Steel: Bin House Bins,Dave Greenfield has skill in Steel: Bridge Crane Support Systems,Dave Greenfield has skill in Steel: Collar House Framing,Dave Greenfield has skill in Steel: Collar Steel Framing and Collar Doors,Dave Greenfield has skill in Steel: Composite Beam / Girders,Dave Greenfield has skill in Steel: Conveyors,Dave Greenfield has skill in Steel: Hard Rock Loading Pocket Framing,Dave Greenfield has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Dave Greenfield has skill in Steel: Headframe Sheave Decks and Houses,Dave Greenfield has skill in Steel: Headframe Tower,Dave Greenfield has skill in Steel: Hoist House Framing,Dave Greenfield has skill in Steel: Lifting Wells / Hatch Covers,Dave Greenfield has skill in Steel: Light Industrial Buildings,Dave Greenfield has skill in Steel: Monorails,Dave Greenfield has skill in Steel: Potash Loading Pocket Framing,Dave Greenfield has skill in Steel: Skip Chairing,Dave Greenfield has skill in Conveyance Guides,Dave Greenfield has skill in Cooling Towers,Dave Greenfield has skill in Wall Assembly Design and Detailing (exterior),Dave Greenfield has skill in Wall Assembly Design and Detailing (interior partitions),Dave Greenfield has skill in Refuge Stations,Dave Greenfield has skill in Mills, Gold Process Plants, etc.,Dave Greenfield has skill in Concrete: Cast-in-Place Anchor Rods,Dave Greenfield has skill in Concrete: Fan Foundations,Dave Greenfield has skill in Concrete: Forming,Dave Greenfield has skill in Concrete: Headframes,Dave Greenfield has skill in Concrete: Heavy Industrial Building Concrete Foundations,Dave Greenfield has skill in Concrete: Hoist Foundations,Dave Greenfield has skill in Concrete: Light Industrial Building Concrete Foundations,Dave Greenfield has skill in Concrete: Pile Foundations,Dave Greenfield has skill in Concrete: Slabs-on-Grade,Dave Greenfield has skill in Shotcrete / Concrete Receiving (Engineering / Design),Dave Greenfield has skill in Masonry: Details and Joints,Dave Greenfield has skill in Masonry: Layout and Reinforcing,Dave Greenfield has skill in Masonry: Load-Bearing,Dave Greenfield has skill in Preparation of General Arrangement Drawings,Dave Greenfield has skill in AutoCAD,Dave Greenfield has skill in Microsoft Word,Dave Greenfield has skill in Microsoft Excel,Roger Langlois has skill in Bakeries,Roger Langlois has skill in HAZIDs,Roger Langlois has skill in HAZOPs,Roger Langlois has skill in Lightning Protection,Joy Prescott has skill in NEPA Documentation,Kelly Brown has skill in First Nation Consultation,Karol Phillips has skill in Freshwater,Adam Barg has skill in Class Environmental Assessments - Provincial,John Hakola Jr has skill in Drug Delivery - Nanotechnology,Carlo Valente has skill in Head / Deflection Sheaves,Carlo Valente has skill in Mechanical Engineering / Design,Carlo Valente has skill in Dust Collection,Carlo Valente has skill in HVAC Design (underground mining),Carlo Valente has skill in Maintenance Facilities (surface),Carlo Valente has skill in Maintenance Facilities (underground),Carlo Valente has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Carlo Valente has skill in Compressed Air Systems and Piping,Carlo Valente has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Carlo Valente has skill in Fluid Flow Calculations / Pipe Stress Calculations,Carlo Valente has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Carlo Valente has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping,Carlo Valente has skill in Natural Gas Piping,Carlo Valente has skill in Piping Isometrics - Large Bore,Carlo Valente has skill in Piping P&IDs,Carlo Valente has skill in

Piping PFDs, Carlo Valente has skill in Potable and Industrial (Process) Water / Roof Drains, Carlo Valente has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Carlo Valente has skill in Belt Conveyors, Carlo Valente has skill in Bins and Transfers, Carlo Valente has skill in Elevators, Carlo Valente has skill in Loading Pockets, Carlo Valente has skill in Material Handling P&IDs, Carlo Valente has skill in Material Handling PFDs, Carlo Valente has skill in Misc. Mechanical, Carlo Valente has skill in Rail Cars, Carlo Valente has skill in Transfer Chutes and Feeders, Carlo Valente has skill in Belt Analyst Software, Carlo Valente has skill in Bulk Flow Analyst Software, Carlo Valente has skill in CAESAR (Pipe Stress Analysis) Software, Carlo Valente has skill in PHA-Pro Software, Carlo Valente has skill in Hoisting Systems (Field Experience), Carlo Valente has skill in Materials Movement, Carlo Valente has skill in Mine Ventilation, Carlo Valente has skill in Shafts (Field Experience), Carlo Valente has skill in Underground Dewatering (Engineering / Design), Carlo Valente has skill in Underground Mine Infrastructure (Engineering / Design), Carlo Valente has skill in Material Handling Systems (Field Experience), Carlo Valente has skill in Field Visits, Carlo Valente has skill in Construction Management (Mining), Ian Vesterback has skill in Electrical Engineering / Design, Ian Vesterback has skill in Cost Estimating, Operating (Mining), John Aumuller has skill in Downstream - Gas Plants, John Aumuller has skill in Downstream - LNG, John Aumuller has skill in Downstream - Refineries, John Aumuller has skill in Downstream - Upgraders, John Aumuller has skill in Expediting, John Aumuller has skill in Midstream - Facilities, John Aumuller has skill in Midstream - Pipelines, John Aumuller has skill in Midstream - Terminals, John Aumuller has skill in Project & Construction Management, John Aumuller has skill in Upstream - Conventional, John Aumuller has skill in Upstream - Conventional Gas, John Aumuller has skill in Upstream - Offshore, John Aumuller has skill in Upstream - Oil Sands In Situ, John Aumuller has skill in Upstream - Oil Sands Mining, John Aumuller has skill in Upstream - Shale Gas, John Aumuller has skill in Upstream - Shale Oil, John Aumuller has skill in Vendor Qualification / Selection, John Aumuller has skill in FEED Studies, John Aumuller has skill in Operations Training, John Aumuller has skill in Pre-FEED, John Aumuller has skill in Turnaround, John Aumuller has skill in Field Inspection, John Aumuller has skill in Optimization/Rationalization Studies, Demetri Ingilis has skill in RAM Structural System Software, Demetri Ingilis has skill in Revit Software, Demetri Ingilis has skill in SAP2000 Software, Demetri Ingilis has skill in ENERCALC Software, Demetri Ingilis has skill in SAFE® software, Demetri Ingilis has skill in Structural Detailing, Demetri Ingilis has skill in Steel: Structural Steel Detailing, Demetri Ingilis has skill in Steel: Vibration Analysis, Demetri Ingilis has skill in ETABS Software, John Ciarmela has skill in Healthcare Architecture, John Ciarmela has skill in Post-Secondary Education Architecture, Brad Ahrens has skill in AutoCAD Civil 3D software, Brad Ahrens has skill in Architectural Drafting, Brad Ahrens has skill in Mechanical Design / Drafting, Alan Chute has skill in HAZOPs, Alan Chute has skill in Hoisting Systems (Field Experience), Alan Chute has skill in Loading and Unloading Facilities (Engineering / Design), Alan Chute has skill in Material Handling PFDs, Alan Chute has skill in Material Handling P&IDs, Alan Chute has skill in Material Handling Systems (Engineering / Design), Alan Chute has skill in Material Handling Systems (Field Experience), Alan Chute has skill in Rope Changing (Engineering / Design), Alan Chute has skill in Rope Changing (Field Experience), Alan Chute has skill in Shaft Sinking, Alan Chute has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Alan Chute has skill in Underground Dewatering (Engineering / Design), Alan Chute has skill in Hoisting (Engineering / Design), Alan Chute has skill in Shafts (Field Experience), Alan Chute has skill in Preparation of Prefeasibility Study Documents, Alan Chute has skill in Preparation of Trade-Off Study Documents, Alan Chute has skill in Underground Mine

Infrastructure (Engineering / Design), Alan Chute has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Alan Chute has skill in Preparation of Calculations, Alan Chute has skill in Preparation of Control Narrative Documents, Alan Chute has skill in Preparation of Design Basis Documents, Alan Chute has skill in Preparation of General Arrangement Drawings, Alan Chute has skill in Preparation of Feasibility Study Documents, Alan Chute has skill in Preparation of Mechanical Equipment Lists, Alan Chute has skill in Preparation of Proposal Documents (written verbiage), Alan Chute has skill in Preparation of Scoping Studies Documents, Alan Chute has skill in Preparation of Specification Documents, Alan Chute has skill in AutoCAD, Alan Chute has skill in DEM Analysis Software, Alan Chute has skill in Microsoft Excel, Alan Chute has skill in Microsoft OneNote, Alan Chute has skill in Microsoft PowerPoint, Alan Chute has skill in Microsoft Project, Alan Chute has skill in Microsoft Visio, Alan Chute has skill in Microsoft Word, Alan Chute has skill in SOLIDWORKS, 3D Design Software, Alan Chute has skill in SOLIDWORKS, Simulation Software, Alan Chute has skill in Conveyance Guides, Alan Chute has skill in Head / Deflection Sheaves, Alan Chute has skill in Hoist Ropes (Head, Tail, and Guide Ropes), Alan Chute has skill in Rope Attachments, Alan Chute has skill in Sinking Hoists and Winches, Alan Chute has skill in Dust Collection, Alan Chute has skill in Maintenance Facilities (underground), Alan Chute has skill in Refuge Stations, Alan Chute has skill in Compressed Air Systems and Piping, Alan Chute has skill in Fluid Flow Calculations / Pipe Stress Calculations, Alan Chute has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping, Alan Chute has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping, Alan Chute has skill in Belt Conveyors, Alan Chute has skill in Bins and Transfers, Alan Chute has skill in Elevators, Alan Chute has skill in Loading Pockets, Alan Chute has skill in Belt Analyst Software, Alan Chute has skill in Bulk Flow Analyst Software, Alan Chute has skill in PHA-Pro Software, Wendy Lang has skill in AutoCAD, Wendy Lang has skill in CADD 2D/3D, Wendy Lang has skill in Downstream - Gas Plants, Wendy Lang has skill in Field Visits, Wendy Lang has skill in Inventory Management, Wendy Lang has skill in Lean Engineering / Lean Project Delivery, Wendy Lang has skill in Midstream - Facilities, Wendy Lang has skill in Oil & Gas Midstream, Compressor Stations, Wendy Lang has skill in Oil & Gas Midstream, Metering Stations, Wendy Lang has skill in Oil & Gas Midstream, Pigging Stations, Wendy Lang has skill in Oil & Gas Midstream, Pre-Fabricated Modules/Skids/Buildings, Wendy Lang has skill in Measurement & Verification, Wendy Lang has skill in Process Piping Design, Wendy Lang has skill in Project Coordination, Wendy Lang has skill in Project & Construction Management, Wendy Lang has skill in Turnaround, Wendy Lang has skill in Upstream - Oil Sands In Situ, Wendy Lang has skill in Upstream - Conventional Gas, Joshua White has skill in Freshwater, Joshua White has skill in Marine, Joshua White has skill in Statistical Analysis, Joshua White has skill in Facilities Evaluation and Permitting, Joshua White has skill in Web delivery of training, Joshua White has skill in First Nation Consultation, Bryan Gale has skill in Language - French, Nelson Teixeira has skill in AutoCAD, Jeff Schroeder has skill in Academic - Classroom Buildings, Andrei Edelman has skill in Language - French, Andrei Edelman has skill in Language - Spanish, Andrei Edelman has skill in Underground Structure Design, Katherine Antarikso has skill in Student Centers, Katherine Antarikso has skill in Student Housing, Thomas Lin has skill in Language - Chinese, Mandarin, Eric Gonzalez has skill in AutoCAD, Reshi Cumaraswamy has skill in Freshwater, Reshi Cumaraswamy has skill in Marine, Reshi Cumaraswamy has skill in Statistical Analysis, Reshi Cumaraswamy has skill in Facilities Evaluation and Permitting, Reshi Cumaraswamy has skill in Web delivery of training, Michael Moxam has skill in Regional Hospitals/Teaching Hospitals, Michael Moxam has skill in Specialty Hospitals, Kenneth McNamee has skill in Building Energy Efficiency and Economics

Analysis, Kenneth McNamee has skill in Optimization/Rationalization Studies, Valerie Girard has skill in Freshwater, Valerie Girard has skill in Marine, Marcel Gahbauer has skill in Language - French, Jeremy Fleck has skill in AutoCAD, Shaun Hill has skill in FEED Studies, Shaun Hill has skill in Optimization/Rationalization Studies, Shaun Hill has skill in Pre-FEED, Shaun Hill has skill in Project & Construction Management, Debbie Carrier has skill in Steel: Underground Bulkheads, Debbie Carrier has skill in Steel: Tanks, Debbie Carrier has skill in Steel: Surface Misc. Platforms, Debbie Carrier has skill in Concrete: Underground Crusher Foundations, Debbie Carrier has skill in Concrete: Underground Bulkheads, Debbie Carrier has skill in Concrete: Reinforcement Detailing, Debbie Carrier has skill in Concrete: Repair, Debbie Carrier has skill in Concrete: Retaining Walls, Debbie Carrier has skill in Concrete: Shaft Collars, Debbie Carrier has skill in Steel: Underground Conveyor Transfer, Debbie Carrier has skill in Steel: Underground Conveyor Transfer Framing, Debbie Carrier has skill in Steel: Underground Crusher Station Framing, Debbie Carrier has skill in Steel: Underground Grizzlies and Scalping Bars, Debbie Carrier has skill in Layout: Underground Shops, Debbie Carrier has skill in Rebar Inspections, Debbie Carrier has skill in Underground Steel Condition Assessment, Debbie Carrier has skill in Bentley MicroStation Software, Debbie Carrier has skill in Concrete: Underground Grizzly Foundations, Debbie Carrier has skill in Concrete: Underground Truck and Scoop Dumps, Debbie Carrier has skill in Steel: Hard Rock - Rock Anchors, Debbie Carrier has skill in Steel: Hard Rock Loading Pocket, Debbie Carrier has skill in Steel: Hard Rock Loading Pocket Framing, Debbie Carrier has skill in Steel: Hard Rock Shaft and Station Steel, Debbie Carrier has skill in Steel: Headframe Sheave Decks and Houses, Debbie Carrier has skill in Steel: Monorails, Debbie Carrier has skill in Steel: Stand-Alone Bins and Hoppers, Debbie Carrier has skill in Steel: Structural Steel Detailing, Sam Longson has skill in Builder Services, Sam Longson has skill in Retracement Surveys, Sam Longson has skill in 3D Laser Scanning, Mike Lau has skill in Builder Services, Mike Lau has skill in Retracement Surveys, Ian Rossnagel has skill in Revit Software, Geoff Ross has skill in Design Checking - Civil, Heidi Dunn has skill in Revit Software, Heidi Dunn has skill in AutoCAD, Heidi Dunn has skill in Adobe Photoshop, Heidi Dunn has skill in Google Sketchup, Heidi Dunn has skill in Microsoft Excel, Heidi Dunn has skill in Microsoft PowerPoint, Heidi Dunn has skill in Microsoft Word, Carmen Jacobsen has skill in Design Management, Carmen Jacobsen has skill in Language - Romanian, Helen Evans has skill in First Nation Consultation, Jamie Beek has skill in AutoCAD, Jamie Beek has skill in Bentley ProSteel, Jamie Beek has skill in Microsoft Excel, Jamie Beek has skill in Microsoft Word, Jamie Beek has skill in NavisWorks Software, Jamie Beek has skill in Bentley ProjectWise Software, Jamie Beek has skill in Revit Software, Jamie Beek has skill in Structural Design / Drafting, Mishelle Hilliard has skill in Renderings, Mishelle Hilliard has skill in AutoCAD, Mishelle Hilliard has skill in DIALux Lighting Simulation Software, Mishelle Hilliard has skill in Adobe InDesign, Mishelle Hilliard has skill in Adobe Photoshop, Mishelle Hilliard has skill in Google Sketchup, Mishelle Hilliard has skill in Microsoft Excel, Matthew Craig has skill in Revit Software, Matthew Craig has skill in AutoCAD, Matthew Craig has skill in NavisWorks Software, Matthew Craig has skill in Building Envelope Design, Matthew Craig has skill in Architectural Drafting, Matthew Craig has skill in Construction Specifications, Matthew Craig has skill in Building Codes Plan Review, Matthew Craig has skill in Building Information Modelling (BIM), Matthew Craig has skill in Modular Buildings – Engineering / Design, Karl Martino has skill in AutoCAD, Bill Mitchell has skill in AutoCAD, Bill Mitchell has skill in Construction and Maintenance Electrical Systems, Bill Mitchell has skill in Schematic, Wiring, and Details, Bill Mitchell has skill in Instrumentation and Control Systems, Bill Mitchell has skill in Mining Process Interfaces, Bill

Mitchell has skill in HMI Programming, Factory Talk View Mach Ed (AB), Bill Mitchell has skill in HMI Programming, Factory Talk View Studio (AB), Bill Mitchell has skill in HMI Programming, Wonderware InTouch (Schneider), Bill Mitchell has skill in IT / SCADA Systems, Bill Mitchell has skill in PLC Networking - RsNetworx (AB), Bill Mitchell has skill in PLC Programming, Proworx 32 (Schneider), Bill Mitchell has skill in PLC Programming, RsLinx (AB), Bill Mitchell has skill in PLC Programming, RsLogix 500 (AB), Bill Mitchell has skill in PLC Programming, RsLogix 5000 (AB), Bill Mitchell has skill in PLC Programming, RsNetworx (AB), Bill Mitchell has skill in PLC Programming, Unity (Schneider), Bill Mitchell has skill in PLC Networking- RsLinx (AB), Bill Mitchell has skill in Material Handling Systems (Engineering / Design), Bill Mitchell has skill in Startup and Commissioning (Field Experience), Bill Mitchell has skill in Surface Dewatering (Field Experience), Bill Mitchell has skill in Surface Infrastructure (Field Experience), Bill Mitchell has skill in Underground Dewatering (Field Experience), Bill Mitchell has skill in Underground Mine Infrastructure (Field Experience), Bill Mitchell has skill in Wastewater Treatment (Field Experience), Bill Mitchell has skill in Shaft Systems (Field Experience), Bill Mitchell has skill in Shotcrete / Concrete Receiving (Field Experience), Bill Mitchell has skill in Preparation of Control Narrative Documents, Bill Mitchell has skill in Microsoft Excel, Bill Mitchell has skill in Microsoft Word, Bill Mitchell has skill in Dust Collection, Logan Elms has skill in First Nation Consultation, John Cortez has skill in Freshwater, John Cortez has skill in Marine, John Cortez has skill in Statistical Analysis, John Cortez has skill in Facilities Evaluation and Permitting, John Cortez has skill in Web delivery of training, Molly Keogh has skill in First Nation Consultation, Timm Miller has skill in Revit Software, Timm Miller has skill in Building Envelope Construction, Usman Aziz has skill in Autodesk InfraWorks 360™, Usman Aziz has skill in Revit Software, Usman Aziz has skill in AutoCAD, Usman Aziz has skill in Google Sketchup, Shane Brooks has skill in Revit Software, Shane Brooks has skill in AutoCAD, Christopher Barr has skill in Airport Electrical Design, Randy Couture has skill in First Nation Consultation, Kamaljit Benipal has skill in Downstream - Gas Plants, Kamaljit Benipal has skill in Downstream - LNG, Kamaljit Benipal has skill in Expediting, Kamaljit Benipal has skill in Operations Training, Kamaljit Benipal has skill in Optimization/Rationalization Studies, Kamaljit Benipal has skill in Turnaround, Kamaljit Benipal has skill in Upstream - Offshore, Kamaljit Benipal has skill in Upstream - Oil Sands In Situ, Kamaljit Benipal has skill in Upstream - Shale Gas, Kamaljit Benipal has skill in Upstream - Shale Oil, Kamaljit Benipal has skill in Downstream - Refineries, Kamaljit Benipal has skill in Downstream - Upgraders, Kamaljit Benipal has skill in Field Inspection, Kamaljit Benipal has skill in Midstream - Pipelines, Kamaljit Benipal has skill in Pre-FEED, Kamaljit Benipal has skill in Project & Construction Management, Kamaljit Benipal has skill in Upstream - Conventional, Kamaljit Benipal has skill in Upstream - Conventional Gas, Kamaljit Benipal has skill in Vendor Qualification / Selection, Kamaljit Benipal has skill in FEED Studies, Kamaljit Benipal has skill in Midstream - Facilities, Kamaljit Benipal has skill in Midstream - Terminals, Kamaljit Benipal has skill in Upstream - Oil Sands Mining, Leanne Lambert has skill in First Nation Consultation, Troy Nicholl has skill in FEED Studies, Troy Nicholl has skill in Optimization/Rationalization Studies, Troy Nicholl has skill in Pre-FEED, Troy Nicholl has skill in Project & Construction Management, Derek van den Brink has skill in Project Coordination, Markus Kusuma has skill in Language - French, Markus Kusuma has skill in Language - Spanish, Markus Kusuma has skill in Underground Structure Design, Leslie Monteleone has skill in First Nation Consultation, Linda Halsey has skill in First Nation Consultation, Nicholas Smithson has skill in AutoCAD Civil 3D software, Nicholas Smithson has skill in AutoCAD, Nicholas Smithson has skill in CAD programming, Nicholas Smithson has skill in Bentley InRoads, Nicholas Smithson has skill in Bentley

MicroStation Software, Nicholas Smithson has skill in Microsoft Excel, Nicholas Smithson has skill in Microsoft OneNote, Nicholas Smithson has skill in Microsoft PowerPoint, Nicholas Smithson has skill in Microsoft Project, Nicholas Smithson has skill in Microsoft Access, Nicholas Smithson has skill in Microsoft Visio, Nicholas Smithson has skill in Microsoft Word, Nicholas Smithson has skill in Transoft Solutions AutoTURN® Software, Nicholas Smithson has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Nicholas Smithson has skill in Preparation of Proposal Documents (written verbiage), Curtis Wickstrom has skill in AutoCAD, Jeremy Cote has skill in 3D Laser Scanning, Jeremy Cote has skill in Retracement Surveys, Lance Shaver has skill in Sanitary Sewer Design, Miranda Huskins-Shupe has skill in QGIS Software, Colin Hoeppner has skill in Steel: Hoist House Framing, Colin Hoeppner has skill in Steel: Potash Shaft Bottom Tower Steel, Colin Hoeppner has skill in Concrete: Repair, Colin Hoeppner has skill in Steel: Monorails, Colin Hoeppner has skill in Steel: Potash Shaft and Station Steel Design, Colin Hoeppner has skill in Steel: Potash Underground Access and Support Platforms, Colin Hoeppner has skill in Steel: Light Industrial Buildings, Colin Hoeppner has skill in Steel: Heavy Industrial Buildings, Colin Hoeppner has skill in Steel: Potash Underground Misc. Infrastructure, Colin Hoeppner has skill in Steel: Potash Underground Steel Crane Support Structures, Colin Hoeppner has skill in Steel: Potash - Rock Anchors, Colin Hoeppner has skill in Steel: Structural Steel Detailing, Colin Hoeppner has skill in Mathcad Software, Colin Hoeppner has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Colin Hoeppner has skill in Preparation of Proposal Documents (written verbiage), Colin Hoeppner has skill in Bentley STAAD.Pro, Edmund Alcaide has skill in Building Information Modelling (BIM), Rob Commisso has skill in Archaeological Remote Sensing, Ray Wong has skill in Building Energy Efficiency and Economics Analysis, Ray Wong has skill in Capacity & Throughput Analysis, Ray Wong has skill in Inventory Management, Ray Wong has skill in Lean/Continuous Improvement, Ray Wong has skill in Machine Guarding - Safety, Ray Wong has skill in Restaurant (NFPA96), Ray Wong has skill in Tenant Improvement (TI), Steven Fritsch has skill in Water Treatment (Field Experience), Steven Fritsch has skill in Water Treatment (Engineering / Design), Steven Fritsch has skill in Pumps, Steven Fritsch has skill in International Experience, Steven Fritsch has skill in Rainwater Harvesting, Jon Chan has skill in AutoCAD, Jon Chan has skill in Microsoft Project, Jon Chan has skill in Microsoft Excel, Justin Boyd has skill in Revit Software, Justin Boyd has skill in AutoCAD Civil 3D software, Justin Boyd has skill in AutoCAD MEP Software, Justin Boyd has skill in Microsoft Access, Justin Boyd has skill in Microsoft Excel, Justin Boyd has skill in Microsoft PowerPoint, Jason Snair has skill in SignCAD, Jason Snair has skill in Bentley ProjectWise Software, Jason Snair has skill in AutoCAD, Jason Snair has skill in Bentley MicroStation Software, Jason Snair has skill in Revit Software, Jason Snair has skill in Civil Design / Drafting, Jason Snair has skill in Structural Design / Drafting, Jason Snair has skill in Microsoft Word, Jason Snair has skill in Microsoft Excel, Jason Snair has skill in ArcGIS Map Design, Matt Jennings has skill in AutoCAD Civil 3D software, Matt Jennings has skill in Bentley gINT, Matt Jennings has skill in Bentley MicroStation Software, Debby Gross has skill in Administration/Admitting, Debby Gross has skill in Emergency Dept., Debby Gross has skill in Outpatient/Ambulatory Care, Debby Gross has skill in Pharmacy, Debby Gross has skill in Special Care Units, Debby Gross has skill in Pediatrics, Debby Gross has skill in Children's Hospitals, Debby Gross has skill in Dietary/Room Service, Debby Gross has skill in Inpatient Medical/Surgical Units, Debby Gross has skill in Mental Health/Alzheimers, Debby Gross has skill in Oncology/Cancer Treatment, Debby Gross has skill in Plant Maintenance and Facilities, Debby Gross has skill in Regional Hospitals/Teaching Hospitals, Debby Gross has skill in Specialty Hospitals, Debby Gross

has skill in Surgery/Day Surgery/PACU, Eric Muehlhausen has skill in Freshwater, Lovy Mangat has skill in Radon-Resistant New Construction Design and Inspection, Bucky Tafoya has skill in Airport Passenger Boarding Bridges, Matt Bruder has skill in Class Environmental Assessments - Provincial, Fergus O'Neill has skill in Design Management, Fergus O'Neill has skill in Primavera P6, Fergus O'Neill has skill in Document Administration, Amy Lee Manness has skill in Adobe Acrobat Pro DC, Amy Lee Manness has skill in AutoCAD, Amy Lee Manness has skill in AutoCAD Civil 3D software, Amy Lee Manness has skill in Transoft Solutions AutoTURN® Software, Amy Lee Manness has skill in Bluebeam Revu Software, Amy Lee Manness has skill in Microsoft Access, Amy Lee Manness has skill in Microsoft Excel, Amy Lee Manness has skill in Microsoft Outlook, Amy Lee Manness has skill in Microsoft PowerPoint, Amy Lee Manness has skill in Microsoft Word, Amy Lee Manness has skill in Bentley MicroStation Software, Amy Lee Manness has skill in Bentley ProjectWise Software, Kevin Nordell has skill in AutoCAD Civil 3D software, Kevin Nordell has skill in AutoCAD, Kevin Nordell has skill in Bentley MicroStation Software, Kevin Nordell has skill in Civil Design / Drafting, Steven Yorgason has skill in Ski Resort Infrastructure Construction Services, Brian King has skill in Boilers, Brian King has skill in Turbines, Brian King has skill in Pumps, Brian King has skill in Emergency Power Generation, Brian King has skill in Infrastructure and Building Services - Cranes / Hoists / Elevators, Brian King has skill in Steel: Vibration Analysis, Brian King has skill in Heat Exchangers, Brian King has skill in Steam Piping, Brian King has skill in Plant Maintenance and Facilities, Brian King has skill in Compressed Air Systems and Piping, Brian King has skill in FEED Studies, Adam Wohlmuth has skill in Civil Engineering / Design, Gordon Huynh has skill in AutoCAD, Gordon Huynh has skill in AutoCAD Civil 3D software, Gordon Huynh has skill in CADD 2D/3D, Chris Enslin has skill in Civil Design / Drafting, Brian Shin has skill in AutoCAD Civil 3D software, Brian Shin has skill in Design Checking - Civil, Brian Shin has skill in Language - Korean, Janine Law has skill in Adobe Illustrator, Janine Law has skill in Adobe InDesign, Janine Law has skill in Adobe Photoshop, Janine Law has skill in Bluebeam Revu Software, Janine Law has skill in Rhino Software, Janine Law has skill in Google Sketchup, Janine Law has skill in Revit Software, Brett Roberts has skill in Administration/Admitting, Brett Roberts has skill in Electrodiagnostic, Brett Roberts has skill in Emergency Dept., Brett Roberts has skill in Laboratory, Brett Roberts has skill in Labor & Delivery/Women's Health, Brett Roberts has skill in Material Management, Brett Roberts has skill in Medical Imaging, Brett Roberts has skill in Medical Records, Brett Roberts has skill in Outpatient/Ambulatory Care, Brett Roberts has skill in Pharmacy, Brett Roberts has skill in Rehabilitation Medicine, Brett Roberts has skill in Respiratory Technology/ Pulmonary Function, Brett Roberts has skill in Special Care Units, Brett Roberts has skill in Pediatrics, Brett Roberts has skill in Cardiology/Cath Labs/EP Labs, Brett Roberts has skill in Dietary/Room Service, Brett Roberts has skill in Inpatient Medical/Surgical Units, Brett Roberts has skill in Mental Health/Alzheimers, Brett Roberts has skill in Oncology/Cancer Treatment, Brett Roberts has skill in Plant Maintenance and Facilities, Brett Roberts has skill in Regional Hospitals/Teaching Hospitals, Brett Roberts has skill in Specialty Hospitals, Brett Roberts has skill in Surgery/Day Surgery/PACU, Jason Shockley has skill in Builder Services, Sean Kirby has skill in AutoCAD Civil 3D software, Sean Kirby has skill in Transoft Solutions AutoTURN® Software, Shawn Maley has skill in BIM Manager, Shawn Maley has skill in Science + Technology, Shawn Maley has skill in Academic - Classroom Buildings, Shawn Maley has skill in Laboratory, Shawn Maley has skill in Vivariums, Brent Neufeld has skill in Electrofishing, Greg Quinn has skill in Forest Stand Delineation, Quang Kha has skill in Mechanical Design / Drafting, Quang Kha has skill in Electrical Design / Drafting, Mike Grasso has skill in Photogrammetry, Mike Grasso has skill in Builder

Services, Mike Grasso has skill in Retracement Surveys, Fred Younkin has skill in Language - French, Fred Younkin has skill in Language - Spanish, Fred Younkin has skill in Underground Structure Design, Taylor Sawchuk has skill in FEED Studies, Taylor Sawchuk has skill in Optimization/Rationalization Studies, Taylor Sawchuk has skill in Pre-FEED, Natalie Goulet-Sorenson has skill in Park Planning and Design, Natalie Goulet-Sorenson has skill in Greenway and Multi-Use Trail Design, Natalie Goulet-Sorenson has skill in Design Management, StephAnnie Roberts has skill in CEQA Documentation, StephAnnie Roberts has skill in NEPA Documentation, Andrew Koschinsky has skill in Transoft Solutions AutoTURN® Software, Andrew Koschinsky has skill in Onsite Septic Disposal Systems, Andrew Koschinsky has skill in Aboriginal Engagement and Business Development, Andrew Koschinsky has skill in AutoCAD Civil 3D software, Andrew Koschinsky has skill in Civil Design / Drafting, Andrew Koschinsky has skill in Civil Engineering / Design, Andrew Koschinsky has skill in Design Checking - Civil, Andrew Koschinsky has skill in Field Inspection, Andrew Koschinsky has skill in CADD 2D/3D, Andrew Koschinsky has skill in AutoCAD, Kelly Thayer has skill in Project Coordination, Kelly Thayer has skill in Science + Technology, Dustin Thiffault has skill in AutoCAD, Dustin Thiffault has skill in AutoCAD Civil 3D software, Dustin Thiffault has skill in Microsoft Excel, Dustin Thiffault has skill in Civil Engineering / Design, Antoinette Agbeyakah has skill in Municipal Stormwater, Antoinette Agbeyakah has skill in Stormwater Modeling, Robert Mesec has skill in Facilities Evaluation and Permitting, Noel Hamilton has skill in Civil Design / Drafting, Noel Hamilton has skill in 3D Laser Scanning, Kevin Wong has skill in Emergency Dept., Kevin Wong has skill in Inpatient Medical/Surgical Units, Kevin Wong has skill in Regional Hospitals/Teaching Hospitals, Jasmin McDuffie has skill in Community College, Jasmin McDuffie has skill in Post-Secondary Academic Building, Joanna Preston has skill in Breeding Bird Surveys, Joanna Preston has skill in Reclamation Monitoring, Joanna Preston has skill in Traditional Knowledge, Marin Rusu has skill in AutoCAD, Marin Rusu has skill in Transoft Solutions AutoTURN® Software, Marin Rusu has skill in AutoCAD Civil 3D software, Marin Rusu has skill in Bentley MicroStation Software, Marin Rusu has skill in Microsoft Excel, Jonny Hall has skill in Lithic Analysis, Rob Betteley has skill in Bentley InRoads, Ian Messing has skill in Language - Dutch, Eric Williams has skill in 3D Laser Scanning, Scott Trusler has skill in Business Development – National, Martin Goorts has skill in Municipal Services - Water Distribution Mains, Martin Goorts has skill in Municipal Services - Water Transmission Mains, David Gram has skill in Statistical Analysis, Vann Mayhew has skill in AutoCAD Civil 3D software, Theresa Balestra has skill in Administration/Admitting, Theresa Balestra has skill in Electrodiagnostic, Theresa Balestra has skill in Emergency Dept., Theresa Balestra has skill in Laboratory, Theresa Balestra has skill in Labor & Delivery/Women's Health, Theresa Balestra has skill in Medical Imaging, Theresa Balestra has skill in Medical Records, Theresa Balestra has skill in Outpatient/Ambulatory Care, Theresa Balestra has skill in Rehabilitation Medicine, Theresa Balestra has skill in Respiratory Technology/ Pulmonary Function, Theresa Balestra has skill in Special Care Units, Theresa Balestra has skill in Cardiology/Cath Labs/EP Labs, Theresa Balestra has skill in Dietary/Room Service, Theresa Balestra has skill in Inpatient Medical/Surgical Units, Theresa Balestra has skill in Mental Health/Alzheimers, Theresa Balestra has skill in Oncology/Cancer Treatment, Theresa Balestra has skill in Regional Hospitals/Teaching Hospitals, Theresa Balestra has skill in Specialty Hospitals, Theresa Balestra has skill in Surgery/Day Surgery/PACU, Pedro Guevara Ramirez has skill in Bentley STAAD.Pro, Pedro Guevara Ramirez has skill in RISA Software, Chris Russell has skill in Startup and Commissioning (Field Experience), Brie-Anne Risi has skill in Bluebeam Revu Software, Brie-Anne Risi has skill in Cadworx, Brie-Anne Risi has skill in

AutoCAD,Brie-Anne Risi has skill in NavisWorks Software,Brie-Anne Risi has skill in AutoPLANT Modeler,Brie-Anne Risi has skill in Microsoft Excel,Brie-Anne Risi has skill in Microsoft Word,Brie-Anne Risi has skill in CloudWorx for Intergraph Smart™ 3D - User,Gary Strobel has skill in Boiler,Alen Lau has skill in Language - French,Alen Lau has skill in Language - Spanish,Alen Lau has skill in Underground Structure Design,Kristen Watrous has skill in Statistical Analysis,Young Namkung has skill in Aconex (Web based electronic data base management system),Young Namkung has skill in Airport Traffic Control Towers,Young Namkung has skill in Building Energy Efficiency and Economics Analysis,Young Namkung has skill in Building Information Modeling,Young Namkung has skill in Buzzsaw (Data Management Software),Young Namkung has skill in CADD 2D/3D,Young Namkung has skill in Capacity & Throughput Analysis,Young Namkung has skill in Current & Future State Planning,Young Namkung has skill in Financial Administration,Young Namkung has skill in Inventory Management,Young Namkung has skill in Labour Standards (Time Study / MOST),Young Namkung has skill in Lean and Efficiency Review,Young Namkung has skill in Lean/Continuous Improvement,Young Namkung has skill in Machine Guarding - Safety,Young Namkung has skill in Quality Management (ISO),Young Namkung has skill in Re-Zoning Process,Young Namkung has skill in Renderings,Young Namkung has skill in Restaurant (NFPA96),Young Namkung has skill in Revit Software,Young Namkung has skill in Tenant Improvement (TI),Dwayne Vanderveen has skill in Retracement Surveys,Lionel Langlois has skill in AutoCAD,Dylan Marter has skill in Retracement Surveys,Dylan Marter has skill in 3D Laser Scanning,Karen Chan has skill in CADD 2D/3D,Matt Sim has skill in CADD 2D/3D,Matt Sim has skill in Data Science,Matt Sim has skill in Information Design,Matt Sim has skill in User Experience Design,Matt Sim has skill in AutoCAD,Matt Sim has skill in Adobe Photoshop,Matt Sim has skill in Adobe Illustrator,Matt Sim has skill in Adobe InDesign,Jason Cyr has skill in AutoCAD Civil 3D software,Jason Cyr has skill in AutoLISP,Jason Cyr has skill in .NET Programming,Jason Cyr has skill in Autodesk InfraWorks 360™,Jason Cyr has skill in Civil Design / Drafting,Jason Cyr has skill in AutoCAD,Randy Franz has skill in Structural Steel Inspections,Randy Franz has skill in Shop Steel Inspections,Randy Franz has skill in Steel: A-Frames,Randy Franz has skill in Steel: Coatings,Randy Franz has skill in Preparation of Proposal Documents (written verbiage),Randy Franz has skill in Preparation of Specification Documents,Randy Franz has skill in PHA-Pro Software,Randy Franz has skill in Welding Inspections,Randy Franz has skill in Steel Materials Testing (coupons),Gezim Salillari has skill in FEED Studies,Gezim Salillari has skill in Optimization/Rationalization Studies,Gezim Salillari has skill in Pre-FEED,Linda Theriault has skill in Microsoft Word,Linda Theriault has skill in Microsoft Excel,Audie Arbo has skill in Individual Environmental Assessments - Federal,Amanda Magee has skill in Consultation,Amanda Magee has skill in Retail (Petroleum Release Mgmt),Chantal Lewis has skill in Microsoft Excel,Chantal Lewis has skill in Microsoft PowerPoint,Chantal Lewis has skill in Microsoft Word,Chantal Lewis has skill in Surface Dewatering (Engineering / Design),Chantal Lewis has skill in Surface Infrastructure (Engineering / Design),Chantal Lewis has skill in Underground Dewatering (Engineering / Design),Chantal Lewis has skill in Underground Mine Infrastructure (Engineering / Design),Chantal Lewis has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Chantal Lewis has skill in Standards Checks,Chantal Lewis has skill in Preparation of Design Basis Documents,Chantal Lewis has skill in Preparation of General Arrangement Drawings,Chantal Lewis has skill in Preparation of Prefeasibility Study Documents,Chantal Lewis has skill in Preparation of Trade-Off Study Documents,Chantal Lewis has skill in Door Schedules,Chantal Lewis has skill in Surface Misc. Buildings (gate houses, camp house layouts, weight stations, etc.),Chantal Lewis has skill in Conveyance

Guides,Chantal Lewis has skill in Mine Ventilation,Chantal Lewis has skill in ANFO Handling (underground),Chantal Lewis has skill in Backfill and Batch Plants (surface),Chantal Lewis has skill in Backfill and Batch Plants (underground),Chantal Lewis has skill in Shotcrete, Concrete & Backfill Distribution,Chantal Lewis has skill in Explosives Storage (underground),Chantal Lewis has skill in Maintenance Facilities (underground),Chantal Lewis has skill in Refuge Stations,Chantal Lewis has skill in Compressed Air Systems and Piping,Chantal Lewis has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Chantal Lewis has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Chantal Lewis has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping,Chantal Lewis has skill in Natural Gas Piping,Chantal Lewis has skill in Piping P&IDs,Chantal Lewis has skill in Piping PFDs,Chantal Lewis has skill in Potable and Industrial (Process) Water / Roof Drains,Chantal Lewis has skill in Preparation of Mechanical Equipment Lists,Chantal Lewis has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Chantal Lewis has skill in Belt Conveyors,Chantal Lewis has skill in Bins and Transfers,Chantal Lewis has skill in Loading Pockets,Chantal Lewis has skill in Material Handling P&IDs,Chantal Lewis has skill in Material Handling PFDs,Chantal Lewis has skill in Material Handling Systems (Engineering / Design),Chantal Lewis has skill in Transfer Chutes and Feeders,Chantal Lewis has skill in HAZOPs,Chantal Lewis has skill in Loading and Unloading Facilities (Engineering / Design),Chantal Lewis has skill in Shafts (Engineering / Design),Chantal Lewis has skill in Shotcrete / Concrete Receiving (Engineering / Design),Chantal Lewis has skill in Civil Design / Drafting,Chantal Lewis has skill in Structural Design / Drafting,Chantal Lewis has skill in Surface Sumps and Ponds,Chantal Lewis has skill in Concrete: Formed Tunnels and Utilidors,Chantal Lewis has skill in Concrete: Precast Tunnels and Utilidors,Chantal Lewis has skill in Concrete: Slabs-on-Grade,Chantal Lewis has skill in Concrete: Tank Foundations,Chantal Lewis has skill in Concrete: Underground Bulkheads,Chantal Lewis has skill in Steel: Conveyors,Chantal Lewis has skill in Steel: Hard Rock Loading Pocket,Chantal Lewis has skill in Steel: Skip Chairing,Chantal Lewis has skill in Steel: Tanks,Chantal Lewis has skill in Steel: Underground Conveyor Transfer,Chantal Lewis has skill in Steel: Underground Grizzlies and Scalping Bars,Chantal Lewis has skill in Steel: Underground Manways,Chantal Lewis has skill in Layout: Underground Shops,Chantal Lewis has skill in Bentley MicroStation Software,Chantal Lewis has skill in Process Control P&IDs,Chantal Lewis has skill in Above Ground Mining, Open Pit (Engineering / Design),Chantal Lewis has skill in Mining Design and Drafting,Chantal Lewis has skill in AutoCAD,Chantal Lewis has skill in Project Coordination,Mike Fougere has skill in SharePoint,Mike Fougere has skill in Microsoft Access,Mike Fougere has skill in Microsoft Excel,Amber Luther has skill in Utilization Analysis,Amber Luther has skill in Student Centers,Amber Luther has skill in Student Housing,Amber Luther has skill in Statistical Analysis,Mike Mazepa has skill in Design Checking - Mechanical,Mike Mazepa has skill in Quality Management (ISO),Mike Mazepa has skill in Threat and Risk Assessment (TRA),Mike Mazepa has skill in HAZOPs,Mike Mazepa has skill in HAZIDs,Mike Mazepa has skill in Design Checking - Mining,Mike Mazepa has skill in Design Checking - Structural,Patricia Cepeda Lopez has skill in Revit Software,Patricia Cepeda Lopez has skill in Microsoft Project,Patricia Cepeda Lopez has skill in Microsoft Word,Patricia Cepeda Lopez has skill in Microsoft Excel,Patricia Cepeda Lopez has skill in Microsoft PowerPoint,Patricia Cepeda Lopez has skill in Language - Spanish,Patricia Cepeda Lopez has skill in Language - English,Patricia Cepeda Lopez has skill in Adobe InDesign,Gus Regino has skill in Administration/Admitting,Gus Regino has skill in Electrodiagnostic,Gus Regino has skill in Emergency Dept.,Gus Regino has skill in Laboratory,Gus Regino has skill in Labor & Delivery/Women's Health,Gus

Regino has skill in Material Management,Gus Regino has skill in Medical Imaging,Gus Regino has skill in Medical Records,Gus Regino has skill in Outpatient/Ambulatory Care,Gus Regino has skill in Pharmacy,Gus Regino has skill in Rehabilitation Medicine,Gus Regino has skill in Respiratory Technology/Pulmonary Function,Gus Regino has skill in Special Care Units,Gus Regino has skill in Cardiology/Cath Labs/EP Labs,Gus Regino has skill in Dietary/Room Service,Gus Regino has skill in Inpatient Medical/Surgical Units,Gus Regino has skill in Mental Health/Alzheimers,Gus Regino has skill in Plant Maintenance and Facilities,Gus Regino has skill in Regional Hospitals/Teaching Hospitals,Gus Regino has skill in Specialty Hospitals,Gus Regino has skill in Surgery/Day Surgery/PACU,Chris Onyszcuk has skill in Bluebeam Revu Software,Chris Onyszcuk has skill in dRofus Software,Chris Onyszcuk has skill in Adobe InDesign,Chris Onyszcuk has skill in Adobe Photoshop,Chris Onyszcuk has skill in Adobe Illustrator,Chris Onyszcuk has skill in Revit Software,Chris Onyszcuk has skill in Healthcare Planning - Interiors,Chris Onyszcuk has skill in Google Sketchup,Chris Onyszcuk has skill in Laboratory,Chris Onyszcuk has skill in Pharmacy,Chris Onyszcuk has skill in K-12 Public Schools,Doug MacDonald has skill in Integrity Management Programs (IMP),Doug MacDonald has skill in Metallurgy,Doug MacDonald has skill in Risk-Based Inspections (RBI),Doug MacDonald has skill in API 510 (Pressure Vessel) Inspector,Laurie Baignee has skill in Aconex (Web based electronic data base management system),Laurie Baignee has skill in SharePoint,Laurie Baignee has skill in Primavera P6,Laurie Baignee has skill in Integrated Project Solutions (IPS),Laurie Baignee has skill in RPM (Resource Management),Laurie Baignee has skill in Oracle Database,Sam Altasaini has skill in Building Envelope Design,Sam Altasaini has skill in Building Information Modelling (BIM),Sam Altasaini has skill in Modular Buildings – Engineering / Design,Sam Altasaini has skill in Project leadership,Adam Gravel has skill in Statistical Analysis,Dwayne Leonard has skill in AutoCAD,Roger Payot has skill in 3D Laser Scanning,Jess Sosa Campos has skill in Freshwater Benthic Macroinvertebrate Taxonomy,John Matemisz has skill in Downstream - Gas Plants,John Matemisz has skill in Downstream - LNG,John Matemisz has skill in Downstream - Refineries,John Matemisz has skill in Downstream - Upgraders,John Matemisz has skill in Expediting,John Matemisz has skill in Midstream - Pipelines,John Matemisz has skill in Optimization/Rationalization Studies,John Matemisz has skill in Project & Construction Management,John Matemisz has skill in Upstream - Conventional,John Matemisz has skill in Upstream - Conventional Gas,John Matemisz has skill in Upstream - Offshore,John Matemisz has skill in Upstream - Oil Sands In Situ,John Matemisz has skill in Upstream - Oil Sands Mining,John Matemisz has skill in Upstream - Shale Gas,John Matemisz has skill in Upstream - Shale Oil,John Matemisz has skill in Vendor Qualification / Selection,John Matemisz has skill in Field Inspection,John Matemisz has skill in Operations Training,John Matemisz has skill in Turnaround,John Matemisz has skill in FEED Studies,John Matemisz has skill in Midstream - Facilities,John Matemisz has skill in Midstream - Terminals,John Matemisz has skill in Pre-FEED,Chris Waight has skill in BIM Manager,Chris Waight has skill in Model Manager,Chris Waight has skill in NavisWorks Software,Chris Waight has skill in Revit Software,Chris Waight has skill in Structural BIM Specialist,Chris Waight has skill in Revit Family Author,Chris Waight has skill in Public Speaking,Thomas Lemire has skill in Bentley ProSteel,Thomas Lemire has skill in AutoCAD,Thomas Lemire has skill in NavisWorks Software,Thomas Lemire has skill in Cadworx,Thomas Lemire has skill in Bentley MicroStation Software,Thomas Lemire has skill in AutoCAD Civil 3D software,Wade Melton has skill in First Nation Consultation,Shaun Graber has skill in Vulcan Software,Shaun Graber has skill in Mine Ventilation,Shaun Graber has skill in Studio 5 SP / EPS

Software,Shaun Graber has skill in Mine2-4D Software,Shaun Graber has skill in Block Models,Shaun Graber has skill in Mining Method - Blasthole,Shaun Graber has skill in Mining Method - Block Caving,Shaun Graber has skill in Mining Method - Cut and Fill,Shaun Graber has skill in Mining Method - Narrow Vein,Shaun Graber has skill in Mining Method - Open Pit,Shaun Graber has skill in Mining Method - Room and Pillar,Shaun Graber has skill in Mining Method - Sub Level Caving,Shaun Graber has skill in Backfill and Batch Plants (surface),Shaun Graber has skill in Backfill and Batch Plants (underground),Shaun Graber has skill in HAZOPs,Shaun Graber has skill in Hoisting (Engineering / Design),Shaun Graber has skill in Hoisting Systems (Field Experience),Shaun Graber has skill in Materials Movement,Jeffrey McGovern has skill in Public Relations,Alan Barnes has skill in Construction Management (Mining),Alan Barnes has skill in Mining Method - Room and Pillar,Alan Barnes has skill in Mining Method - Block Caving,Alan Barnes has skill in Cost Estimating, Capital (Mining),Richard Porenychuk has skill in AutoCAD,Richard Porenychuk has skill in Revit Software,Richard Porenychuk has skill in Steel: Structural Steel Detailing,Richard Porenychuk has skill in Concrete: Reinforcement Detailing,Richard Porenychuk has skill in Bluebeam Revu Software,Richard Porenychuk has skill in Bentley ProjectWise Software,Richard Porenychuk has skill in NavisWorks Software,Richard Porenychuk has skill in Dynamo Software,Mohammed Mahmood has skill in Language - French,Mohammed Mahmood has skill in Language - Spanish,Mohammed Mahmood has skill in Underground Structure Design,Kevin Travis has skill in CADD 2D/3D,Kevin Travis has skill in Process Piping Design,Ken Allers has skill in Downstream - LNG,Ken Allers has skill in Downstream - Upgraders,Ken Allers has skill in Upstream - Offshore,Ken Allers has skill in Upstream - Oil Sands In Situ,Ken Allers has skill in Upstream - Shale Gas,Ken Allers has skill in Upstream - Shale Oil,Ken Allers has skill in Downstream - Gas Plants,Ken Allers has skill in Downstream - Refineries,Ken Allers has skill in Expediting,Ken Allers has skill in FEED Studies,Ken Allers has skill in Operations Training,Ken Allers has skill in Optimization/Rationalization Studies,Ken Allers has skill in Turnaround,Ken Allers has skill in Upstream - Conventional Gas,Ken Allers has skill in Upstream - Oil Sands Mining,Ken Allers has skill in Field Inspection,Ken Allers has skill in Pre-FEED,Ken Allers has skill in Project & Construction Management,Ken Allers has skill in Vendor Qualification / Selection,Ken Allers has skill in Upstream - Conventional,Ken Allers has skill in Midstream - Facilities,Ken Allers has skill in Midstream - Pipelines,Ken Allers has skill in Midstream - Terminals,John Puckett has skill in Freshwater,John Puckett has skill in Marine,John Puckett has skill in Facilities Evaluation and Permitting,John Puckett has skill in Web delivery of training,John Puckett has skill in First Nation Consultation,John Puckett has skill in Statistical Analysis,Doug Hallett has skill in First Nation Consultation,Doug Hallett has skill in Bayesian Modeling,Peter Kim has skill in Student Centers,Peter Kim has skill in Vivariums,Peter Kim has skill in SKM Power*Tools for Windows,Peter Kim has skill in Revit Software,Peter Kim has skill in Outpatient/Ambulatory Care,Peter Kim has skill in Science + Technology,Peter Kim has skill in Lighting Controls (Electrical Engineering),Peter Kim has skill in Language - Korean,Peter Kim has skill in Laboratory,Peter Kim has skill in Fire Alarm System Design (Electrical Engineering),Peter Kim has skill in Field Inspection,Peter Kim has skill in Emergency Notification Systems (Electrical Engineering),Rodney Crother has skill in First Nation Consultation,Krista Van Wassen has skill in Pharmacy,Ed Johnson has skill in Sewer and CSO Flow Monitoring,Allan Boon has skill in Civil Design / Drafting,Allan Boon has skill in Bentley InRoads,Allan Boon has skill in AutoCAD Civil 3D software,Matt Fleming has skill in Tekla Structures BIM software,Matt Fleming has skill in BIM Manager,Matt Fleming has skill in BEP Author,Matt Fleming has skill in Structural BIM Specialist,Matt

Fleming has skill in Revit Family Author, Matt Fleming has skill in Revit Software, Matt Fleming has skill in NavisWorks Software, Matt Fleming has skill in AutoCAD, Matt Fleming has skill in Bentley MicroStation Software, Matt Fleming has skill in Model Auditor, Matt Fleming has skill in Model Manager, Emy Semprun has skill in Community College, Emy Semprun has skill in Post-Secondary Academic Building, Emy Semprun has skill in Post-Secondary Student Union, Emy Semprun has skill in K-12 CTE, Emy Semprun has skill in K-12 Public High School, Graeme Wallace has skill in Language - French, Graeme Wallace has skill in Language - English, Neri Fratin has skill in Concrete Inspections, Neri Fratin has skill in Concrete Materials Testing (strength, slump, air), Katharine Land has skill in Post-Secondary Academic Building, Katharine Land has skill in K-12 Public Elementary, Katharine Land has skill in K-12 Public High School, Colin Burr has skill in AutoPLANT Modeler, Colin Burr has skill in CloudWorx for Intergraph Smart™ 3D - User, Colin Burr has skill in NavisWorks Software, Colin Burr has skill in Cadworx, Colin Burr has skill in AutoCAD, Colin Burr has skill in Piping P&IDs, Colin Burr has skill in Preparation of General Arrangement Drawings, Colin Burr has skill in Piping Isometrics - Large Bore, David Spehar has skill in BIM Manager, David Spehar has skill in BIM Project Manager, David Spehar has skill in Revit Software, David Spehar has skill in Revit Family Author, David Spehar has skill in BEP Author, David Spehar has skill in Model Manager, David Spehar has skill in Virtual Coordination Manager, David Spehar has skill in Model Auditor, Shalevia Briscoe has skill in Railroads (Engineering / Design), Shalevia Briscoe has skill in Electrical Power Distribution, Chris Petrow has skill in Administration/Admitting, Chris Petrow has skill in Electrodiagnostic, Chris Petrow has skill in Emergency Dept., Chris Petrow has skill in Laboratory, Chris Petrow has skill in Labor & Delivery/Women's Health, Chris Petrow has skill in Material Management, Chris Petrow has skill in Medical Imaging, Chris Petrow has skill in Medical Records, Chris Petrow has skill in Outpatient/Ambulatory Care, Chris Petrow has skill in Pharmacy, Chris Petrow has skill in Rehabilitation Medicine, Chris Petrow has skill in Respiratory Technology/ Pulmonary Function, Chris Petrow has skill in Special Care Units, Chris Petrow has skill in Pediatrics, Chris Petrow has skill in Cardiology/Cath Labs/EP Labs, Chris Petrow has skill in Dietary/Room Service, Chris Petrow has skill in Inpatient Medical/Surgical Units, Chris Petrow has skill in Mental Health/Alzheimers, Chris Petrow has skill in Plant Maintenance and Facilities, Chris Petrow has skill in Regional Hospitals/Teaching Hospitals, Chris Petrow has skill in Surgery/Day Surgery/PACU, Chuck Ferris has skill in Surface Water, John Jackson has skill in Language - French, Leigh McAreavy has skill in Project Coordination, Tracy Shirah has skill in NEPA Documentation, Tracy Shirah has skill in Groundwater Sampling, Tracy Shirah has skill in Bentley gINT, Mojtab Zaher has skill in AutoCAD Civil 3D software, Mojtab Zaher has skill in Transoft Solutions AutoTURN® Software, Mojtab Zaher has skill in Sanitary Sewer Design, William Kolibash Jr has skill in Mechanical Design / Drafting, William Kolibash Jr has skill in Mechanical Engineering / Design, William Kolibash Jr has skill in Hospital HVAC Systems, Anas Yousef has skill in Human Factors Studies, Anas Yousef has skill in HAZOPs, Anas Yousef has skill in HAZIDs, Anas Yousef has skill in Simultaneous Operations (SIMOPS), Anas Yousef has skill in Safety Integrity Level (SIL) Analysis, Anas Yousef has skill in Layers of Protection Analysis (LOPA) Studies, Anas Yousef has skill in Root Cause Analysis2, Anas Yousef has skill in OSHA 1910.119 GAP Analysis, Anas Yousef has skill in Failure Mode & Effect Analysis, Anas Yousef has skill in Control Systems HAZOP, Anas Yousef has skill in Process Safety Management, Anas Yousef has skill in Business Development – International, Richard Dokken has skill in Operations Training, Richard Dokken has skill in Upstream - Offshore, Richard Dokken has skill in Upstream - Shale Gas, Richard Dokken has skill in Upstream - Shale Oil, Richard Dokken has

skill in Downstream - Gas Plants, Richard Dokken has skill in Downstream - LNG, Richard Dokken has skill in Expediting, Richard Dokken has skill in FEED Studies, Richard Dokken has skill in Optimization/Rationalization Studies, Richard Dokken has skill in Project & Construction Management, Richard Dokken has skill in Turnaround, Richard Dokken has skill in Upstream - Oil Sands In Situ, Richard Dokken has skill in Upstream - Oil Sands Mining, Richard Dokken has skill in Apprentice Electrician, Richard Dokken has skill in Downstream - Upgraders, Richard Dokken has skill in Field Inspection, Richard Dokken has skill in Pre-FEED, Richard Dokken has skill in Upstream - Conventional Gas, Richard Dokken has skill in Vendor Qualification / Selection, Richard Dokken has skill in Downstream - Refineries, Richard Dokken has skill in Midstream - Facilities, Richard Dokken has skill in Midstream - Pipelines, Richard Dokken has skill in Midstream - Terminals, Richard Dokken has skill in Upstream - Conventional, Tim Gerson has skill in AutoCAD, Tim Gerson has skill in Revit Software, Tim Gerson has skill in Microsoft Word, Tim Gerson has skill in Microsoft Excel, Shaun Whitehead has skill in CAESAR (Pipe Stress Analysis) Software, Shaun Whitehead has skill in Process Piping Design, Shaun Whitehead has skill in Piping P&IDs, Ted Mierzwa has skill in Microsoft Excel, Ted Mierzwa has skill in Microsoft Word, Ted Mierzwa has skill in SharePoint, Ted Mierzwa has skill in Microsoft Access, Ted Mierzwa has skill in Microsoft Outlook, Ted Mierzwa has skill in Microsoft PowerPoint, Rena Varsakis has skill in Historic Artifact Analysis, Rena Varsakis has skill in Lithic Analysis, Rena Varsakis has skill in Technical Writing (Archaeology), Henry Phan has skill in Civil Design / Drafting, Henry Phan has skill in AutoCAD Civil 3D software, Henry Phan has skill in AutoCAD, Kevin Hodgins has skill in Municipal Services - Water Distribution Mains, Kevin Hodgins has skill in Municipal Services - Water Transmission Mains, Kevin Hodgins has skill in Quality Management (ISO), Kevin Hodgins has skill in AutoCAD, Erica Baranik has skill in Project Coordination, Jesse Arnold has skill in FEED Studies, Jesse Arnold has skill in Optimization/Rationalization Studies, Jesse Arnold has skill in Pre-FEED, Michelle Xue has skill in Language - French, Amy Moores has skill in Language - French, Roger Swanson has skill in Administration/Admitting, Roger Swanson has skill in Electrodiagnostic, Roger Swanson has skill in Emergency Dept., Roger Swanson has skill in Laboratory, Roger Swanson has skill in Labor & Delivery/Women's Health, Roger Swanson has skill in Material Management, Roger Swanson has skill in Medical Imaging, Roger Swanson has skill in Medical Records, Roger Swanson has skill in Outpatient/Ambulatory Care, Roger Swanson has skill in Pharmacy, Roger Swanson has skill in Rehabilitation Medicine, Roger Swanson has skill in Respiratory Technology/ Pulmonary Function, Roger Swanson has skill in Special Care Units, Roger Swanson has skill in Pediatrics, Roger Swanson has skill in Cardiology/Cath Labs/EP Labs, Roger Swanson has skill in Dietary/Room Service, Roger Swanson has skill in Inpatient Medical/Surgical Units, Roger Swanson has skill in Oncology/Cancer Treatment, Roger Swanson has skill in Plant Maintenance and Facilities, Roger Swanson has skill in Regional Hospitals/Teaching Hospitals, Roger Swanson has skill in Specialty Hospitals, Roger Swanson has skill in Surgery/Day Surgery/PACU, Fernand Ouellette has skill in Microsoft Project, Caitlin DiDonato has skill in AutoCAD Civil 3D software, Caitlin DiDonato has skill in Transoft Solutions AutoTURN® Software, Caitlin DiDonato has skill in AutoCAD, Caitlin DiDonato has skill in Bentley MicroStation Software, Shaun Jaikaran has skill in Masonry: Layout and Reinforcing, Shaun Jaikaran has skill in Concrete: Formed Tunnels and Utilidors, Shaun Jaikaran has skill in Concrete: Retaining Walls, Shaun Jaikaran has skill in Concrete: Precast Tunnels and Utilidors, Shaun Jaikaran has skill in Concrete: Hoist Foundations, Shaun Jaikaran has skill in Bentley MicroStation Software, Shaun Jaikaran has skill in SOLIDWORKS, 3D Design

Software,Shaun Jaikaran has skill in Bentley ProSteel,Shaun Jaikaran has skill in Concrete: Heavy Industrial Building Concrete Foundations,Shaun Jaikaran has skill in Concrete: Light Industrial Building Concrete Foundations,Shaun Jaikaran has skill in Steel: Light Industrial Buildings,Shaun Jaikaran has skill in Wall Assembly Design and Detailing (exterior),Shaun Jaikaran has skill in Wall Assembly Design and Detailing (interior partitions),Shaun Jaikaran has skill in Steel: Headframe Sheave Decks and Houses,Shaun Jaikaran has skill in Steel: Collar House Framing,Shaun Jaikaran has skill in Steel: Potash Underground Access and Support Platforms,Shaun Jaikaran has skill in Steel: Structural Steel Detailing,Shaun Jaikaran has skill in Concrete: Reinforcement Detailing,Shaun Jaikaran has skill in Structural Design / Drafting,Shaun Jaikaran has skill in Concrete: Joint Details,Shaun Jaikaran has skill in Preparation of General Arrangement Drawings,Shaun Jaikaran has skill in Steel: Surface Misc. Platforms,Shaun Jaikaran has skill in Steel: Lifting Wells / Hatch Covers,Mary Lee has skill in Administration/Admitting,Mary Lee has skill in Electrodiagnostic,Mary Lee has skill in Emergency Dept.,Mary Lee has skill in Laboratory,Mary Lee has skill in Labor & Delivery/Women's Health,Mary Lee has skill in Material Management,Mary Lee has skill in Medical Imaging,Mary Lee has skill in Medical Records,Mary Lee has skill in Outpatient/Ambulatory Care,Mary Lee has skill in Pharmacy,Mary Lee has skill in Rehabilitation Medicine,Mary Lee has skill in Respiratory Technology/ Pulmonary Function,Mary Lee has skill in Special Care Units,Mary Lee has skill in Pediatrics,Mary Lee has skill in Cardiology/Cath Labs/EP Labs,Mary Lee has skill in Children's Hospitals,Mary Lee has skill in Dietary/Room Service,Mary Lee has skill in Inpatient Medical/Surgical Units,Mary Lee has skill in Mental Health/Alzheimers,Mary Lee has skill in Oncology/Cancer Treatment,Mary Lee has skill in Plant Maintenance and Facilities,Mary Lee has skill in Regional Hospitals/Teaching Hospitals,Mary Lee has skill in Specialty Hospitals,Mary Lee has skill in Surgery/Day Surgery/PACU,Shruti Nathan has skill in Administration/Admitting,Shruti Nathan has skill in Electrodiagnostic,Shruti Nathan has skill in Emergency Dept.,Shruti Nathan has skill in Laboratory,Shruti Nathan has skill in Medical Imaging,Shruti Nathan has skill in Outpatient/Ambulatory Care,Shruti Nathan has skill in Pharmacy,Shruti Nathan has skill in Respiratory Technology/ Pulmonary Function,Shruti Nathan has skill in Pediatrics,Shruti Nathan has skill in Cardiology/Cath Labs/EP Labs,Shruti Nathan has skill in Children's Hospitals,Shruti Nathan has skill in Inpatient Medical/Surgical Units,Shruti Nathan has skill in Oncology/Cancer Treatment,Shruti Nathan has skill in Regional Hospitals/Teaching Hospitals,Shruti Nathan has skill in Specialty Hospitals,Shruti Nathan has skill in Surgery/Day Surgery/PACU,David Hatton has skill in Student Centers,David Hatton has skill in Student Housing,Deane Scheiber has skill in 3D Laser Scanning,Randy Eck has skill in Expediting,Randy Eck has skill in Vendor Qualification / Selection,Jason Copan has skill in FEED Studies,Jason Copan has skill in Optimization/Rationalization Studies,Jason Copan has skill in Pre-FEED,Jeremy Randle has skill in Pre-FEED,Jeremy Randle has skill in DCS Design and Automation,Jeremy Randle has skill in SCADA Design and Automation,Jeremy Randle has skill in Safety Integrity Level (SIL) Analysis,Roland Co has skill in Revit Software,Roland Co has skill in AutoCAD,Roland Co has skill in Adobe InDesign,Roberto Lara has skill in Structural Engineering / Design,Roberto Lara has skill in Concrete: Cast-in-Place Anchor Rods,Roberto Lara has skill in Concrete: One-Way Slabs,Roberto Lara has skill in Concrete: Mix Design,Roberto Lara has skill in Concrete: Post Installed Anchors,Roberto Lara has skill in Steel: Light Industrial Buildings,Roberto Lara has skill in Steel: Headframe Tower,Roberto Lara has skill in Steel: Heavy Industrial Buildings,Roberto Lara has skill in Steel: Monorails,Roberto Lara has skill in Steel: Potash Shaft and Station Steel Design,Roberto Lara has skill in Steel: Potash Shaft Bottom Tower Steel,Roberto Lara has

skill in Bentley STAAD.Pro,Roberto Lara has skill in Mathcad Software,Roberto Lara has skill in STAAD Pro Steel Code Check Software,Roberto Lara has skill in Steel: Bridge Crane Support Systems,Christy Lederer has skill in Administration/Admitting,Christy Lederer has skill in Emergency Dept.,Christy Lederer has skill in Labor & Delivery/Women's Health,Christy Lederer has skill in Medical Imaging,Christy Lederer has skill in Medical Records,Christy Lederer has skill in Outpatient/Ambulatory Care,Christy Lederer has skill in Pharmacy,Christy Lederer has skill in Children's Hospitals,Christy Lederer has skill in Inpatient Medical/Surgical Units,Christy Lederer has skill in Oncology/Cancer Treatment,Christy Lederer has skill in Regional Hospitals/Teaching Hospitals,Kevin Cunningham has skill in FEED Studies,Kevin Cunningham has skill in Optimization/Rationalization Studies,Kevin Cunningham has skill in Pre-FEED,Dan Watt has skill in Bentley MicroStation Software,Dan Watt has skill in AutoCAD,Jim Thomson has skill in Downstream - Gas Plants,Jim Thomson has skill in Downstream - LNG,Jim Thomson has skill in Downstream - Refineries,Jim Thomson has skill in Downstream - Upgraders,Jim Thomson has skill in Expediting,Jim Thomson has skill in Midstream - Terminals,Jim Thomson has skill in Upstream - Conventional,Jim Thomson has skill in Upstream - Offshore,Jim Thomson has skill in Upstream - Oil Sands Mining,Jim Thomson has skill in Upstream - Shale Gas,Jim Thomson has skill in Upstream - Shale Oil,Jim Thomson has skill in Vendor Qualification / Selection,Jim Thomson has skill in Midstream - Pipelines,Jim Thomson has skill in Upstream - Conventional Gas,Jim Thomson has skill in Upstream - Oil Sands In Situ,Jim Thomson has skill in FEED Studies,Jim Thomson has skill in Midstream - Facilities,Jim Thomson has skill in Optimization/Rationalization Studies,Jim Thomson has skill in Pre-FEED,Jim Thomson has skill in Project & Construction Management,Jim Thomson has skill in Field Inspection,Jim Thomson has skill in Operations Training,Jim Thomson has skill in Turnaround,Shaun Dennis has skill in Photogrammetry,Shaun Dennis has skill in Builder Services,Shaun Dennis has skill in Retracement Surveys,Anna Cho has skill in AutoCAD,Anna Cho has skill in AutoCAD Civil 3D software,Anna Cho has skill in Language - Korean,Anna Cho has skill in Revit Software,Chuck Parker has skill in Pharmacy,Chuck Parker has skill in Laboratory,Chuck Parker has skill in Code Analysis and Life Safety,David Ziegler has skill in AutoCAD,David Ziegler has skill in Bakeries,David Ziegler has skill in Boiler,David Ziegler has skill in HAZIDs,David Ziegler has skill in HAZOPs,David Ziegler has skill in International Negotiation & Marketing,David Ziegler has skill in Iron & Steel Process Engineering & Making,David Ziegler has skill in Lightning Protection,Chris Hermann has skill in Project Coordination,Chris Hermann has skill in Underground Mine Infrastructure (Engineering / Design),Chris Hermann has skill in Underground Dewatering (Engineering / Design),Chris Hermann has skill in Mineral Processing,Chris Hermann has skill in Nickel / Copper Process Plants,Chris Hermann has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping,Chris Hermann has skill in Mine Ventilation,Chris Hermann has skill in Loading Pockets,Chris Hermann has skill in Bins and Transfers,Lucas Parkinson has skill in Power (Substation Studies, Grounding),Lucas Parkinson has skill in Grounding Studies,Melissa Baernstein has skill in First Nation Consultation,Wayne Dee has skill in AutoCAD Civil 3D software,Wayne Dee has skill in AutoCAD,Wayne Dee has skill in Transoft Solutions AutoTURN® Software,Wayne Dee has skill in Sanitary Sewer Design,Wayne Dee has skill in AutoCAD MEP Software,Wayne Dee has skill in Electrical Engineering / Design,Nick Szoke has skill in Statistical Analysis,Cathy Norland has skill in AutoCAD,Cathy Norland has skill in AutoCAD Civil 3D software,Cathy Norland has skill in Bentley MicroStation Software,Robyn Ewing has skill in ethnohistorian/ethnographer,James Herbert has skill in First Nation Consultation,Katie Nelson has skill in Freshwater,Katie Nelson has skill in Marine,Katie Nelson has skill in

Statistical Analysis,Tania Therien has skill in Language - Danish,Tania Therien has skill in Language - French,Tania Therien has skill in Language - German,Fabio Di Antonio has skill in Expediting,Fabio Di Antonio has skill in Vendor Qualification / Selection,Sean Connaughton has skill in Lithic Analysis,Sean Connaughton has skill in Faunal Analysis,Sean Connaughton has skill in Pottery Analysis,Sean Connaughton has skill in Geoarchaeology,Sean Connaughton has skill in Palaeoethnobotany,Sean Connaughton has skill in Technical Writing (Archaeology),Sean Connaughton has skill in Bioarchaeology,Sean Connaughton has skill in Textile Analysis,Sean Connaughton has skill in Geophysical Survey,Sean Connaughton has skill in Project Management (Archaeology),Daniel Bolin has skill in Pre-FEED,Daniel Bolin has skill in Turnaround,Daniel Bolin has skill in Project & Construction Management,Germain Gano has skill in AutoCAD,Germain Gano has skill in Microsoft Word,Germain Gano has skill in Microsoft Excel,Germain Gano has skill in Revit Software,Germain Gano has skill in Cadworx,Germain Gano has skill in Bentley ProSteel,Germain Gano has skill in Bentley ProjectWise Software,Germain Gano has skill in NavisWorks Software,Lorel McLaren has skill in Revit Software,Jason Andrews has skill in Civil Engineering / Design,Jason Andrews has skill in Concrete: Post Installed Anchors,Jason Andrews has skill in Design Checking - Civil,Michael Bacsik has skill in AutoCAD,Michael Bacsik has skill in Revit Software,John Kosteroski has skill in Electrical Engineering / Design,John Kosteroski has skill in Surveillance Systems Design - Communications and Electrical,John Kosteroski has skill in Lighting Controls (Electrical Engineering),John Kosteroski has skill in Fire Alarm System Design (Electrical Engineering),John Kosteroski has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical,John Kosteroski has skill in Electrical Power Distribution,John Kosteroski has skill in Communications Infrastructure Design – Communications and Electrical,John Kosteroski has skill in Revit Software,John Kosteroski has skill in Building Information Modeling,John Kosteroski has skill in Children's Hospitals,John Kosteroski has skill in Audiovisual System Design (Electrical Engineering),Vince Green has skill in Partial Discharge Analysis (PDA) of Electrical Equipment,Miguel Burgos Gimeno has skill in Geriatric Care,Miguel Burgos Gimeno has skill in Language - Spanish,Jaclyn Currie has skill in Electrical Engineering / Design,Jaclyn Currie has skill in Electrical Power Distribution,Jaclyn Currie has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical,Jaclyn Currie has skill in Fire Alarm System Design (Electrical Engineering),Jaclyn Currie has skill in Emergency Notification Systems (Electrical Engineering),Jaclyn Currie has skill in Grounding,Jaclyn Currie has skill in Leadership,Jaclyn Currie has skill in Change Management,Margo Carbert has skill in Natatorium (Swimming Pools),David Alberti has skill in Statistical Analysis,Steve Alm has skill in Vendor Qualification / Selection,Steve Alm has skill in Project & Construction Management,Mark Whelly has skill in Downstream - LNG,Mark Whelly has skill in First Nation Consultation,Mark Whelly has skill in Statistical Analysis,Mark Whelly has skill in Country foods baseline field studies and risk assessment,Curtis Holmes has skill in FEED Studies,Curtis Holmes has skill in Optimization/Rationalization Studies,Curtis Holmes has skill in Pre-FEED,Curtis Holmes has skill in Project & Construction Management,Curtis Holmes has skill in Upstream - Conventional,Curtis Holmes has skill in Upstream - Conventional Gas,Curtis Holmes has skill in Upstream - Oil Sands In Situ,Scott Van Leuven has skill in Hoisting (Engineering / Design),Scott Van Leuven has skill in Underground Dewatering (Engineering / Design),Scott Van Leuven has skill in Water Treatment (Engineering / Design),Scott Van Leuven has skill in Fluid Flow Calculations / Pipe Stress Calculations,Scott Van Leuven has skill in Piping P&IDs,Scott Van Leuven has skill in Piping PFDs,Scott Van Leuven has skill in Potable and Industrial

(Process) Water / Roof Drains, Scott Van Leuven has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems, Bill Kich has skill in Downstream - LNG, Bill Kich has skill in Expediting, Bill Kich has skill in Operations Training, Bill Kich has skill in Upstream - Conventional, Bill Kich has skill in Upstream - Conventional Gas, Bill Kich has skill in Upstream - Oil Sands In Situ, Bill Kich has skill in Upstream - Shale Gas, Bill Kich has skill in Upstream - Shale Oil, Bill Kich has skill in Vendor Qualification / Selection, Bill Kich has skill in Downstream - Gas Plants, Bill Kich has skill in Midstream - Pipelines, Bill Kich has skill in Project & Construction Management, Bill Kich has skill in Upstream - Offshore, Bill Kich has skill in Downstream - Refineries, Bill Kich has skill in Downstream - Upgraders, Bill Kich has skill in FEED Studies, Bill Kich has skill in Field Inspection, Bill Kich has skill in Midstream - Facilities, Bill Kich has skill in Midstream - Terminals, Bill Kich has skill in Optimization/Rationalization Studies, Bill Kich has skill in Pre-FEED, Bill Kich has skill in Turnaround, Bill Kich has skill in Upstream - Oil Sands Mining, Matthew O'Neil has skill in Class Environmental Assessments - Provincial, Matthew O'Neil has skill in Individual Environmental Assessments - Federal, Matthew O'Neil has skill in Individual Environmental Assessments - Provincial, Matthew O'Neil has skill in Municipal Services - Water Transmission Mains, Matthew O'Neil has skill in Municipal Services - Water Distribution Mains, Wade McNeice has skill in Bentley MicroStation Software, Wade McNeice has skill in SOLIDWORKS, 3D Design Software, Gary Greenhalgh has skill in Language - French, Gary Greenhalgh has skill in Language - Spanish, Gary Greenhalgh has skill in Underground Structure Design, Allison Hahn has skill in Microsoft Project, Allison Hahn has skill in Adobe InDesign, Vanessa Kawulok has skill in Bentley ProjectWise Software, Vanessa Kawulok has skill in Aconex (Web based electronic data base management system), Riley Snell has skill in Business Intelligence, Molly Brewis has skill in International Experience, Chris Grochowski has skill in Mining Design and Drafting, Chris Grochowski has skill in Above Ground Mining, Open Pit (Engineering / Design), Chris Grochowski has skill in SOLIDWORKS, 3D Design Software, Chris Grochowski has skill in SOLIDWORKS, Technical Communication Software, Chris Grochowski has skill in Revit Family Author, Chris Grochowski has skill in Revit Software, Chris Grochowski has skill in AutoCAD, Chris Grochowski has skill in AutoCAD MEP Software, Chris Grochowski has skill in DEM Analysis Software, Chris Grochowski has skill in Hazardous Waste (Engineering / Design), Chris Grochowski has skill in Hoisting (Engineering / Design), Chris Grochowski has skill in Loading and Unloading Facilities (Engineering / Design), Chris Grochowski has skill in Material Handling Systems (Engineering / Design), Chris Grochowski has skill in Underground Dewatering (Engineering / Design), Chris Grochowski has skill in Underground Mine Infrastructure (Engineering / Design), Chris Grochowski has skill in Water Treatment (Engineering / Design), Chris Grochowski has skill in Field Visits, Chris Grochowski has skill in Standards Checks, Chris Grochowski has skill in Mechanical Design / Drafting, Chris Grochowski has skill in Mechanical Engineering / Design, Chris Grochowski has skill in Cooling Towers, Chris Grochowski has skill in Dust Collection, Chris Grochowski has skill in Maintenance Facilities (underground), Chris Grochowski has skill in Preparation of Mechanical Equipment Lists, Chris Grochowski has skill in Heat Exchangers, Chris Grochowski has skill in Potable and Industrial (Process) Water / Roof Drains, Chris Grochowski has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains, Chris Grochowski has skill in CADD 2D/3D, Chris Grochowski has skill in NavisWorks Software, Chris Grochowski has skill in Microsoft Excel, Chris Grochowski has skill in Compressed Air Systems and Piping, Chris Grochowski has skill in Intergraph PDS® Software, Chris Grochowski has skill in Intergraph SmartPlant Layout (3D), Chris Grochowski has skill in

BIM Manager,Chris Grochowski has skill in Autodesk InfraWorks 360™,Chris Grochowski has skill in BIM 360 Field (Vela) Software,Dave Rautmann has skill in Facilities Evaluation and Permitting,Dave Rautmann has skill in First Nation Consultation,Liaquat Syed has skill in Downstream - Gas Plants,Liaquat Syed has skill in Downstream - LNG,Liaquat Syed has skill in Downstream - Refineries,Liaquat Syed has skill in Downstream - Upgraders,Liaquat Syed has skill in Expediting,Liaquat Syed has skill in Field Inspection,Liaquat Syed has skill in Operations Training,Liaquat Syed has skill in Turnaround,Liaquat Syed has skill in Upstream - Conventional,Liaquat Syed has skill in Upstream - Conventional Gas,Liaquat Syed has skill in Upstream - Offshore,Liaquat Syed has skill in Upstream - Shale Gas,Liaquat Syed has skill in Upstream - Shale Oil,Liaquat Syed has skill in Vendor Qualification / Selection,Liaquat Syed has skill in Pre-FEED,Liaquat Syed has skill in Project & Construction Management,Liaquat Syed has skill in FEED Studies,Liaquat Syed has skill in Optimization/Rationalization Studies,Liaquat Syed has skill in Upstream - Oil Sands In Situ,Liaquat Syed has skill in Midstream - Facilities,Liaquat Syed has skill in Midstream - Pipelines,Liaquat Syed has skill in Midstream - Terminals,Liaquat Syed has skill in Upstream - Oil Sands Mining,Lea Jaring has skill in Adobe Illustrator,Lea Jaring has skill in Adobe Photoshop,Lea Jaring has skill in Architectural Detailing,Lea Jaring has skill in BIM Project Manager,Lea Jaring has skill in Transoft Solutions AutoTURN® Software,Lea Jaring has skill in Building Codes Plan Review,Lea Jaring has skill in Building Envelope Design,Lea Jaring has skill in Building Information Modeling,Lea Jaring has skill in CADD 2D/3D,Lea Jaring has skill in AutoCAD,Lea Jaring has skill in Design Build Pre-construction Services,Troy Smereka has skill in Downstream - Gas Plants,Troy Smereka has skill in Downstream - LNG,Troy Smereka has skill in Downstream - Refineries,Troy Smereka has skill in Downstream - Upgraders,Troy Smereka has skill in Expediting,Troy Smereka has skill in Field Inspection,Troy Smereka has skill in Operations Training,Troy Smereka has skill in Project & Construction Management,Troy Smereka has skill in Turnaround,Troy Smereka has skill in Upstream - Conventional,Troy Smereka has skill in Upstream - Conventional Gas,Troy Smereka has skill in Upstream - Offshore,Troy Smereka has skill in Upstream - Oil Sands In Situ,Troy Smereka has skill in Upstream - Oil Sands Mining,Troy Smereka has skill in Upstream - Shale Gas,Troy Smereka has skill in Upstream - Shale Oil,Troy Smereka has skill in Vendor Qualification / Selection,Troy Smereka has skill in FEED Studies,Troy Smereka has skill in Optimization/Rationalization Studies,Troy Smereka has skill in Pre-FEED,Troy Smereka has skill in Midstream - Facilities,Troy Smereka has skill in Midstream - Pipelines,Troy Smereka has skill in Midstream - Terminals,Bryan Benjamin has skill in Bentley MicroStation Software,Mike Loven has skill in AutoCAD,Mike Loven has skill in Revit Software,Mike Loven has skill in AutoCAD Civil 3D software,Pam Ferral has skill in NEPA Documentation,Keith Yapp has skill in Municipal Services - Water Distribution Mains,Keith Yapp has skill in Municipal Stormwater,Keith Yapp has skill in Hazard Mitigation (Wind and Flood),Mark Rolfs has skill in FEMA Levee Accreditation Services,Mark Rolfs has skill in Levee Design,Mark Rolfs has skill in Levee Inspections,Mark Rolfs has skill in Levee Management,Mark Rolfs has skill in Levee Operations and Maintenance,Hiedi Waller has skill in First Nation Consultation,James Scharl has skill in Aquatic Plant Management Planning,James Scharl has skill in Aquatic Plant Surveying / Mapping,Chris Hatfield has skill in Statistical Analysis,Matthew Basanta has skill in .NET Programming,Matthew Basanta has skill in Javascript,Matthew Basanta has skill in Software Development Lifecycle Management,Joe Tew has skill in Retracement Surveys,Joe Tew has skill in Renderings,Joe Tew has skill in CADD 2D/3D,Phil Carlson has skill in Language - Spanish,Mike Roznowski has skill in Facilities Evaluation and Permitting,Terry Pearce has skill in AutoCAD,Terry Pearce has skill in

AutoCAD MEP Software, Terry Pearce has skill in Revit Software, Braden Johnson has skill in Building Envelope Construction, Braden Johnson has skill in Building Envelope Design, David Holmes has skill in Statistical Analysis, David Holmes has skill in Freshwater, Mark Kordus has skill in Freshwater, Mark Kordus has skill in First Nation Consultation, Hart Karasch has skill in Builder Services, Hart Karasch has skill in Hydrographic Surveys, Hart Karasch has skill in Retracement Surveys, Charlie Manucot has skill in FEED Studies, Charlie Manucot has skill in Optimization/Rationalization Studies, Charlie Manucot has skill in Pre-FEED, Ian Driscoll has skill in FEED Studies, Ian Driscoll has skill in Optimization/Rationalization Studies, Ian Driscoll has skill in Pre-FEED, Ian Driscoll has skill in Turnaround, Arnold Mesa has skill in CADD 2D/3D, Arnold Mesa has skill in Electrical Design / Drafting, Arnold Mesa has skill in Schematic, Wiring, and Details, Melanie Needham has skill in Freshwater, Jesse Hargrave has skill in Freshwater, Jesse Hargrave has skill in Marine, Veeramany Hariharaiyer has skill in Primavera P6, Tania Vasquez has skill in Architectural Drafting, Tania Vasquez has skill in Revit Software, Tania Vasquez has skill in AutoCAD, Tania Vasquez has skill in Language - Spanish, Tania Vasquez has skill in Microsoft Excel, Tania Vasquez has skill in Adobe Illustrator, Tania Vasquez has skill in Language - English, John Langholff has skill in Bentley ProjectWise Software, John Langholff has skill in Bentley InRoads, John Langholff has skill in AutoCAD Civil 3D software, John Langholff has skill in Bentley MicroStation Software, John Langholff has skill in AutoCAD, Robert Baltazar has skill in Mining Design and Drafting, Robert Baltazar has skill in Surface Dewatering (Engineering / Design), Robert Baltazar has skill in Underground Dewatering (Engineering / Design), Robert Baltazar has skill in Adobe Photoshop, Robert Baltazar has skill in AutoCAD, Robert Baltazar has skill in AutoCAD MEP Software, Robert Baltazar has skill in Microsoft Excel, Robert Baltazar has skill in Microsoft Word, Robert Baltazar has skill in Revit Software, Robert Baltazar has skill in SOLIDWORKS, 3D Design Software, Robert Baltazar has skill in SOLIDWORKS, Simulation Software, Robert Baltazar has skill in Bentley MicroStation Software, Robert Baltazar has skill in Structural Design / Drafting, Robert Baltazar has skill in Structural Detailing, Robert Baltazar has skill in Concrete: Cast-in-Place Anchor Rods, Robert Baltazar has skill in Concrete: Dynamic Equipment Foundations, Robert Baltazar has skill in Concrete: Light Industrial Building Concrete Foundations, Robert Baltazar has skill in Concrete: Post Installed Anchors, Robert Baltazar has skill in Concrete: Retaining Walls, Robert Baltazar has skill in Concrete: Slabs-on-Grade, Robert Baltazar has skill in Concrete: Underground Bulkheads, Robert Baltazar has skill in Concrete: Underground Grizzly Foundations, Robert Baltazar has skill in Steel: Conveyors, Robert Baltazar has skill in Steel: Hard Rock - Rock Anchors, Robert Baltazar has skill in Steel: Hard Rock Loading Pocket, Robert Baltazar has skill in Steel: Hard Rock Loading Pocket Framing, Robert Baltazar has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.), Robert Baltazar has skill in Steel: Headframe Tower, Robert Baltazar has skill in Steel: Heavy Industrial Buildings, Robert Baltazar has skill in Steel: Monorails, Robert Baltazar has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping, Robert Baltazar has skill in HVAC Design (surface mining), Robert Baltazar has skill in Backfill and Batch Plants (surface), Robert Baltazar has skill in Natural Gas Piping, Robert Baltazar has skill in Piping P&IDs, Robert Baltazar has skill in Piping PFDs, Robert Baltazar has skill in Potable and Industrial (Process) Water / Roof Drains, Robert Baltazar has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Robert Baltazar has skill in Belt Conveyors, Robert Baltazar has skill in Loading Pockets, Robert Baltazar has skill in Transfer Chutes and Feeders, Robert Baltazar has skill in Steel: Light Industrial Buildings, Robert Baltazar has skill in Steel: Tanks, Robert Baltazar has skill in Steel: Underground Conveyor Load-Out Framing, Robert Baltazar has skill in Steel: Underground Grizzlies and

Scalping Bars,Robert Baltazar has skill in Mechanical Design / Drafting,Robert Baltazar has skill in Compressed Air Systems and Piping,Robert Baltazar has skill in Steel: Hard Rock Shaft and Station Steel,Robert Baltazar has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,James Andersen has skill in Google Earth Pro Software,James Andersen has skill in AutoCAD Civil 3D software,James Andersen has skill in AutoCAD,James Andersen has skill in Autodesk InfraWorks 360™,James Andersen has skill in AutoLISP,James Andersen has skill in Transoft Solutions AutoTURN® Software,James Andersen has skill in Bentley ProjectWise Software,James Andersen has skill in Civil Design / Drafting,James Andersen has skill in Light Rail (LRT),Theresa Maahs-Henderson has skill in NEPA Documentation,Rachelle Salazar has skill in Mechanical Design / Drafting,Rachelle Salazar has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Rachelle Salazar has skill in Preparation of Design Basis Documents,Rachelle Salazar has skill in AutoCAD,Rachelle Salazar has skill in Microsoft Excel,Rachelle Salazar has skill in Microsoft Word,Naadia Carrier has skill in Mechanical Engineering / Design,Naadia Carrier has skill in Control Rooms,Naadia Carrier has skill in Industrial Roof System Design,Naadia Carrier has skill in Shaft Sinking,Naadia Carrier has skill in Dust Collection,Naadia Carrier has skill in Electrical Substation Cooling,Naadia Carrier has skill in Mine Ventilation,Naadia Carrier has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Naadia Carrier has skill in Fluid Flow Calculations / Pipe Stress Calculations,Naadia Carrier has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping,Naadia Carrier has skill in Piping PFDs,Naadia Carrier has skill in Preparation of Mechanical Equipment Lists,Naadia Carrier has skill in Transfer Chutes and Feeders,Naadia Carrier has skill in Material Handling PFDs,Naadia Carrier has skill in Loading Pockets,Naadia Carrier has skill in Belt Conveyors,Naadia Carrier has skill in Belt Analyst Software,Lee Fleming has skill in Tenant Improvement (TI),Kelly Bernas has skill in Downstream - Gas Plants,Kelly Bernas has skill in Downstream - LNG,Kelly Bernas has skill in Expediting,Kelly Bernas has skill in Field Inspection,Kelly Bernas has skill in Operations Training,Kelly Bernas has skill in Project & Construction Management,Kelly Bernas has skill in Turnaround,Kelly Bernas has skill in Upstream - Conventional,Kelly Bernas has skill in Upstream - Conventional Gas,Kelly Bernas has skill in Upstream - Offshore,Kelly Bernas has skill in Upstream - Oil Sands In Situ,Kelly Bernas has skill in Upstream - Oil Sands Mining,Kelly Bernas has skill in Upstream - Shale Gas,Kelly Bernas has skill in Upstream - Shale Oil,Kelly Bernas has skill in Downstream - Refineries,Kelly Bernas has skill in Downstream - Upgraders,Kelly Bernas has skill in Midstream - Pipelines,Kelly Bernas has skill in Vendor Qualification / Selection,Kelly Bernas has skill in FEED Studies,Kelly Bernas has skill in Midstream - Facilities,Kelly Bernas has skill in Midstream - Terminals,Kelly Bernas has skill in Optimization/Rationalization Studies,Kelly Bernas has skill in Pre-FEED,Kris Obenauer has skill in Mechanical Design / Drafting,Kris Obenauer has skill in AutoCAD,Kris Obenauer has skill in Compressed Air Systems and Piping,Kris Obenauer has skill in Field Visits,Kris Obenauer has skill in Project leadership,Kris Obenauer has skill in Oil & Gas Midstream, Compressor Stations,Kris Obenauer has skill in Oil & Gas Midstream, Pigging Stations,Kris Obenauer has skill in Midstream - Facilities,Kris Obenauer has skill in Downstream - Gas Plants,Kris Obenauer has skill in Piping P&IDs,Kris Obenauer has skill in Piping PFDs,Kris Obenauer has skill in NavisWorks Software,Kris Obenauer has skill in Oil & Gas Midstream, Metering Stations,Kris Obenauer has skill in Process and Instrumentation Diagram (P&ID) Checking,Kris Obenauer has skill in Isometric As-Builds,James Pangilinan has skill in AutoCAD,James Pangilinan has skill in Revit Software,James Pangilinan has skill in CADD 2D/3D,Raul Cotilla has skill in Re-Zoning Process,Raul Cotilla has skill in Language - Spanish,Mark

Robinson has skill in Downstream - Gas Plants,Mark Robinson has skill in Field Inspection,Mark Robinson has skill in Midstream - Facilities,Mark Robinson has skill in Optimization/Rationalization Studies,Mark Robinson has skill in Turnaround,Mark Robinson has skill in Expediting,Mark Robinson has skill in Vendor Qualification / Selection,Mark Robinson has skill in FEED Studies,Mark Robinson has skill in Midstream - Pipelines,Mark Robinson has skill in Pipelines Transmission,Mark Robinson has skill in Pre-FEED,Mark Robinson has skill in Project & Construction Management,Tom Dye has skill in Biological Nutrient Removal (Wastewater Treatment),Sudiro Wijaya has skill in Administration/Admitting,Sudiro Wijaya has skill in Electrodiagnostic,Sudiro Wijaya has skill in Emergency Dept.,Sudiro Wijaya has skill in Laboratory,Sudiro Wijaya has skill in Labor & Delivery/Women's Health,Sudiro Wijaya has skill in Material Management,Sudiro Wijaya has skill in Medical Imaging,Sudiro Wijaya has skill in Medical Records,Sudiro Wijaya has skill in Outpatient/Ambulatory Care,Sudiro Wijaya has skill in Rehabilitation Medicine,Sudiro Wijaya has skill in Pediatrics,Sudiro Wijaya has skill in Dietary/Room Service,Sudiro Wijaya has skill in Geriatric Care,Sudiro Wijaya has skill in Helidecks,Sudiro Wijaya has skill in Inpatient Medical/Surgical Units,Sudiro Wijaya has skill in Nursing Homes,Sudiro Wijaya has skill in Plant Maintenance and Facilities,Sudiro Wijaya has skill in Regional Hospitals/Teaching Hospitals,Sudiro Wijaya has skill in Surgery/Day Surgery/PACU,Xiao Yun Shi has skill in Civil Engineering / Design,Eric Snell has skill in Adobe Photoshop,Eric Snell has skill in Architectural Drafting,Eric Snell has skill in AutoCAD,Eric Snell has skill in BIM Manager,Christopher Hofland has skill in Building Energy Modeling,Christopher Hofland has skill in Mechanical Engineering / Design,Christopher Hofland has skill in Earned Value Management,Jennifer Caroland-Shaw has skill in Photography,Jennifer Caroland-Shaw has skill in Video Editing,Jennifer Caroland-Shaw has skill in Virtual Reality,Shannon Johnson has skill in Primavera P6,Shannon Johnson has skill in Earned Value Management,Shannon Johnson has skill in Integrated Project Solutions (IPS),Shannon Johnson has skill in Change Management,Shannon Johnson has skill in Expediting,Shannon Johnson has skill in Microsoft Access,Shannon Johnson has skill in Microsoft Excel,Shannon Johnson has skill in Visual Basic for Applications (VBA),Shannon Johnson has skill in Prolog (software),Shannon Johnson has skill in Microsoft Project,Shannon Johnson has skill in Microsoft Word,Shannon Johnson has skill in Microsoft PowerPoint,Deb Osborne has skill in NEPA Documentation,Ziad Araji has skill in Turnaround,Ziad Araji has skill in Upstream - Offshore,Ziad Araji has skill in Upstream - Shale Gas,Ziad Araji has skill in Upstream - Shale Oil,Ziad Araji has skill in Downstream - Gas Plants,Ziad Araji has skill in Downstream - LNG,Ziad Araji has skill in Downstream - Refineries,Ziad Araji has skill in Downstream - Upgraders,Ziad Araji has skill in Expediting,Ziad Araji has skill in FEED Studies,Ziad Araji has skill in Field Inspection,Ziad Araji has skill in Midstream - Facilities,Ziad Araji has skill in Midstream - Pipelines,Ziad Araji has skill in Midstream - Terminals,Ziad Araji has skill in Operations Training,Ziad Araji has skill in Optimization/Rationalization Studies,Ziad Araji has skill in Pre-FEED,Ziad Araji has skill in Project & Construction Management,Ziad Araji has skill in Upstream - Conventional Gas,Ziad Araji has skill in Upstream - Oil Sands In Situ,Ziad Araji has skill in Upstream - Oil Sands Mining,Ziad Araji has skill in Upstream - Conventional,Ziad Araji has skill in Vendor Qualification / Selection,Leslie Merrithew has skill in Municipal Stormwater,Leslie Merrithew has skill in Sanitary Sewer Design,Leslie Merrithew has skill in AutoCAD Civil 3D software,Leslie Merrithew has skill in Civil Design / Drafting,Leslie Merrithew has skill in Cold Region Engineering,Mary Shewmaker has skill in Project Coordination,Mary Shewmaker has skill in Preparation of Proposal Documents (written verbiage),Mary Shewmaker has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Mary

Shewmaker has skill in Infrastructure and Building Services - HVAC (Mining),Michael Kalb has skill in Exterior and Site Lighting,Michael Kalb has skill in Fire Alarm System Design (Electrical Engineering),Michael Kalb has skill in Lighting Controls (Electrical Engineering),Michael Kalb has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical,Tony Gaboury has skill in Remote Field Operations Safety & Logistics,Tony Gaboury has skill in First Nation Consultation,Snehal Desai has skill in SAP Software,Dave Wilson has skill in Structural Design / Drafting,Dave Wilson has skill in Material Handling Systems (Engineering / Design),Dave Wilson has skill in AutoCAD,Dave Wilson has skill in Civil Design / Drafting,Eric Urban has skill in AutoCAD,Eric Urban has skill in Charrettes,Eric Urban has skill in Net Zero Consulting,Robyn Taylor has skill in Quality Management (ISO),Robyn Taylor has skill in Language - French,Taylor Perkins has skill in Concrete Dams,Taylor Perkins has skill in Dam Safety (FERC),Taylor Perkins has skill in Navigation Locks,Gercek Ozcan has skill in Building Energy Efficiency and Economics Analysis,Gercek Ozcan has skill in Capacity & Throughput Analysis,Gercek Ozcan has skill in Inventory Management,Gercek Ozcan has skill in Lean/Continuous Improvement,Gercek Ozcan has skill in Machine Guarding - Safety,Gercek Ozcan has skill in Restaurant (NFPA96),Gercek Ozcan has skill in Tenant Improvement (TI),Darcy Elder has skill in Mining Method - Open Pit,Jesse Binau has skill in NEPA Documentation,Tony Moura has skill in AutoCAD,Tony Moura has skill in Regional Hospitals/Teaching Hospitals,Tony Moura has skill in AutoCAD Civil 3D software,Gabriel Stoia has skill in Architecture - Financial Institutions,Gabriel Stoia has skill in Language - Romanian,John Wiater has skill in Freshwater,Tony Wachmann has skill in Remote Field Operations Safety & Logistics,Andrew Sullivan has skill in Tidal Energy,Lee Kohler has skill in Concrete: Cast-in-Place Anchor Rods,Lee Kohler has skill in Concrete: Light Industrial Building Concrete Foundations,Lee Kohler has skill in Concrete: Reinforcement Detailing,Lee Kohler has skill in Concrete: Retaining Walls,Lee Kohler has skill in Concrete: Pile Foundations,Lee Kohler has skill in Concrete: Pre-Stressing / Post-Tensioning,Lee Kohler has skill in Concrete: Repair,Lee Kohler has skill in Language - French,Lee Kohler has skill in Microsoft Excel,Lee Kohler has skill in Microsoft PowerPoint,Lee Kohler has skill in Quality Management (ISO),Lee Kohler has skill in Language - English,Lee Kohler has skill in Language - Spanish,Joshua MacDonald has skill in Hoisting (Engineering / Design),Joshua MacDonald has skill in Infrastructure and Building Services - Cranes / Hoists / Elevators,Lauren Adams has skill in Bentley ProjectWise Software,Lauren Adams has skill in SAP Software,Lauren Adams has skill in Microsoft Excel,Lauren Adams has skill in Microsoft Word,Lauren Adams has skill in Microsoft PowerPoint,Lauren Adams has skill in SharePoint,Lauren Adams has skill in Adobe Acrobat Pro DC,Lauren Adams has skill in Microsoft OneNote,Lauren Adams has skill in Microsoft Visio,Robert Boutin has skill in Language - French,Robert Boutin has skill in Language - English,Adam McLain has skill in Bentley MicroStation Software,Adam McLain has skill in Bentley InRoads,Adam McLain has skill in GEOPAK Road Software,Adam McLain has skill in Bentley ProjectWise Software,Adam McLain has skill in AutoCAD Civil 3D software,Adam McLain has skill in AutoCAD,Adam McLain has skill in OpenRoads Software,Mei Ling Kwok has skill in NavisWorks Software,Mei Ling Kwok has skill in BIM Manager,Mei Ling Kwok has skill in Revit Software,Mei Ling Kwok has skill in AutoCAD,Mark Statz has skill in Municipal Stormwater,Mark Statz has skill in Stormwater Reclamation,John Shardlow has skill in Re-Zoning Process,Russ Stammer has skill in Municipal Services - Water Distribution Mains,Rachel Wong has skill in Aconex (Web based electronic data base management system),Rachel Wong has skill in AutoCAD,Rachel Wong has skill in Building Energy Efficiency and Economics Analysis,Rachel Wong has skill in Charrettes,Rachel Wong has

skill in Language - French, Carla Stone has skill in Bentley MicroStation Software, Carla Stone has skill in Aconex (Web based electronic data base management system), Carla Stone has skill in Bluebeam Revu Software, Carla Stone has skill in Bentley ProjectWise Software, Carla Stone has skill in AutoCAD, Heather Ward has skill in Geostatistics, Heather Ward has skill in Excel Macro Development, Heather Ward has skill in Microsoft Excel, Hannah Minchau has skill in Light Rail (LRT), Hannah Minchau has skill in Report Writing, Hannah Minchau has skill in Microsoft Excel, Zach Banachowski has skill in Bridge Evaluation, Zach Banachowski has skill in Bridge Rehabilitation/Repair, Zach Banachowski has skill in Urban Bridge Design, Donna Barba has skill in Microsoft Word, Donna Barba has skill in Microsoft Excel, Donna Barba has skill in SharePoint, Donna Barba has skill in SAP Software, Donna Barba has skill in Microsoft Outlook, Mickael Beaubras has skill in Language - French, Mickael Beaubras has skill in Language - English, Heather Lauder has skill in Tenant Improvement (TI), Matthew Haywood has skill in Mining Design and Drafting, Matthew Haywood has skill in Mining Method Selection, Matthew Haywood has skill in Adobe Photoshop, Matthew Haywood has skill in Arena Simulation Software, Matthew Haywood has skill in AutoCAD, Matthew Haywood has skill in Microsoft Excel, Matthew Haywood has skill in Microsoft PowerPoint, Matthew Haywood has skill in Microsoft Word, Matthew Haywood has skill in Studio 5 SP / EPS Software, Matthew Haywood has skill in Mining Method - Blasthole, Matthew Haywood has skill in Mining Method - Cut and Fill, Matthew Haywood has skill in Mining Method - Room and Pillar, Matthew Haywood has skill in Mining Method - Narrow Vein, Matthew Haywood has skill in Mining Method - Block Caving, Matthew Haywood has skill in Amine Software, Matthew Haywood has skill in Mine2-4D Software, Matthew Haywood has skill in Mineable Shape Optimizer (MSO), Matthew Haywood has skill in MineCad Software, Eric Dunford has skill in Community Resilience, Eric Dunford has skill in Envision Consulting, Steven Coates has skill in CADD 2D/3D, Steven Coates has skill in 3D Laser Scanning, Jason Morrow has skill in Shafts (Engineering / Design), Jason Morrow has skill in Head / Deflection Sheaves, Jason Morrow has skill in Hoist Ropes (Head, Tail, and Guide Ropes), Thor Flender has skill in AutoCAD, Thor Flender has skill in Revit Software, Alicia Lesniak has skill in ArchiCAD Software, Alicia Lesniak has skill in Language - Polish, Aaron Cook has skill in Bentley MicroStation Software, Jake Jodouin has skill in Mine Ventilation, Jake Jodouin has skill in HVAC Design (underground mining), Jake Jodouin has skill in Refuge Stations, Jake Jodouin has skill in Ventsim Software, Jake Jodouin has skill in VnetPC Software, Jessica Pun has skill in SharePoint, Jessica Pun has skill in OpenText Documentum Software, Jessica Pun has skill in Bentley ProjectWise Software, Jessica Pun has skill in Microsoft Office, Jessica Pun has skill in Bluebeam Revu Software, Laz Machen has skill in Downstream - Gas Plants, Laz Machen has skill in Expediting, Laz Machen has skill in Field Inspection, Laz Machen has skill in Midstream - Facilities, Laz Machen has skill in Vendor Qualification / Selection, Laz Machen has skill in FEED Studies, Laz Machen has skill in Pre-FEED, Laz Machen has skill in Project & Construction Management, Laz Machen has skill in Midstream - Pipelines, Laz Machen has skill in Pipelines Transmission, Lonnie Lucero has skill in Steel: Structural Steel Detailing, Lonnie Lucero has skill in AutoCAD, Lonnie Lucero has skill in Microsoft Word, Lonnie Lucero has skill in Revit Software, Lonnie Lucero has skill in Microsoft Excel, Lonnie Lucero has skill in Microsoft OneNote, Lonnie Lucero has skill in Microsoft PowerPoint, Lonnie Lucero has skill in Cement and Concrete Facilities, Lonnie Lucero has skill in Concrete Inspections, Lonnie Lucero has skill in Concrete: Forming, Lonnie Lucero has skill in Concrete: Joint Details, Lonnie Lucero has skill in Concrete: Mat Foundations, Lonnie Lucero has skill in Concrete: Light Industrial Building Concrete Foundations, Lonnie Lucero has skill in Concrete: Post Installed

Anchors, Lonnie Lucero has skill in Special Structural Inspections: Cast-in-Place Concrete, Lonnie Lucero has skill in Intergraph SmartPlant Layout (3D), Lonnie Lucero has skill in Steel: Hard Rock - Rock Anchors, Lonnie Lucero has skill in CADD 2D/3D, Kevin Campbell has skill in Civil Design / Drafting, Kevin Campbell has skill in Explosives Storage (surface), Kevin Campbell has skill in Mining Design and Drafting, Kevin Campbell has skill in Electrical Design / Drafting, Kevin Campbell has skill in Children's Hospitals, Kyle Godfrey has skill in AutoCAD, Kyle Godfrey has skill in Revit Software, Kyle Godfrey has skill in Structural Engineering / Design, Egor Revenko has skill in Airport Architectural Design, Egor Revenko has skill in Building Information Modeling, Salomon Caraveo has skill in Civil Design / Drafting, Salomon Caraveo has skill in Concrete: Mat Foundations, Salomon Caraveo has skill in Concrete: Pre-Stressing / Post-Tensioning, Salomon Caraveo has skill in Concrete: Retaining Walls, Salomon Caraveo has skill in Concrete: Slabs-on-Grade, Salomon Caraveo has skill in Steel: Structural Steel Detailing, Salomon Caraveo has skill in Steel: Monorails, Salomon Caraveo has skill in Steel: Light Industrial Buildings, Salomon Caraveo has skill in Masonry: Details and Joints, Salomon Caraveo has skill in Masonry: Layout and Reinforcing, Salomon Caraveo has skill in Special Structural Inspections: Grout, Salomon Caraveo has skill in Special Structural Inspections: Reinforcing, Salomon Caraveo has skill in Deswik.CAD software, Rehnan Maranan has skill in Mining Design and Drafting, Rehnan Maranan has skill in Underground Dewatering (Engineering / Design), Rehnan Maranan has skill in Field Visits, Rehnan Maranan has skill in Shop Steel Inspections, Rehnan Maranan has skill in Standards Checks, Rehnan Maranan has skill in Preparation of General Arrangement Drawings, Rehnan Maranan has skill in Language - English, Rehnan Maranan has skill in Language - Tagalog, Rehnan Maranan has skill in Adobe Photoshop, Rehnan Maranan has skill in AutoCAD, Rehnan Maranan has skill in Microsoft Excel, Rehnan Maranan has skill in Microsoft PowerPoint, Rehnan Maranan has skill in Microsoft Word, Rehnan Maranan has skill in Revit Software, Rehnan Maranan has skill in SOLIDWORKS, 3D Design Software, Rehnan Maranan has skill in Civil Design / Drafting, Rehnan Maranan has skill in Structural Design / Drafting, Rehnan Maranan has skill in Structural Detailing, Rehnan Maranan has skill in Concrete: Heavy Industrial Building Concrete Foundations, Rehnan Maranan has skill in Concrete: Light Industrial Building Concrete Foundations, Rehnan Maranan has skill in Concrete: Reinforcement Detailing, Rehnan Maranan has skill in Concrete: Pile Foundations, Rehnan Maranan has skill in Concrete: Hoist Foundations, Rehnan Maranan has skill in Concrete: Mat Foundations, Rehnan Maranan has skill in Concrete: Retaining Walls, Rehnan Maranan has skill in CADD 2D/3D, Rehnan Maranan has skill in Bentley MicroStation Software, Rehnan Maranan has skill in Bentley ProSteel, Rehnan Maranan has skill in Steel: Collar House Framing, Rehnan Maranan has skill in Steel: Composite Beam / Girders, Rehnan Maranan has skill in Steel: Hard Rock - Rock Anchors, Rehnan Maranan has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.), Rehnan Maranan has skill in Steel: Headframe Sheave Decks and Houses, Rehnan Maranan has skill in Steel: Headframe Tower, Rehnan Maranan has skill in Steel: Heavy Industrial Buildings, Rehnan Maranan has skill in Steel: Hoist House Framing, Rehnan Maranan has skill in Steel: Light Industrial Buildings, Rehnan Maranan has skill in Steel: Monorails, Rehnan Maranan has skill in Steel: Potash Shaft Bottom Tower Steel, Rehnan Maranan has skill in Steel: Potash Underground Access and Support Platforms, Rehnan Maranan has skill in Steel: Skip Chairing, Rehnan Maranan has skill in Steel: Surface Misc. Platforms, Rehnan Maranan has skill in Steel: Bin House Framing, Rehnan Maranan has skill in Steel: Structural Steel Detailing, Rehnan Maranan has skill in Steel: Hard Rock Underground Access and Support Platforms, Rehnan Maranan has skill in Masonry: Details and Joints, Rehnan Maranan has skill in

Masonry: Layout and Reinforcing,Rehnan Maranan has skill in Masonry: Load-Bearing,Rehnan Maranan has skill in Rebar Inspections,Rehnan Maranan has skill in Welding Inspections,Tristan Blair-Hicks has skill in Report Writing,Lindsay Pugliese has skill in Revit Software,Lindsay Pugliese has skill in AutoCAD,Lindsay Pugliese has skill in Microsoft Word,Lindsay Pugliese has skill in Adobe Photoshop,David Boyle has skill in Facilities Evaluation and Permitting,David Boyle has skill in First Nation Consultation,Bill Barlow has skill in Language - Indonesian,Jonathan Tubrett has skill in Downstream - Gas Plants,Jonathan Tubrett has skill in Downstream - LNG,Jonathan Tubrett has skill in Downstream - Refineries,Jonathan Tubrett has skill in Downstream - Upgraders,Jonathan Tubrett has skill in Upstream - Conventional Gas,Jonathan Tubrett has skill in Upstream - Oil Sands In Situ,Jonathan Tubrett has skill in Upstream - Oil Sands Mining,Jonathan Tubrett has skill in Upstream - Shale Gas,Jonathan Tubrett has skill in Expediting,Jonathan Tubrett has skill in Midstream - Facilities,Jonathan Tubrett has skill in Midstream - Pipelines,Jonathan Tubrett has skill in Midstream - Terminals,Jonathan Tubrett has skill in Operations Training,Jonathan Tubrett has skill in Optimization/Rationalization Studies,Jonathan Tubrett has skill in Pre-FEED,Jonathan Tubrett has skill in Turnaround,Jonathan Tubrett has skill in Upstream - Conventional,Jonathan Tubrett has skill in Upstream - Offshore,Jonathan Tubrett has skill in Upstream - Shale Oil,Jonathan Tubrett has skill in FEED Studies,Jonathan Tubrett has skill in Field Inspection,Jonathan Tubrett has skill in Project & Construction Management,Jonathan Tubrett has skill in Vendor Qualification / Selection,Paul Durham has skill in Bentley MicroStation Software,Robin Cornish has skill in AutoCAD Civil 3D software,Robin Cornish has skill in Civil Design / Drafting,Nadja Baljovic has skill in Adobe Illustrator,Nadja Baljovic has skill in Adobe Photoshop,Nadja Baljovic has skill in Adobe InDesign,Nadja Baljovic has skill in Google Sketchup,Nadja Baljovic has skill in AutoCAD,Nadja Baljovic has skill in Revit Software,Nadja Baljovic has skill in Codebook Software,Nadja Baljovic has skill in Charrettes,Nadja Baljovic has skill in Feasibility Analysis,Nadja Baljovic has skill in BIM 360 Field (Vela) Software,Nadja Baljovic has skill in Geriatric Care,Nadja Baljovic has skill in Healthcare Interiors,Nadja Baljovic has skill in Language - Serbian,Nadja Baljovic has skill in Lean for Healthcare,Nadja Baljovic has skill in Mental Health,Nadja Baljovic has skill in Microsoft Excel,Nadja Baljovic has skill in Microsoft Word,Nadja Baljovic has skill in Microsoft PowerPoint,Nadja Baljovic has skill in Millwork: Detailing,Nadja Baljovic has skill in Door Schedules,Nadja Baljovic has skill in Paint and Finish Schedules,Nadja Baljovic has skill in NavisWorks Software,Nadja Baljovic has skill in Nursing Homes,Nadja Baljovic has skill in Project Coordination,Nadja Baljovic has skill in Regional Hospitals/Teaching Hospitals,Nadja Baljovic has skill in Special Care Units,Nadja Baljovic has skill in Surgery/Day Surgery/PACU,Nadja Baljovic has skill in Oncology/Cancer Treatment,Nadja Baljovic has skill in Medical Imaging,Josh Smulders has skill in Electrical Power Distribution,Josh Smulders has skill in Electrical Design / Drafting,Mikhail Shugaev has skill in 3D Laser Scanning,Lynn Beaulne has skill in Microsoft Excel,Lynn Beaulne has skill in Microsoft PowerPoint,Lynn Beaulne has skill in AutoCAD,Lynn Beaulne has skill in Adobe Acrobat Pro DC,Lynn Beaulne has skill in Microsoft Word,Helen Zhang has skill in AutoCAD,Helen Zhang has skill in AutoCAD Civil 3D software,Helen Zhang has skill in Transoft Solutions AutoTURN® Software,Helen Zhang has skill in Microsoft Excel,Helen Zhang has skill in Microsoft PowerPoint,Mehmet Arslan has skill in Power (Outdoor High Voltage Substations),Maurice Best has skill in Airport Passenger Boarding Bridges,Maurice Best has skill in Airport Civil Design,Maurice Best has skill in Airport Passenger Gate Planning,Maurice Best has skill in Airport Electrical Design,Pete Vomvas has skill in AutoCAD,Pete

Vomvas has skill in Bentley MicroStation Software,Pete Vomvas has skill in Bentley InRoads,Steven Colbath has skill in K-12 Public High School,Anthony Fung has skill in Cement and Concrete Facilities,Anthony Fung has skill in Concrete Materials Testing (strength, slump, air),Anthony Fung has skill in Concrete: Mix Design,Craig Lawton has skill in Commercial Refrigeration,Paul Mysko has skill in Concrete: Cast-in-Place Anchor Rods,Paul Mysko has skill in Concrete Inspections,Paul Mysko has skill in Concrete: Forming,Paul Mysko has skill in Concrete: Heavy Industrial Building Concrete Foundations,Paul Mysko has skill in Concrete: Hoist Foundations,Paul Mysko has skill in Concrete: Pile Foundations,Paul Mysko has skill in Concrete: Precast Tunnels and Utilidors,Paul Mysko has skill in Concrete: Retaining Walls,Paul Mysko has skill in Mining Design and Drafting,Paul Mysko has skill in Civil Design / Drafting,Paul Mysko has skill in Design Checking - Civil,Paul Mysko has skill in Design Checking - Mining,Paul Mysko has skill in Design Checking - Structural,Paul Mysko has skill in Design Management,Paul Mysko has skill in Electrical Design / Drafting,Paul Mysko has skill in Mechanical Design / Drafting,Paul Mysko has skill in Rope Changing (Engineering / Design),Paul Mysko has skill in Hoisting (Engineering / Design),Paul Mysko has skill in Shafts (Engineering / Design),Paul Mysko has skill in Underground Structure Design,Paul Mysko has skill in Wood Framing Design,Paul Mysko has skill in Underground Mine Infrastructure (Engineering / Design),Paul Mysko has skill in Structural Design / Drafting,Paul Mysko has skill in AutoCAD,Paul Mysko has skill in Bentley ProSteel,Paul Mysko has skill in Shaft Steel and Timber Inspections,Paul Mysko has skill in Shop Steel Inspections,Paul Mysko has skill in Steel: A-Frames,Paul Mysko has skill in Steel: Bridge Crane Support Systems,Paul Mysko has skill in Steel: Coatings,Paul Mysko has skill in Steel: Collar House Framing,Paul Mysko has skill in Steel: Headframe (Rope) Galleries,Paul Mysko has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Paul Mysko has skill in Steel: Headframe Tower,Paul Mysko has skill in Steel: Heavy Industrial Buildings,Paul Mysko has skill in Steel: Hoist House,Paul Mysko has skill in Steel: Light Industrial Buildings,Paul Mysko has skill in Steel: Monorails,Paul Mysko has skill in Steel: Piling and Shoring,Paul Mysko has skill in Steel: Pipe Racks and Utility Trestles,Paul Mysko has skill in Steel: Potash - Rock Anchors,Paul Mysko has skill in Steel: Potash Loading Pocket,Paul Mysko has skill in Steel: Potash Loading Pocket Framing,Paul Mysko has skill in Steel: Potash Shaft and Station Steel Design,Paul Mysko has skill in Steel: Potash Shaft Bottom Tower Steel,Paul Mysko has skill in Steel: Potash Underground Access and Support Platforms,Paul Mysko has skill in Steel: Potash Underground Misc. Infrastructure,Paul Mysko has skill in Steel: Potash Underground Steel Crane Support Structures,Paul Mysko has skill in Steel: Skip Chairing,Paul Mysko has skill in Steel: Structural Steel Detailing,Paul Mysko has skill in Steel: Surface Conveyor Galleries,Paul Mysko has skill in Steel: Surface Misc. Platforms,Paul Mysko has skill in Steel: Underground Manways,Paul Mysko has skill in Structural Steel Inspections,Paul Mysko has skill in Underground Steel Condition Assessment,Emmanuel Abecia has skill in Freshwater,Emmanuel Abecia has skill in Marine,Yvonne Ramirez has skill in Language - Spanish,Yvonne Ramirez has skill in SAP Software,Yvonne Ramirez has skill in Integrated Project Solutions (IPS),Yvonne Ramirez has skill in Microsoft Excel,Heidi Tillquist has skill in First Nation Consultation,Salti Housh has skill in FEED Studies,Salti Housh has skill in Optimization/Rationalization Studies,Salti Housh has skill in Pre-FEED,Lindsay Mitchell has skill in Language - French,Jess Bayuk has skill in Revit Software,Jess Bayuk has skill in Quality Management (ISO),Jess Bayuk has skill in Architectural Detailing,Fabien Pitre has skill in Language - French,Fabien Pitre has skill in Language - English,Fabien Pitre has skill in Project Coordination,Fabien Pitre has skill in Water Rights Expert Witness Services,Fabien Pitre has skill in Earth Sciences,Fabien Pitre has skill in

Environmental Data Validation and/or Usability,Fabien Pitre has skill in Railroads (Field Experience),Fabien Pitre has skill in Midstream - Pipelines,Fabien Pitre has skill in Upstream - Conventional Gas,Fabien Pitre has skill in Upstream - Shale Gas,Fabien Pitre has skill in Upstream - Conventional,Jeffrey Castaneda has skill in Civil Engineering / Design,Jeffrey Castaneda has skill in Transoft Solutions AutoTURN® Software,Jeffrey Castaneda has skill in AutoCAD Civil 3D software,Ron LaFond has skill in Biological Nutrient Removal (Wastewater Treatment),Jon Treen has skill in Mining Method - Narrow Vein,Jon Treen has skill in Mining Method - Blasthole,Jon Treen has skill in Mining Method - Cut and Fill,Jon Treen has skill in Mining Method - Room and Pillar,Jon Treen has skill in Mining Method - Block Caving,Jon Treen has skill in Mining Method - Sub Level Caving,Jon Treen has skill in Qualified Person (QP) Mining,Chris Senior has skill in OpenRoads Software,Chris Senior has skill in Adobe Photoshop,Chris Senior has skill in Lumion Software,Chris Senior has skill in AutoCAD Civil 3D software,Chris Senior has skill in Autodesk InfraWorks 360™,Chris Senior has skill in 3D Laser Scanning,Chris Senior has skill in Bentley InRoads,Chris Senior has skill in Bentley MicroStation Software,Chris Senior has skill in Revit Software,Chris Senior has skill in 3ds Max,Chris Senior has skill in QGIS Software,Chris Senior has skill in Micro Station V8i with Descartes Raster Software,Ernesto Tom Cordova has skill in Mining Design and Drafting,Ernesto Tom Cordova has skill in Infrastructure and Building Services - Cable Tray,Ernesto Tom Cordova has skill in AutoCAD,Ernesto Tom Cordova has skill in Bentley MicroStation Software,Ernesto Tom Cordova has skill in Language - Spanish,Ernesto Tom Cordova has skill in Cable Tray Systems,Ernesto Tom Cordova has skill in Electrical Design / Drafting,Ernesto Tom Cordova has skill in Civil Design / Drafting,Ernesto Tom Cordova has skill in AutoCAD MEP Software,Ernesto Tom Cordova has skill in Adobe Photoshop,Vladimir Klotchikhine has skill in Tribology (Wear, Friction and Lubrication) of Sliding Connections,Vladimir Klotchikhine has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Vladimir Klotchikhine has skill in Compressed Air Systems and Piping,Vladimir Klotchikhine has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Vladimir Klotchikhine has skill in Belt Conveyors,Vladimir Klotchikhine has skill in SOLIDWORKS, 3D Design Software,Vladimir Klotchikhine has skill in Mechanical Design / Drafting,Vladimir Klotchikhine has skill in Mechanical Engineering / Design,Vladimir Klotchikhine has skill in HVAC Design (surface mining),Vladimir Klotchikhine has skill in Finite Elements Analysis (FEA) Software,Vladimir Klotchikhine has skill in Bulk Flow Analyst Software,Vladimir Klotchikhine has skill in AutoCAD,Vladimir Klotchikhine has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Vladimir Klotchikhine has skill in Hoisting (Engineering / Design),John Sabou has skill in Hospital HVAC Systems,Jessica Cleghorn has skill in AutoCAD,Jessica Cleghorn has skill in Bentley MicroStation Software,Pero Vrcelj has skill in Electrical Engineering / Design,Pero Vrcelj has skill in Electrical Power Distribution,Pero Vrcelj has skill in Infrastructure and Building Services - Cable Tray,Pero Vrcelj has skill in Infrastructure and Building Services - Grounding,Pero Vrcelj has skill in Infrastructure and Building Services - Lighting,Pero Vrcelj has skill in Instrumentation and Control Systems,Pero Vrcelj has skill in Process Control P&IDs,Pero Vrcelj has skill in PLC Programming, RsLogix 500 (AB),Pero Vrcelj has skill in Surface Dewatering (Engineering / Design),Pero Vrcelj has skill in Surface Dewatering (Field Experience),Pero Vrcelj has skill in Underground Dewatering (Engineering / Design),Pero Vrcelj has skill in Wastewater Treatment (Engineering / Design),Pero Vrcelj has skill in Wastewater Treatment (Field Experience),Pero Vrcelj has skill in Water Treatment (Engineering / Design),Pero Vrcelj has skill in Water Treatment (Field Experience),Pero Vrcelj

has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Pero Vrcelj has skill in Field Visits,Pero Vrcelj has skill in Shop Visits,Pero Vrcelj has skill in Preparation of Control Narrative Documents,Pero Vrcelj has skill in Preparation of Design Basis Documents,Pero Vrcelj has skill in Preparation of Specification Documents,Pero Vrcelj has skill in Startup and Commissioning (Engineering / Design),Pero Vrcelj has skill in Startup and Commissioning (Field Experience),Pero Vrcelj has skill in AutoCAD,Pero Vrcelj has skill in Microsoft Excel,Pero Vrcelj has skill in Microsoft Word,Pero Vrcelj has skill in Microsoft OneNote,Pero Vrcelj has skill in Microsoft PowerPoint,Betsy Di Gregorio has skill in Language - Spanish,Betsy Di Gregorio has skill in Language - Italian,Jeff Wilson has skill in SKM Power*Tools for Windows,Jeff Wilson has skill in Microsoft Project,Jeff Wilson has skill in AutoCAD,Jeff Wilson has skill in Schematic, Wiring, and Details,Stuart Mitchell has skill in Structural BIM Specialist,Stuart Mitchell has skill in NavisWorks Software,Stuart Mitchell has skill in Bentley ProSteel,Stuart Mitchell has skill in Revit Software,Stuart Mitchell has skill in Revit Family Author,Mel Lambert has skill in CAESAR (Pipe Stress Analysis) Software,Anna Fusco has skill in Adobe Photoshop,Anna Fusco has skill in AutoCAD,Anna Fusco has skill in Bentley gINT,Anna Fusco has skill in Hazardous Waste (Field Experience),Anna Fusco has skill in HTML,Anna Fusco has skill in Language - Spanish,Anna Fusco has skill in Lean/Continuous Improvement,Anna Fusco has skill in Preparation of Calculations,Anna Fusco has skill in Preparation of Feasibility Study Documents,Anna Fusco has skill in Preparation of Specification Documents,Anna Fusco has skill in Preparation of Prefeasibility Study Documents,Anna Fusco has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Anna Fusco has skill in Report Writing,Ben Robertson has skill in Revit Software,Ben Robertson has skill in AutoCAD,Ben Robertson has skill in Bentley MicroStation Software,Ben Robertson has skill in Deswik.CAD software,Ben Robertson has skill in AutoCAD Civil 3D software,Yoseph Atreyu has skill in Language - Japanese,Mike McIntyre has skill in Skate Parks,Mike McIntyre has skill in Mountain Bike Parks,Mike McIntyre has skill in Bike Parks,Mike McIntyre has skill in BMX Race Track Facilities,Mike McIntyre has skill in Skate Park Master Planning,Mike McIntyre has skill in Skate Park Site Planning,Mike McIntyre has skill in Skate Park Construction Services,Dave Boyd has skill in Facilities Evaluation and Permitting,Sarah Soprovich has skill in Design Build Pre-construction Services,Emily Jones has skill in AutoCAD,Andrew Lee has skill in Downstream - Gas Plants,Andrew Lee has skill in Downstream - LNG,Andrew Lee has skill in Downstream - Refineries,Andrew Lee has skill in Expediting,Andrew Lee has skill in Field Inspection,Andrew Lee has skill in Operations Training,Andrew Lee has skill in Turnaround,Andrew Lee has skill in Upstream - Conventional,Andrew Lee has skill in Upstream - Conventional Gas,Andrew Lee has skill in Upstream - Offshore,Andrew Lee has skill in Upstream - Oil Sands In Situ,Andrew Lee has skill in Upstream - Shale Gas,Andrew Lee has skill in Upstream - Shale Oil,Andrew Lee has skill in Vendor Qualification / Selection,Andrew Lee has skill in Downstream - Upgraders,Andrew Lee has skill in Midstream - Terminals,Andrew Lee has skill in Optimization/Rationalization Studies,Andrew Lee has skill in Pre-FEED,Andrew Lee has skill in Project & Construction Management,Andrew Lee has skill in FEED Studies,Andrew Lee has skill in Midstream - Facilities,Andrew Lee has skill in Midstream - Pipelines,Andrew Lee has skill in Upstream - Oil Sands Mining,Chris Laasen has skill in SharePoint,Chris Laasen has skill in Microsoft Excel,Chris Laasen has skill in Microsoft Word,Chris Laasen has skill in Microsoft Outlook,Frances Wee has skill in CSiBridge Software,Jordan Blouin has skill in ArcGIS Map Design,Jordan Blouin has skill in Microsoft Excel,Jordan Blouin has skill in Microsoft PowerPoint,Jordan Blouin has skill in Microsoft Word,Jordan Blouin has skill

in Adobe Acrobat Pro DC, Jordan Blouin has skill in LIDAR, Jordan Blouin has skill in Geostatistics, Zack Harmen has skill in AutoCAD Civil 3D software, Mike FitzPatrick has skill in Electrical Engineering / Design, Mike FitzPatrick has skill in Electrical Power Distribution, Mike FitzPatrick has skill in Fire Alarm System Design (Electrical Engineering), Mike FitzPatrick has skill in Surveillance Systems Design - Communications and Electrical, Mike FitzPatrick has skill in Revit Software, Mike FitzPatrick has skill in Revit Family Author, Mike FitzPatrick has skill in AutoCAD, Mike FitzPatrick has skill in IES VisualAnalysis Software, Mike FitzPatrick has skill in Lighting Controls (Electrical Engineering), Janice Stonebridge has skill in Field Inspection, Janice Stonebridge has skill in Statistical Analysis, Steve Parsons has skill in Bentley InRoads, Steve Parsons has skill in Adobe Acrobat Pro DC, Steve Parsons has skill in Bentley ProjectWise Software, Steve Parsons has skill in Bentley MicroStation Software, Steve Parsons has skill in CADD 2D/3D, Blake Wilson has skill in Electrical Design / Drafting, Blake Wilson has skill in AutoCAD, Blake Wilson has skill in Current Distribution, Electromagnetic Interference, Grounding and Soil Structure Analysis (CDEGS) Software, Blake Wilson has skill in Lightning Protection, Blake Wilson has skill in Grounding, Andrew Hardwick has skill in Microsoft Word, Andrew Hardwick has skill in Microsoft PowerPoint, Stan Stopka has skill in Language - Polish, Stan Stopka has skill in AutoCAD, Stan Stopka has skill in SKM Power*Tools for Windows, Stan Stopka has skill in Language - Italian, Stan Stopka has skill in Language - Latin, Stan Stopka has skill in ETAP Software, Yvette Smith has skill in Aconex (Web based electronic data base management system), David Burton has skill in Utility Coordination, David Burton has skill in Project Coordination, Courtney Tiechko has skill in Electrofishing, Courtney Tiechko has skill in Project Coordination, Courtney Tiechko has skill in Aquatic Biology, Rhoda Ongcoy has skill in Language - Tagalog, Rhoda Ongcoy has skill in Microsoft Excel, Rhoda Ongcoy has skill in Microsoft Word, Rhoda Ongcoy has skill in Microsoft PowerPoint, Laura Hocevar has skill in ArcGIS Map Design, Laura Hocevar has skill in Microsoft Excel, Richard Claro has skill in Language - English, Richard Claro has skill in Concrete Materials Testing (strength, slump, air), Richard Claro has skill in Field Inspection, Richard Claro has skill in Microsoft Excel, Richard Claro has skill in Microsoft OneNote, Richard Claro has skill in Microsoft Project, Richard Claro has skill in Microsoft Word, Richard Claro has skill in Microsoft PowerPoint, Richard Claro has skill in Language - French, Elora McLeod has skill in Electrical Power Distribution, Elora McLeod has skill in Electrical Engineering / Design, Elora McLeod has skill in ETAP Software, Elora McLeod has skill in Underground Mine Infrastructure (Field Experience), Elora McLeod has skill in Infrastructure and Building Services - Cable Tray, Brad Tooth has skill in Storm Water Management, Brad Tooth has skill in AutoCAD Civil 3D software, Kanten Russell has skill in Skate Parks, Sundar Ramdass has skill in Downstream - Gas Plants, Sundar Ramdass has skill in Downstream - LNG, Sundar Ramdass has skill in Expediting, Sundar Ramdass has skill in Midstream - Pipelines, Sundar Ramdass has skill in Operations Training, Sundar Ramdass has skill in Optimization/Rationalization Studies, Sundar Ramdass has skill in Project & Construction Management, Sundar Ramdass has skill in Turnaround, Sundar Ramdass has skill in Upstream - Conventional, Sundar Ramdass has skill in Upstream - Conventional Gas, Sundar Ramdass has skill in Upstream - Offshore, Sundar Ramdass has skill in Upstream - Oil Sands In Situ, Sundar Ramdass has skill in Upstream - Shale Gas, Sundar Ramdass has skill in Upstream - Shale Oil, Sundar Ramdass has skill in Vendor Qualification / Selection, Sundar Ramdass has skill in Downstream - Refineries, Sundar Ramdass has skill in Downstream - Upgraders, Sundar Ramdass has skill in FEED Studies, Sundar Ramdass has skill in Field Inspection, Sundar Ramdass has skill in Midstream - Facilities, Sundar Ramdass has skill in Midstream - Terminals, Sundar Ramdass has skill in Pre-FEED, Sundar Ramdass has skill in Upstream - Oil

Sands Mining, Clay Greenwell has skill in Bentley MicroStation Software, Clay Greenwell has skill in GT STRUDL, Clay Greenwell has skill in Mathcad Software, Clay Greenwell has skill in Bentley InRoads, Clay Greenwell has skill in Concrete Dams, Clay Greenwell has skill in Navigation Locks, Clay Greenwell has skill in Roller Compacted Concrete Dams, Dan Brassard has skill in Revit Software, Dan Brassard has skill in AutoCAD, Dan Brassard has skill in AutoCAD Civil 3D software, Dan Brassard has skill in Microsoft Word, Dan Brassard has skill in Microsoft Excel, Dan Brassard has skill in Adobe Acrobat Pro DC, Taylor Steele has skill in Concrete: One-Way Slabs, Taylor Steele has skill in Concrete: Cast-in-Place Anchor Rods, Taylor Steele has skill in STAAD Pro Steel Code Check Software, Taylor Steele has skill in Timber Structural Design, Taylor Steele has skill in Mathcad Software, Taylor Steele has skill in Earthquake Engineering, Taylor Steele has skill in Microsoft Excel, Taylor Steele has skill in Microsoft Word, Taylor Steele has skill in SAP2000 Software, Taylor Steele has skill in ETABS Software, Taylor Steele has skill in AutoCAD, Taylor Steele has skill in Bentley STAAD.Pro, Taylor Steele has skill in Steel: Buckling Analysis, Taylor Steele has skill in Steel: Seismic Analysis / Design, Taylor Steele has skill in Structural Design & Analysis, Taylor Steele has skill in MATLAB Software, Taylor Steele has skill in Visual Basic for Applications (VBA), Taylor Steele has skill in Public Speaking, Taylor Steele has skill in SAFE[®] software, Taylor Steele has skill in Adobe Illustrator, Taylor Steele has skill in Non-linear Finite Element Analysis (FEA), Taylor Steele has skill in Concrete: Mat Foundations, Taylor Steele has skill in Concrete: Dynamic Equipment Foundations, Taylor Steele has skill in Concrete: Two-Way Slabs, Taylor Steele has skill in Concrete: Post Installed Anchors, Taylor Steele has skill in Preparation of Proposal Documents (written verbiage), Taylor Steele has skill in Autodesk Inventor Software, Taylor Steele has skill in Interviewing, Kenny Green has skill in Expediting, Kenny Green has skill in Midstream - Terminals, Kenny Green has skill in Optimization/Rationalization Studies, Kenny Green has skill in Turnaround, Kenny Green has skill in FEED Studies, Kenny Green has skill in Field Inspection, Kenny Green has skill in Midstream - Facilities, Kenny Green has skill in Midstream - Pipelines, Kenny Green has skill in Operations Training, Kenny Green has skill in Pipelines Transmission, Kenny Green has skill in Pre-FEED, Kenny Green has skill in Project & Construction Management, Kenny Green has skill in Vendor Qualification / Selection, Melissa Royal has skill in Revit Software, Melissa Royal has skill in AutoCAD, Blair Martel has skill in Civil Design / Drafting, Blair Martel has skill in Concrete: Cast-in-Place Anchor Rods, Blair Martel has skill in Concrete: Coatings, Blair Martel has skill in Concrete: Formed Tunnels and Utilidors, Blair Martel has skill in Concrete: Forming, Blair Martel has skill in Concrete: Headframes, Blair Martel has skill in Concrete: Heavy Industrial Building Concrete Foundations, Blair Martel has skill in Concrete: Hoist Foundations, Blair Martel has skill in Concrete: Joint Details, Blair Martel has skill in Concrete: Light Industrial Building Concrete Foundations, Blair Martel has skill in Concrete: Mat Foundations, Blair Martel has skill in Concrete: Pile Foundations, Blair Martel has skill in Concrete: Reinforcement Detailing, Blair Martel has skill in Concrete: Repair, Blair Martel has skill in Concrete: Retention Structures / Tanks, Blair Martel has skill in Concrete: Shaft Collars, Blair Martel has skill in Concrete: Slabs-on-Grade, Blair Martel has skill in Steel: A-Frames, Blair Martel has skill in Steel: Bin House, Blair Martel has skill in Steel: Bin House Bins, Blair Martel has skill in Steel: Bin House Chutes, Blair Martel has skill in Steel: Bin House Framing, Blair Martel has skill in Steel: Bridge Crane Support Systems, Blair Martel has skill in Steel: Collar House Framing, Blair Martel has skill in Steel: Collar Steel Framing and Collar Doors, Blair Martel has skill in Steel: Composite Beam / Girders, Blair Martel has skill in Steel: Hard Rock - Rock Anchors, Blair Martel has skill in Steel: Hard Rock Underground Access and Support Platforms, Blair Martel has skill in Steel:

Hard Rock Underground Steel Crane Support Structures,Blair Martel has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Blair Martel has skill in Steel: Headframe Sheave Decks and Houses,Blair Martel has skill in Steel: Headframe Tower,Blair Martel has skill in Steel: Heavy Industrial Buildings,Blair Martel has skill in Steel: Lifting Wells / Hatch Covers,Blair Martel has skill in Steel: Light Industrial Buildings,Blair Martel has skill in Steel: Monorails,Blair Martel has skill in Steel: Surface Misc. Platforms,Blair Martel has skill in Steel: Conveyors,Blair Martel has skill in Steel: Surface Conveyor Galleries,Blair Martel has skill in Masonry: Layout and Reinforcing,Blair Martel has skill in Masonry: Details and Joints,Blair Martel has skill in Concrete Inspections,Blair Martel has skill in Shaft Steel and Timber Inspections,Blair Martel has skill in Shop Steel Inspections,Blair Martel has skill in Welding Inspections,Blair Martel has skill in Bentley MicroStation Software,Blair Martel has skill in AutoCAD,Blair Martel has skill in AutoCAD Civil 3D software,Blair Martel has skill in Design Checking - Structural,Blair Martel has skill in Special Structural Inspections: Excavation,Blair Martel has skill in Special Structural Inspections: Reinforcing,Blair Martel has skill in Special Structural Inspections: Grout,Blair Martel has skill in Steel: Structural Steel Detailing,Blair Martel has skill in Structural Design / Drafting,Blair Martel has skill in Structural Engineering / Design,Blair Martel has skill in Structural Detailing,Blair Martel has skill in Structural Steel Inspections,Mark Thaler has skill in Startup and Commissioning (Field Experience),Jamie Waring has skill in AutoCAD,Jamie Waring has skill in Bentley MicroStation Software,Jamie Waring has skill in Microsoft Excel,Jamie Waring has skill in Microsoft Word,Jamie Waring has skill in Design Checking - Electrical,Jamie Waring has skill in Electrical Design / Drafting,Les Pinder has skill in Electrical Engineering / Design,Les Pinder has skill in DCS Design and Automation,Les Pinder has skill in HMI Programming, Factory Talk View Studio (AB),Les Pinder has skill in HMI Programming, Wonderware InTouch (Schneider),Natalie Petricca has skill in Adobe Illustrator,Natalie Petricca has skill in Adobe InDesign,Natalie Petricca has skill in Adobe Photoshop,Natalie Petricca has skill in AutoCAD,Natalie Petricca has skill in Revit Software,Natalie Petricca has skill in dRofus Software,Natalie Petricca has skill in Language - Italian,Natalie Petricca has skill in Language - French,Natalie Petricca has skill in Healthcare Interiors,Natalie Petricca has skill in Children's Hospitals,Natalie Petricca has skill in Mental Health,Natalie Petricca has skill in Inpatient Medical/Surgical Units,Erik Le has skill in AutoCAD Civil 3D software,Erik Le has skill in HEC-RAS Software,Stephen Wallace has skill in SharePoint,Stephen Wallace has skill in Bentley ProjectWise Software,Stephen Wallace has skill in Bluebeam Revu Software,Viviane Dubois-Cote has skill in Language - French,Audrey Cropp has skill in Adobe Illustrator,Audrey Cropp has skill in Adobe InDesign,Audrey Cropp has skill in Adobe Photoshop,Audrey Cropp has skill in 3ds Max,Mira Todorova has skill in Building Codes Plan Review,Robyn Larsen has skill in Revit Software,Robyn Larsen has skill in Adobe Photoshop,Robyn Larsen has skill in Adobe InDesign,Ian MacNairn has skill in Cross Cultural Awareness,Ian MacNairn has skill in Dietary,Gary Heitman has skill in Bentley MicroStation Software,Gary Heitman has skill in AutoCAD,Hongyi Duan has skill in Language - Chinese, Mandarin,Tracey Franks has skill in 3D Laser Scanning,Tracey Franks has skill in Hydrographic Surveys,Tracey Franks has skill in Builder Services,Tracey Franks has skill in Retracement Surveys,Laura Lambert has skill in Revit Software,Laura Lambert has skill in AutoCAD,Janie Castle has skill in First Nation Consultation,Rick Labahn has skill in SKM Power*Tools for Windows,Rick Labahn has skill in Language - Indonesian,Ramon Salazar has skill in Integrated Project Solutions (IPS),Ramon Salazar has skill in Project Coordination,Ramon Salazar has skill in Microsoft Excel,Ramon Salazar has skill in

Language - Spanish,Claire Schrecker has skill in Arena Simulation Software,Claire Schrecker has skill in SOLIDWORKS, Simulation Software,Claire Schrecker has skill in AutoCAD,Claire Schrecker has skill in Microsoft Excel,Claire Schrecker has skill in Microsoft PowerPoint,Claire Schrecker has skill in Microsoft Word,Claire Schrecker has skill in Microsoft Project,Claire Schrecker has skill in Primavera P6,Hector Roy Diez has skill in Revit Software,Hector Roy Diez has skill in Adobe Photoshop,Hector Roy Diez has skill in Adobe InDesign,Hector Roy Diez has skill in Adobe Illustrator,Hector Roy Diez has skill in Google Sketchup,Hector Roy Diez has skill in Artlantis Software,Hector Roy Diez has skill in AutoCAD,Hector Roy Diez has skill in Language - Spanish,Hector Roy Diez has skill in Language - French,Hector Roy Diez has skill in Language - Italian,David Grover has skill in Bentley MicroStation Software,Brendan Zrum has skill in Building Plumbing (Domestic Water Systems),Brendan Zrum has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Brendan Zrum has skill in Hot Water Distribution (Hi-temp),Brendan Zrum has skill in Hot Water Distribution (Low-temp),Brendan Zrum has skill in AutoCAD MEP Software,Brendan Zrum has skill in Revit Software,Damian Szymczak has skill in AutoCAD Civil 3D software,Peter Vreman has skill in Mental Health/Alzheimers,Peter Vreman has skill in Municipal Services - Water Distribution Mains,Peter Vreman has skill in Municipal Services - Water Transmission Mains,Peter Vreman has skill in Preparation of Specification Documents,Peter Vreman has skill in Storm Water Management,Peter Vreman has skill in Civil Engineering / Design,Peter Vreman has skill in Sanitary Sewer Design,Hadi Moosavi has skill in Revit Software,Hadi Moosavi has skill in AutoCAD,Hadi Moosavi has skill in ETABS Software,Hadi Moosavi has skill in SAP Software,Hadi Moosavi has skill in SAFE® software,Hadi Moosavi has skill in Tekla Structures BIM software,Hadi Moosavi has skill in Bentley STAAD.Pro,Hadi Moosavi has skill in Abaqus Software,Hadi Moosavi has skill in Rhino Software,Hadi Moosavi has skill in Grasshopper® Software,Hadi Moosavi has skill in MATLAB Software,Hadi Moosavi has skill in Excel Macro Development,Hadi Moosavi has skill in Visual Basic for Applications (VBA),Hadi Moosavi has skill in Structural BIM Specialist,Hadi Moosavi has skill in C#,Bryan Gray has skill in Re-Zoning Process,Jenn Power has skill in Piping P&IDs,Dianne Weidow has skill in iGantt Software,Dianne Weidow has skill in Microsoft Access,Dianne Weidow has skill in Microsoft Excel,Dianne Weidow has skill in Microsoft OneNote,Dianne Weidow has skill in Microsoft PowerPoint,Dianne Weidow has skill in Microsoft Word,Dianne Weidow has skill in ISO 14001 - 1996 Internal Auditor BSI,Dianne Weidow has skill in Academic - Business Schools,Dianne Weidow has skill in Medical Records,Kelsey Ziegler has skill in AutoCAD,Kelsey Ziegler has skill in Bentley MicroStation Software,Kelsey Ziegler has skill in Revit Software,Kelsey Ziegler has skill in Adobe Photoshop,Stu Sobering has skill in Telecommunication transmission lines, waveguides and antennas,Stu Sobering has skill in Telecom rooms,Nancy Perez has skill in Civil Design / Drafting,Nancy Perez has skill in Structural Design / Drafting,John Rainwater III has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical,Art Profeta has skill in Microsoft PowerPoint,Art Profeta has skill in SharePoint,Art Profeta has skill in Microsoft Access,Art Profeta has skill in Microsoft Excel,Art Profeta has skill in Microsoft Word,Rohit Mathew has skill in Downstream - Gas Plants,Rohit Mathew has skill in Downstream - LNG,Rohit Mathew has skill in Downstream - Refineries,Rohit Mathew has skill in Downstream - Upgraders,Rohit Mathew has skill in Expediting,Rohit Mathew has skill in Field Inspection,Rohit Mathew has skill in Operations Training,Rohit Mathew has skill in Optimization/Rationalization Studies,Rohit Mathew has skill in Pre-FEED,Rohit Mathew has skill in Turnaround,Rohit Mathew has skill in Upstream - Conventional,Rohit Mathew has skill in Upstream - Conventional Gas,Rohit Mathew has skill in Upstream - Offshore,Rohit Mathew has

skill in Upstream - Oil Sands In Situ,Rohit Mathew has skill in Upstream - Oil Sands Mining,Rohit Mathew has skill in Upstream - Shale Gas,Rohit Mathew has skill in Upstream - Shale Oil,Rohit Mathew has skill in Vendor Qualification / Selection,Rohit Mathew has skill in FEED Studies,Rohit Mathew has skill in Midstream - Facilities,Rohit Mathew has skill in Midstream - Terminals,Rohit Mathew has skill in Project & Construction Management,Rohit Mathew has skill in Midstream - Pipelines,Jessica Darling has skill in Video Editing,Jessica Darling has skill in Adobe InDesign,Jessica Darling has skill in Non-technical Writing,S.J. Patti has skill in First Nation Consultation,Jonathan Tingley has skill in 3D Laser Scanning,Jonathan Tingley has skill in AutoCAD Civil 3D software,Jonathan Tingley has skill in Hydrographic Surveys,Jonathan Tingley has skill in Retracement Surveys,Sarah Allen has skill in ArcGIS Map Design,Megan Norwick has skill in Reclamation Planning,Hamid Yadollahi Omran has skill in Soil & Rock Anchors,Hamid Yadollahi Omran has skill in Concrete: Retaining Walls,Hamid Yadollahi Omran has skill in SAP Software,Hamid Yadollahi Omran has skill in Concrete: Strengthening,Hamid Yadollahi Omran has skill in Concrete: Pre-Stressing / Post-Tensioning,Dumitru Popa has skill in Language - Romanian,Dumitru Popa has skill in Language - French,Matthew Devitt has skill in AutoCAD,Matthew Devitt has skill in AutoCAD Civil 3D software,Dave Mayer has skill in Leak Detection and Repair (LDAR),Leslie Cho has skill in PLAXIS 2D Software,Jose Gomez has skill in FEED Studies,Jose Gomez has skill in Optimization/Rationalization Studies,Jose Gomez has skill in Pre-FEED,Jose Gomez has skill in Project & Construction Management,Claire Huntington has skill in AutoCAD,Claire Huntington has skill in Adobe Photoshop,Claire Huntington has skill in Revit Software,Claire Huntington has skill in Adobe InDesign,Claire Huntington has skill in Photography,Claire Huntington has skill in Newforma Software,Claire Huntington has skill in dRofus Software,Kevin O'Barr has skill in Design Checking - Electrical,Kevin O'Barr has skill in Construction and Maintenance Electrical Systems,Kevin O'Barr has skill in Data Center Design – Communications and Electrical,Kevin O'Barr has skill in Lighting Controls (Electrical Engineering),Kevin O'Barr has skill in Preparation of Mechanical Equipment Lists,Rolly Arseneault has skill in Mining Design and Drafting,Rolly Arseneault has skill in Design Checking - Mining,Rolly Arseneault has skill in HVAC Design (underground mining),Rolly Arseneault has skill in Design Checking - Mechanical,Rolly Arseneault has skill in Mechanical Engineering / Design,Rolly Arseneault has skill in Hoisting (Engineering / Design),Rolly Arseneault has skill in Loading and Unloading Facilities (Engineering / Design),Rolly Arseneault has skill in Surface Infrastructure (Engineering / Design),Rolly Arseneault has skill in Underground Dewatering (Engineering / Design),Rolly Arseneault has skill in Underground Mine Infrastructure (Engineering / Design),Rolly Arseneault has skill in Preparation of General Arrangement Drawings,Rolly Arseneault has skill in Preparation of Prefeasibility Study Documents,Rolly Arseneault has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Rolly Arseneault has skill in Preparation of Trade-Off Study Documents,Rolly Arseneault has skill in Adobe Photoshop,Rolly Arseneault has skill in AutoCAD,Rolly Arseneault has skill in Microsoft Excel,Rolly Arseneault has skill in Microsoft PowerPoint,Rolly Arseneault has skill in Microsoft Project,Rolly Arseneault has skill in Microsoft Visio,Rolly Arseneault has skill in Microsoft Word,Rolly Arseneault has skill in Revit Software,Rolly Arseneault has skill in Civil Design / Drafting,Rolly Arseneault has skill in Design Checking - Structural,Rolly Arseneault has skill in Steel: Structural Steel Detailing,Rolly Arseneault has skill in Structural Design / Drafting,Rolly Arseneault has skill in Shotcrete, Concrete & Backfill Distribution,Rolly Arseneault has skill in Concrete: Underground Truck and Scoop Dumps,Rolly Arseneault has skill in Steel: Conveyors,Rolly Arseneault has skill in Steel: Hard Rock

Underground Steel Crane Support Structures,Rolly Arseneault has skill in Layout: Underground Shops,Rolly Arseneault has skill in Mechanical Design / Drafting,Rolly Arseneault has skill in Mine Dry Design,Rolly Arseneault has skill in ANFO Handling (underground),Rolly Arseneault has skill in Explosives Storage (underground),Rolly Arseneault has skill in Maintenance Facilities (underground),Rolly Arseneault has skill in Plant and Maintenance,Andrea Kneale has skill in Flood Frequency Analysis,Andrea Kneale has skill in Surface Water Sampling,Robert Medvitz has skill in Revit Software,Robert Medvitz has skill in AutoCAD,Robert Medvitz has skill in Bentley MicroStation Software,Herb Shields has skill in First Nation Consultation,Lam Huynh has skill in Downstream - LNG,Lam Huynh has skill in Expediting,Lam Huynh has skill in Field Inspection,Lam Huynh has skill in Operations Training,Lam Huynh has skill in Upstream - Offshore,Lam Huynh has skill in Upstream - Shale Gas,Lam Huynh has skill in Upstream - Shale Oil,Lam Huynh has skill in Vendor Qualification / Selection,Lam Huynh has skill in Downstream - Gas Plants,Lam Huynh has skill in FEED Studies,Lam Huynh has skill in Midstream - Facilities,Lam Huynh has skill in Optimization/Rationalization Studies,Lam Huynh has skill in Project & Construction Management,Lam Huynh has skill in Turnaround,Lam Huynh has skill in Upstream - Conventional,Lam Huynh has skill in Upstream - Conventional Gas,Lam Huynh has skill in Upstream - Oil Sands Mining,Lam Huynh has skill in Downstream - Refineries,Lam Huynh has skill in Downstream - Upgraders,Lam Huynh has skill in Midstream - Pipelines,Lam Huynh has skill in Midstream - Terminals,Lam Huynh has skill in Pre-FEED,Lam Huynh has skill in Upstream - Oil Sands In Situ,Sean Bell has skill in Leadership,Kelly Rellaford has skill in Adobe InDesign,Kelly Rellaford has skill in Adobe Photoshop,Kelly Rellaford has skill in Adobe Illustrator,Kelly Rellaford has skill in Illustration,Kelly Rellaford has skill in Microsoft PowerPoint,Matthew Swanson has skill in Expediting,Lance Peters has skill in AutoCAD,Lance Peters has skill in Revit Software,Charles Johnson has skill in First Nation Consultation,Matt Wolf has skill in Bentley InRoads,Matt Wolf has skill in AutoCAD Civil 3D software,Matt Wolf has skill in Bentley MicroStation Software,Marc Dion has skill in Language - French,Marc Dion has skill in Language - English,Srinivas Kamani has skill in Drug Delivery - Nanotechnology,Matt Davis has skill in Mobility,Matt Davis has skill in AutoCAD,Matt Davis has skill in Bentley MicroStation Software,Matt Davis has skill in Advanced Traffic Management Systems (ATMS),Matt Davis has skill in Microsimulation Traffic Modelling,Omid Madjidi has skill in Language - French,Rob Leiper has skill in LIDAR,Rob Leiper has skill in 3D Laser Scanning,Diane Ingraham has skill in Language - German,Diane Ingraham has skill in International Experience,Diane Ingraham has skill in Language - Spanish,Kristian Omland has skill in Statistical Analysis,Joey Lefante has skill in PTV Vissim Software,Joey Lefante has skill in Road Diets,Matt Brady has skill in Deswik.CAD software,Matt Brady has skill in Compressed Air Systems and Piping,Matt Brady has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Matt Brady has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Matt Brady has skill in Hydraulic Power Packages, Cylinders and Motors / Hydraulic Piping,Matt Brady has skill in Piping PFDs,Matt Brady has skill in Piping P&IDs,Matt Brady has skill in Shotcrete, Concrete & Backfill Distribution,Matt Brady has skill in Material Handling P&IDs,Matt Brady has skill in Finite Elements Analysis (FEA) Software,Matt Brady has skill in SOLIDWORKS, 3D Design Software,Matt Brady has skill in AutoCAD,Tony Carpenter has skill in AutoCAD Civil 3D software,Tony Carpenter has skill in Bentley MicroStation Software,Matt Brekke has skill in First Nation Consultation,Lucas Warner has skill in Language - French,Stacey Chamberlain has skill in Revit Software,Stacey Chamberlain has skill in Microsoft Word,Stacey Chamberlain has skill in Design

Management,Stacey Chamberlain has skill in Millwork: Detailing,Stacey Chamberlain has skill in Microsoft PowerPoint,Stacey Chamberlain has skill in AutoCAD,John Kopf has skill in Language - Slovak,John Kopf has skill in Language - Czech,John Kopf has skill in Building Energy Efficiency and Economics Analysis,John Kopf has skill in AutoCAD,John Kopf has skill in Mechanical Design / Drafting,John Kopf has skill in Mechanical Engineering / Design,Christian Nageli has skill in Language - Spanish,Christian Nageli has skill in Language - Italian,Christian Nageli has skill in Language - French,Christian Nageli has skill in Language - German,Christian Nageli has skill in Language - Catalan,Christian Nageli has skill in Earth Sciences,Matthew Sharon has skill in Expediting,Jonathan Faloon has skill in Remote Field Operations Safety & Logistics,Jonathan Faloon has skill in Leadership,Jonathan Faloon has skill in Mediation,Jonathan Faloon has skill in Negotiations,Ryan Moraes has skill in AutoCAD,Ryan Moraes has skill in Bentley MicroStation Software,Ryan Moraes has skill in CADD 2D/3D,Ryan Moraes has skill in NavisWorks Software,Ryan Moraes has skill in Physics,Sheila Foy has skill in Adobe Acrobat Pro DC,Sheila Foy has skill in Bentley MicroStation Software,Sheila Foy has skill in Bentley ProjectWise Software,Sheila Foy has skill in AutoCAD,Rick Barker has skill in Cable Tray Systems,Rick Barker has skill in SOLIDWORKS, 3D Design Software,Rick Barker has skill in AutoCAD,Rick Barker has skill in AutoCAD MEP Software,Rick Barker has skill in Revit Software,Rick Barker has skill in Bentley MicroStation Software,Rick Barker has skill in Infrastructure and Building Services - Grounding,Rick Barker has skill in Infrastructure and Building Services - Lighting,Rick Barker has skill in Instrumentation and Control Systems,Rick Barker has skill in Process Control P&IDs,Rick Barker has skill in Infrastructure and Building Services - Fire Detection,Fons Schellekens has skill in Earth Sciences,Fons Schellekens has skill in Upstream - Oil Sands In Situ,Fons Schellekens has skill in Upstream - Oil Sands Mining,Fons Schellekens has skill in Upstream - Offshore,Fons Schellekens has skill in Midstream - Pipelines,Michael Marshall has skill in Bridge Rehabilitation/Repair,Michael Marshall has skill in Bridge Evaluation,Michael Marshall has skill in Non-Destructive Examination,James Fairlie has skill in Construction and Maintenance Electrical Systems,Bryan Gale has skill in Language - French,Harlen Hippe has skill in Photogrammetry,Harlen Hippe has skill in Builder Services,Kirk Jenkins has skill in Microsoft Power Apps,Kirk Jenkins has skill in Microsoft Access,Kirk Jenkins has skill in Visual Basic for Applications (VBA),Kirk Jenkins has skill in Microsoft Excel,Kirk Jenkins has skill in Microsoft Project,Kirk Jenkins has skill in Microsoft Power BI,Vincent Goreham has skill in Dam Slope Stability Analysis,Audrey Van Aelst has skill in Root Cause Analysis2,Audrey Van Aelst has skill in Pipeline Risk Assessment,Audrey Van Aelst has skill in Integrity Management Programs (IMP),Fay Xie has skill in AutoCAD,Fay Xie has skill in Civil Design / Drafting,Fay Xie has skill in Micro Station V8i with Descartes Raster Software,Fay Xie has skill in Cadworx,Fay Xie has skill in CAESAR (Pipe Stress Analysis) Software,Fay Xie has skill in Design Checking - Structural,Fay Xie has skill in Field Visits,Fay Xie has skill in AutoCAD Civil 3D software,Fay Xie has skill in NavisWorks Software,Fay Xie has skill in AutoPLANT Modeler,Fay Xie has skill in Intergraph PDS® Software,Fay Xie has skill in Mechanical Design / Drafting,Fay Xie has skill in Mechanical Engineering / Design,Fay Xie has skill in CADD 2D/3D,Fay Xie has skill in Bentley MicroStation Software,Julia Orlova has skill in Flood Frequency Analysis,Julie Yan has skill in AutoCAD,Julie Yan has skill in Cadworx,Julie Yan has skill in Microsoft Excel,Julie Yan has skill in Microsoft Word,Julie Yan has skill in Microsoft PowerPoint,Julie Yan has skill in Architectural Drafting,Julie Yan has skill in Bakeries,Julie Yan has skill in Language - Chinese, Cantonese,Julie Yan has skill in Language - Chinese, Mandarin,Toni Zbieranowski has skill in Climate Data Analysis,Toni Zbieranowski has skill in Language - English,Dennis Zadery has skill in

Account Management, Raymond Choy has skill in Schematic, Wiring, and Details, Raymond Choy has skill in IT / SCADA Systems, Curtis Dean has skill in Technical Writing (Archaeology), Abhishek Gupta has skill in Design Management, Eric Girouard has skill in Language - French, Eric Girouard has skill in Language - Spanish, Eric Girouard has skill in Language - English, Eric Girouard has skill in Microsoft Office, Eric Girouard has skill in Rocscience Settle3D Settlement Software, Eric Girouard has skill in GeoStudio Software, Eric Girouard has skill in LPILE Software, Amir Ghazaei Haghbayan has skill in Process Simulation and Modelling, Amir Ghazaei Haghbayan has skill in Process and Instrumentation Diagram (P&ID) Checking, Darryl Binnion has skill in Project leadership, Darryl Binnion has skill in Cadworx, Darryl Binnion has skill in Project Coordination, Hammad Virk has skill in Pipelines Transmission, Hammad Virk has skill in Midstream - Pipelines, Alexandra Gerber has skill in Language - French, Donald Cressman has skill in Bridge Evaluation, Donald Cressman has skill in Civil Engineering / Design, Donald Cressman has skill in Magnetic Particle (MT) Inspection, Donald Cressman has skill in Structural Steel Inspections, Donald Cressman has skill in Visual (VT) Inspection, Donald Cressman has skill in Upstream - Shale Oil, Donald Cressman has skill in Bridge Rehabilitation/Repair, Donald Cressman has skill in Field Inspection, Donald Cressman has skill in Non-Destructive Examination, Seifu Guangul has skill in Probable Maximum Flood Analysis, Seifu Guangul has skill in Dam Breach Analysis, Seifu Guangul has skill in River Basin Management, Seifu Guangul has skill in Flood Frequency Analysis, Seifu Guangul has skill in Flood Forecasting, Jesse Mendoza has skill in Oil & Gas Midstream, Pre-Fabricated Modules/Skids/Buildings, Jesse Mendoza has skill in AutoCAD, Jesse Mendoza has skill in Cadworx, Jesse Mendoza has skill in Oil & Gas Midstream, Compressor Stations, Jesse Mendoza has skill in Oil & Gas Midstream, Pumping Stations, Jesse Mendoza has skill in Oil & Gas Midstream, Metering Stations, Jesse Mendoza has skill in Oil & Gas Midstream, Pigging Stations, Justin Lefneski has skill in Bakeries, Justin Lefneski has skill in Boiler, Justin Lefneski has skill in ETAP Software, Justin Lefneski has skill in HAZIDs, Justin Lefneski has skill in HAZOPs, Justin Lefneski has skill in International Negotiation & Marketing, Justin Lefneski has skill in Iron & Steel Process Engineering & Making, Justin Lefneski has skill in Lightning Protection, Justin Lefneski has skill in Bentley MicroStation Software, Justin Lefneski has skill in Partial Discharge Analysis (PDA) of Electrical Equipment, Justin Lefneski has skill in AutoCAD, Igor Iskra has skill in Statistical Analysis, Igor Iskra has skill in Language - Ukrainian, Igor Iskra has skill in Language - Russian, Madeleine Hebert has skill in Revit Software, Madeleine Hebert has skill in AutoCAD, Adam Hossack has skill in Lithic Analysis, Adam Hossack has skill in Historic Artifact Analysis, Adam Hossack has skill in Archaeological Remote Sensing, Adam Hossack has skill in Pottery Analysis, Adam Hossack has skill in Faunal Analysis, Adam Hossack has skill in Geoarchaeology, Adam Hossack has skill in Technical Writing (Archaeology), Adam Hossack has skill in Project Management (Archaeology), Phil Molloy has skill in R Software, Phil Molloy has skill in Statistical Analysis, Phil Molloy has skill in Data Science, Phil Molloy has skill in Public Speaking, Phil Molloy has skill in Geostatistics, Phil Molloy has skill in Microsoft Excel, Phil Molloy has skill in Microsoft Word, Phil Molloy has skill in Microsoft PowerPoint, Phil Molloy has skill in Bayesian Modeling, William Salcedo has skill in Concrete: Formed Tunnels and Utilidors, William Salcedo has skill in Concrete: One-Way Slabs, William Salcedo has skill in Concrete: Mat Foundations, William Salcedo has skill in Concrete: Pile Foundations, William Salcedo has skill in Concrete: Retaining Walls, William Salcedo has skill in Concrete: Two-Way Slabs, William Salcedo has skill in Concrete: Underground Bulkheads, William Salcedo has skill in Concrete: Light Industrial Building Concrete Foundations, William Salcedo has skill in STAAD Pro Steel Code Check Software, William Salcedo has skill

in Steel: Bridge Crane Support Systems,William Salcedo has skill in Steel: Buckling Analysis,William Salcedo has skill in Steel: Collar Steel Framing and Collar Doors,William Salcedo has skill in Steel: Composite Beam / Girders,William Salcedo has skill in Steel: Hard Rock Shaft and Station Steel,William Salcedo has skill in Steel: Headframe (Rope) Galleries,William Salcedo has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),William Salcedo has skill in Steel: Headframe Tower,William Salcedo has skill in Steel: Heavy Industrial Buildings,William Salcedo has skill in Steel: Hoist House,William Salcedo has skill in Steel: Light Industrial Buildings,William Salcedo has skill in Steel: Monorails,William Salcedo has skill in Steel: Pipe Racks and Utility Trestles,William Salcedo has skill in Steel: Potash Shaft Bottom Tower Steel,William Salcedo has skill in Steel: Seismic Analysis / Design,William Salcedo has skill in Steel: Structural Steel Detailing,William Salcedo has skill in Steel: Surface Misc. Platforms,William Salcedo has skill in ETABS Software,William Salcedo has skill in Mathcad Software,William Salcedo has skill in SAP Software,Kristin Hill has skill in Language - French,Kristin Hill has skill in Language - Spanish,Kristin Hill has skill in Wetlands and Natural Resources,Justin Collyer has skill in Oil Well Sites,Justin Collyer has skill in Gas Well Sites,Justin Collyer has skill in Oil Batteries,Justin Collyer has skill in Gas Batteries,Justin Collyer has skill in Gas Sweetening,Justin Collyer has skill in Sour Gas Handling,Justin Collyer has skill in Oil & Gas Design Code Interpretation,Daniel Saurette has skill in Language - French,Frederic Beaulieu has skill in Language - English,Frederic Beaulieu has skill in Language - French,Mark Atencio has skill in Mountain Resort Water System Design,Mark Atencio has skill in Mountain Resort Potable Water Treatment Plant Design,Mark Atencio has skill in Mountain Wastewater System Design,Mark Atencio has skill in Mountain Wastewater Treatment Plant Design,Mark Atencio has skill in Mountain Resort Snowmaking Pond Design,Mark Atencio has skill in Mountain Stormwater Detention Basins and Dams,Mark Atencio has skill in Mountain Water Rights Analysis,Mark Atencio has skill in Mountain Well Location and Design,Mark Atencio has skill in Mountain Resort Snowmaking Pump System Design,Mark Atencio has skill in Ski Resort Infrastructure Construction Services,Mark Atencio has skill in Stream Alteration Permits,Mark Atencio has skill in Golf Course Master Planning,Mark Atencio has skill in Golf Pond and Stream Design,Dave Romero has skill in First Nation Consultation,Chris Whitbread has skill in Downstream - Gas Plants,Chris Whitbread has skill in Downstream - LNG,Chris Whitbread has skill in Downstream - Refineries,Chris Whitbread has skill in Downstream - Upgraders,Chris Whitbread has skill in Expediting,Chris Whitbread has skill in Field Inspection,Chris Whitbread has skill in Midstream - Facilities,Chris Whitbread has skill in Midstream - Pipelines,Chris Whitbread has skill in Midstream - Terminals,Chris Whitbread has skill in Operations Training,Chris Whitbread has skill in Project & Construction Management,Chris Whitbread has skill in Turnaround,Chris Whitbread has skill in Upstream - Conventional,Chris Whitbread has skill in Upstream - Conventional Gas,Chris Whitbread has skill in Upstream - Offshore,Chris Whitbread has skill in Upstream - Oil Sands In Situ,Chris Whitbread has skill in Upstream - Oil Sands Mining,Chris Whitbread has skill in Upstream - Shale Gas,Chris Whitbread has skill in Upstream - Shale Oil,Chris Whitbread has skill in Vendor Qualification / Selection,Chris Whitbread has skill in FEED Studies,Chris Whitbread has skill in Optimization/Rationalization Studies,Chris Whitbread has skill in Pre-FEED,Julie Dimitrijevic has skill in Project Coordination,Ralph Bode has skill in Hydrographic Surveys,Ralph Bode has skill in Retracement Surveys,Slavina Moskona has skill in AutoCAD,Jeffrey Schraud has skill in Building Information Modeling,Jeffrey Schraud has skill in SharePoint,Jeffrey Schraud has skill in Bluebeam Revu Software,Stuart Veysey has skill in Bentley STAAD Foundation,Stuart Veysey has skill in Bentley STAAD.Pro,Stuart Veysey has skill in Bridge

Evaluation,Stuart Veysey has skill in Building Envelope Construction,Stuart Veysey has skill in Civil Engineering / Design,Stuart Veysey has skill in Concrete Inspections,Stuart Veysey has skill in Concrete: Cast-in-Place Anchor Rods,Stuart Veysey has skill in Concrete: Dynamic Equipment Foundations,Stuart Veysey has skill in Concrete: Heavy Industrial Building Concrete Foundations,Stuart Veysey has skill in Concrete: Joint Details,Stuart Veysey has skill in Concrete: Light Industrial Building Concrete Foundations,Stuart Veysey has skill in Concrete: Mat Foundations,Stuart Veysey has skill in Concrete: Mix Design,Stuart Veysey has skill in Concrete: One-Way Slabs,Stuart Veysey has skill in Concrete: Pile Foundations,Stuart Veysey has skill in Concrete: Post Installed Anchors,Stuart Veysey has skill in Concrete: Pre-Stressing / Post-Tensioning,Stuart Veysey has skill in Concrete: Reinforcement Detailing,Stuart Veysey has skill in Concrete: Repair,Ann Ackerson has skill in AutoCAD Civil 3D software,Ann Ackerson has skill in Report Writing,Nevena Gazibara has skill in Class Environmental Assessments - Provincial,Nevena Gazibara has skill in Individual Environmental Assessments - Provincial,Leland Nelson has skill in Building Information Modeling,Leland Nelson has skill in AutoCAD,Leland Nelson has skill in Revit Software,Leland Nelson has skill in CADD 2D/3D,Leland Nelson has skill in Bentley MicroStation Software,Leland Nelson has skill in Autodesk InfraWorks 360™,Walter Brandhuber has skill in First Nation Consultation,Darren Kipping has skill in Archaeological Remote Sensing,Robert Vander Wel has skill in Steel: Lifting Wells / Hatch Covers,Robert Vander Wel has skill in Steel: Light Industrial Buildings,Robert Vander Wel has skill in Steel: Monorails,Robert Vander Wel has skill in Steel: Piling and Shoring,Robert Vander Wel has skill in Steel: Pipe Racks and Utility Trestles,Robert Vander Wel has skill in Steel: Potash - Rock Anchors,Robert Vander Wel has skill in Steel: Seismic Analysis / Design,Robert Vander Wel has skill in Steel: Skip Chaining,Robert Vander Wel has skill in Steel: Stand-Alone Bins and Hoppers,Robert Vander Wel has skill in Steel: Structural Steel Detailing,Robert Vander Wel has skill in Steel: Surface Misc. Platforms,Robert Vander Wel has skill in Steel: Tanks,Robert Vander Wel has skill in Steel: Vibration Analysis,Robert Vander Wel has skill in Masonry: Details and Joints,Robert Vander Wel has skill in Masonry: Layout and Reinforcing,Robert Vander Wel has skill in Masonry: Load-Bearing,Robert Vander Wel has skill in Shop Steel Inspections,Robert Vander Wel has skill in Structural Steel Inspections,Robert Vander Wel has skill in Welding Inspections,Robert Vander Wel has skill in Special Structural Inspections: Cast-in-Place Concrete,Robert Vander Wel has skill in Special Structural Inspections: Reinforcing,Robert Vander Wel has skill in Special Structural Inspections: Structural Bolts and Welds,Robert Vander Wel has skill in Bentley STAAD Foundation,Robert Vander Wel has skill in Bentley STAAD.Pro,Robert Vander Wel has skill in Mathcad Software,Robert Vander Wel has skill in RISA Software,Robert Vander Wel has skill in STAAD Pro Steel Code Check Software,Robert Vander Wel has skill in Railroads (Engineering / Design),Robert Vander Wel has skill in Rope Changing (Engineering / Design),Robert Vander Wel has skill in Wastewater Treatment (Engineering / Design),Robert Vander Wel has skill in Railroads (Field Experience),Robert Vander Wel has skill in Preparation of Calculations,Robert Vander Wel has skill in Preparation of Design Basis Documents,Robert Vander Wel has skill in Preparation of Specification Documents,Robert Vander Wel has skill in Microsoft Excel,Robert Vander Wel has skill in Microsoft PowerPoint,Robert Vander Wel has skill in Microsoft Word,Robert Vander Wel has skill in SOLIDWORKS, 3D Design Software,Robert Vander Wel has skill in SOLIDWORKS, Simulation Software,Robert Vander Wel has skill in Civil Engineering / Design,Robert Vander Wel has skill in Surface Excavations and Backfilling,Robert Vander Wel has skill in Concrete: Cast-in-Place Anchor Rods,Robert Vander Wel has

skill in Concrete: Dynamic Equipment Foundations,Robert Vander Wel has skill in Concrete: Fan Foundations,Robert Vander Wel has skill in Concrete: Heavy Industrial Building Concrete Foundations,Robert Vander Wel has skill in Concrete: Light Industrial Building Concrete Foundations,Robert Vander Wel has skill in Concrete: Mat Foundations,Robert Vander Wel has skill in Concrete: Post Installed Anchors,Robert Vander Wel has skill in Concrete: Pre-Stressing / Post-Tensioning,Robert Vander Wel has skill in Concrete: Reinforcement Detailing,Robert Vander Wel has skill in Concrete: Repair,Robert Vander Wel has skill in Concrete: Retaining Walls,Robert Vander Wel has skill in Concrete: Slabs-on-Grade,Robert Vander Wel has skill in Concrete: Two-Way Slabs,Robert Vander Wel has skill in Steel: A-Frames,Robert Vander Wel has skill in Steel: Bin House Bins,Robert Vander Wel has skill in Steel: Buckling Analysis,Robert Vander Wel has skill in Steel: Collar House Framing,Robert Vander Wel has skill in Steel: Collar Steel Framing and Collar Doors,Robert Vander Wel has skill in Steel: Hard Rock - Rock Anchors,Robert Vander Wel has skill in Steel: Headframe (Rope) Galleries,Robert Vander Wel has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Robert Vander Wel has skill in Steel: Headframe Sheave Decks and Houses,Robert Vander Wel has skill in Steel: Headframe Tower,Robert Vander Wel has skill in Steel: Heavy Industrial Buildings,Robert Vander Wel has skill in Steel: Hoist House,Robert Vander Wel has skill in Steel: Hoist House Framing,Jinghua Jin has skill in International Experience,Jinghua Jin has skill in Language - Chinese, Mandarin,Jinghua Jin has skill in Language - English,Jinghua Jin has skill in Mechanical Design / Drafting,Jinghua Jin has skill in Bentley MicroStation Software,Jinghua Jin has skill in Oil & Gas Midstream, Compressor Stations,Jinghua Jin has skill in Oil & Gas Midstream, Pre-Fabricated Modules/Skids/Buildings,Jinghua Jin has skill in Oil & Gas Midstream, Pumping Stations,Jinghua Jin has skill in SmartPlant® P&ID - User,Jinghua Jin has skill in Standards Checks,Jinghua Jin has skill in Zinc Mining,Jinghua Jin has skill in Field Inspection,Jinghua Jin has skill in Adobe Acrobat Pro DC,Jinghua Jin has skill in Adobe Photoshop,Jinghua Jin has skill in Cadworx,Jinghua Jin has skill in CADD 2D/3D,Jinghua Jin has skill in Bluebeam Revu Software,Jinghua Jin has skill in Civil Design / Drafting,Jinghua Jin has skill in AutoCAD,Jinghua Jin has skill in AutoPLANT Modeler,Jinghua Jin has skill in NavisWorks Software,Jinghua Jin has skill in SOLIDWORKS, 3D Design Software,Chris Foster-Pengelly has skill in Field Visits,Chris Foster-Pengelly has skill in Project Coordination,Chris Foster-Pengelly has skill in ArcGIS Map Design,Chris Foster-Pengelly has skill in Consultation,Chris Foster-Pengelly has skill in Electrofishing,Chris Foster-Pengelly has skill in Field Inspection,Chris Foster-Pengelly has skill in Microsoft Word,Chris Foster-Pengelly has skill in Power (Transmission Line Right of Way Studies, Pipeline Interference & Mitigation Studies),Chris Foster-Pengelly has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Chris Foster-Pengelly has skill in Statistical Analysis,Glen Kulak has skill in Power (Substation Studies, Grounding),Glen Kulak has skill in Power (Transmission Line Right of Way Studies, Pipeline Interference & Mitigation Studies),Glen Kulak has skill in Power (System Planning Studies, Network Load Flow/Transient Analysis/Transmission Line Capacity Assessment),Glen Kulak has skill in Power (Substation Studies, Short Circuit Calculations),Glen Kulak has skill in Power (Substation Studies, Load Flow),Glen Kulak has skill in Power (Substation Studies, Insulation Coordination),Glen Kulak has skill in Power (Substation Studies, Cable Ampacity),Glen Kulak has skill in Power (Outdoor High Voltage Substations),Eric Lafleur has skill in Electrical Engineering / Design,Eric Lafleur has skill in Electrical Power Distribution,Eric Lafleur has skill in Infrastructure and Building Services - Cranes / Hoists / Elevators,Eric Lafleur has skill in Infrastructure and Building Services - Fire Detection,Eric Lafleur has skill in Infrastructure and Building Services - HVAC (Mining),Eric Lafleur has skill in Infrastructure and

Building Services - Lighting, Eric Lafleur has skill in DIALux Lighting Simulation Software, Eric Lafleur has skill in ETAP Software, Natalia Doolaege has skill in FEED Studies, Natalia Doolaege has skill in Pre-FEED, Michael Leonard has skill in AutoCAD Civil 3D software, Michael Leonard has skill in Bentley MicroStation Software, Pierre Castonguay has skill in Steel: Monorails, Pierre Castonguay has skill in Steel: Seismic Analysis / Design, Pierre Castonguay has skill in Microsoft Excel, Pierre Castonguay has skill in Microsoft Word, Pierre Castonguay has skill in Concrete: Post Installed Anchors, Pierre Castonguay has skill in STAAD Pro Steel Code Check Software, Pierre Castonguay has skill in Bentley STAAD.Pro, Pierre Castonguay has skill in Building Envelope Design, Pierre Castonguay has skill in Civil Engineering / Design, Pierre Castonguay has skill in Concrete: Cast-in-Place Anchor Rods, Pierre Castonguay has skill in Concrete: Mat Foundations, Pierre Castonguay has skill in Concrete: Slabs-on-Grade, Pierre Castonguay has skill in Concrete: One-Way Slabs, Pierre Castonguay has skill in Concrete: Retaining Walls, Pierre Castonguay has skill in Structural Engineering / Design, Pierre Castonguay has skill in Steel: Buckling Analysis, Pierre Castonguay has skill in Steel: Heavy Industrial Buildings, Betty Chen has skill in ETAP Software, Darren Miller has skill in Adobe Photoshop, Darren Miller has skill in Adobe Illustrator, Darren Miller has skill in 3ds Max, Darren Miller has skill in Adobe InDesign, Darren Miller has skill in AutoCAD, Darren Miller has skill in Google Sketchup, Darren Miller has skill in Land F/X Software, Scott Purves has skill in ICAM Investigation Training, Scott Purves has skill in TapRoot@ Investigations Training, Heather Kendall has skill in Geoarchaeology, Heather Kendall has skill in Archaeometry, Mohammed Shahbaz has skill in Microsoft Word, Mohammed Shahbaz has skill in Adobe Acrobat Pro DC, Mohammed Shahbaz has skill in Microsoft Excel, Mohammed Shahbaz has skill in Preparation of Specification Documents, Mohammed Shahbaz has skill in Construction Specifications, Chad Stevens has skill in Building Codes Plan Review, Chad Stevens has skill in Building Information Modeling, Philip Chuck has skill in Upstream - Oil Sands In Situ, Philip Chuck has skill in Midstream - Terminals, Philip Chuck has skill in Midstream - Facilities, Don Ciccone has skill in SharePoint, Don Ciccone has skill in Microsoft Excel, Don Ciccone has skill in Microsoft Word, Levi Faust has skill in Microsoft Word, Levi Faust has skill in Underground Mine Infrastructure (Engineering / Design), Levi Faust has skill in Microsoft PowerPoint, Levi Faust has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Levi Faust has skill in AutoCAD MEP Software, Levi Faust has skill in AutoCAD, Levi Faust has skill in Bentley MicroStation Software, Levi Faust has skill in Revit Software, Levi Faust has skill in Bentley ProjectWise Software, Levi Faust has skill in Microsoft Excel, Levi Faust has skill in Adobe Acrobat Pro DC, Levi Faust has skill in LitePro Software, Andy Nelson has skill in Project leadership, Tony Li has skill in SOLIDWORKS, 3D Design Software, Tony Li has skill in AutoCAD, Brent McMillin has skill in Integrated Project Solutions (IPS), Glenn Villanueva has skill in Hourly Analysis Program (HAP), Glenn Villanueva has skill in Revit Software, Glenn Villanueva has skill in Mechanical Design / Drafting, Jennie Hydro Simmons has skill in Healthcare Planning - Interiors, Jennie Hydro Simmons has skill in Revit Software, Jennie Hydro Simmons has skill in AutoCAD, Jennie Hydro Simmons has skill in 3ds Max, Jennie Hydro Simmons has skill in Adobe Photoshop, Jennie Hydro Simmons has skill in Rhino Software, Jennie Hydro Simmons has skill in Google Sketchup, Jennie Hydro Simmons has skill in Adobe Illustrator, Jennie Hydro Simmons has skill in Adobe InDesign, Jennie Hydro Simmons has skill in Healthcare Interiors, Jennie Hydro Simmons has skill in Project & Construction Management, Tia Pitman has skill in Building Information Modeling, Tia Pitman has skill in Structural Design / Drafting, Tia Pitman has skill in Revit Software, Tia Pitman has skill in AutoCAD, Erika Drok has

skill in AutoCAD,Erika Drok has skill in CAD Management & Coordination,Erika Drok has skill in Revit Software,Erika Drok has skill in Microsoft Excel,Erika Drok has skill in Public Library Design,Erika Drok has skill in Renderings,Erika Drok has skill in Adobe InDesign,Erika Drok has skill in Adobe Photoshop,Erika Drok has skill in Enscape,Jamie Straz has skill in Revit Software,Jamie Straz has skill in Renderings,Chris Benitez has skill in Feasibility Studies (Transportation Engineering),Chris Benitez has skill in NEPA Documentation,Samrat Dutta has skill in AutoCAD,Samrat Dutta has skill in Bentley STAAD Foundation,Samrat Dutta has skill in Concrete: Fan Foundations,Samrat Dutta has skill in Concrete: Mat Foundations,Samrat Dutta has skill in Concrete: Pile Foundations,Samrat Dutta has skill in Design Checking - Civil,Samrat Dutta has skill in Design Checking - Structural,Samrat Dutta has skill in Language - Bengali,Samrat Dutta has skill in Microsoft Access,Samrat Dutta has skill in Microsoft Word,Samrat Dutta has skill in Midstream - Pipelines,Samrat Dutta has skill in Microsoft Excel,Samrat Dutta has skill in STAAD Pro Steel Code Check Software,Samrat Dutta has skill in Structural Engineering / Design,Samrat Dutta has skill in Bentley STAAD.Pro,Markus Jagrelius has skill in Language - German,Markus Jagrelius has skill in Language - Swedish,Markus Jagrelius has skill in Language - Danish,Markus Jagrelius has skill in Language - Norwegian,Marlon Medina has skill in AutoCAD,Marlon Medina has skill in Sanitary Sewer Design,David Kury has skill in Revit Software,David Kury has skill in Medical Imaging,David Kury has skill in 3D Laser Scanning,David Helzer has skill in AutoCAD,David Helzer has skill in AutoPLANT Modeler,David Helzer has skill in NavisWorks Software,David Helzer has skill in 3D Laser Scanning,David Helzer has skill in FEED Studies,David Helzer has skill in Field Visits,David Helzer has skill in Process Piping Design,David Helzer has skill in Mechanical Design / Drafting,George Kaufmann has skill in ethnohistorian/ethnographer,Kyle Houser has skill in ArcGIS Map Design,Kyle Houser has skill in CADD 2D/3D,Candi Crosson has skill in Adobe InDesign,Candi Crosson has skill in Microsoft PowerPoint,Juergen Seufert has skill in Language - German,Duncan Simpson has skill in NEPA Documentation,Steven Morton has skill in Mining Design and Drafting,Steven Morton has skill in Natural Gas Piping,Steven Morton has skill in Piping P&IDs,Steven Morton has skill in Piping PFDs,Steven Morton has skill in Microsoft Excel,Steven Morton has skill in Microsoft OneNote,Steven Morton has skill in Microsoft PowerPoint,Steven Morton has skill in Microsoft Project,Steven Morton has skill in Microsoft Word,Steven Morton has skill in Control Rooms,Steven Morton has skill in Door Schedules,Steven Morton has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Steven Morton has skill in Heat Exchangers,Steven Morton has skill in Mechanical Design / Drafting,Afsi Tehrani Nikoo has skill in Civil Engineering / Design,Afsi Tehrani Nikoo has skill in Community Development – Permitting and Licenses,Afsi Tehrani Nikoo has skill in Language - Persian,Afsi Tehrani Nikoo has skill in Microsoft Excel,Afsi Tehrani Nikoo has skill in Microsoft Word,Afsi Tehrani Nikoo has skill in Microsoft Project,Afsi Tehrani Nikoo has skill in Rainwater Harvesting,Afsi Tehrani Nikoo has skill in Storm Water Management,Tracey Graham has skill in Inpatient Medical/Surgical Units,Tracey Graham has skill in Medical Imaging,Tracey Graham has skill in Outpatient/Ambulatory Care,Tracey Graham has skill in Lean and Efficiency Review,Tracey Graham has skill in Lean/Continuous Improvement,Edwin Martinez Rivera has skill in Revit Software,Edwin Martinez Rivera has skill in AutoCAD MEP Software,Edwin Martinez Rivera has skill in AutoCAD,Daniel Johnson has skill in Aboriginal Engagement and Business Development,Daniel Johnson has skill in Public Engagement / Charettes,Daniel Johnson has skill in Leadership,Daniel Johnson has skill in Project leadership,Geoff Quinsey has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Geoff Quinsey has skill in

Building Plumbing (Domestic Water Systems),Troy Holsopple has skill in Project & Construction Management,Troy Holsopple has skill in AutoCAD,Troy Holsopple has skill in Civil Design / Drafting,Troy Holsopple has skill in Pipelines Transmission,Tim Madden has skill in AutoCAD,Tim Madden has skill in Bentley MicroStation Software,Evan MacDonald has skill in AutoCAD,Evan MacDonald has skill in SOLIDWORKS, 3D Design Software,Evan MacDonald has skill in Building Energy Modeling,Bhumi Patel has skill in ProUCL Software,Bhumi Patel has skill in Project Coordination,Bhumi Patel has skill in Language - Hindi,Bhumi Patel has skill in Report Writing,Bhumi Patel has skill in EarthSoft EQuIS,Bhumi Patel has skill in Microsoft Excel,Bhumi Patel has skill in Microsoft Access,Bhumi Patel has skill in SQL Server,Hamid Kholafaei has skill in Business Intelligence,Hamid Kholafaei has skill in Academic - Business Schools,James Zuniga has skill in AGI32 Lighting Design Software,James Zuniga has skill in Bentley MicroStation Software,James Zuniga has skill in Adobe Photoshop,James Zuniga has skill in AutoCAD,Frederic Vinet has skill in Language - French,Frederic Vinet has skill in Language - English,Frederic Vinet has skill in ArcGIS Map Design,Will Zung has skill in HEC-HMS Software,Will Zung has skill in HEC-RAS Software,Will Zung has skill in 2D Modeling,Will Zung has skill in FEMA Levee Accreditation Services,Will Zung has skill in Groundwater Sampling,Paul Roepnack has skill in Revit Software,Julie Anderson has skill in Statistical Analysis,Steve Zeender has skill in Bentley InRoads,Steve Zeender has skill in Utility Coordination,Steve Zeender has skill in Bentley MicroStation Software,Shamsul Chowdhury has skill in Municipal Services - Water Distribution Mains,Shamsul Chowdhury has skill in Flood Forecasting,Shamsul Chowdhury has skill in Flood Frequency Analysis,Shamsul Chowdhury has skill in Statistical Analysis,Jason Dong has skill in Revit Software,Jason Dong has skill in Google Sketchup,Jason Dong has skill in 3ds Max,Jason Dong has skill in Adobe Photoshop,Jason Dong has skill in Adobe InDesign,Jason Dong has skill in AutoCAD,Amanda Reid has skill in Fire Alarm System Design (Electrical Engineering),Jacy Wheelwright has skill in Microsoft Excel,Jacy Wheelwright has skill in Microsoft Word,Jacy Wheelwright has skill in Microsoft OneNote,Jacy Wheelwright has skill in Microsoft PowerPoint,Jacy Wheelwright has skill in Aconex (Web based electronic data base management system),Jacy Wheelwright has skill in SharePoint,Jacy Wheelwright has skill in Bentley ProjectWise Software,Jacy Wheelwright has skill in Deswik.CAD software,Jacy Wheelwright has skill in Integrated Project Solutions (IPS),Ellie Miri has skill in Adobe Photoshop,Ellie Miri has skill in Adobe InDesign,Ellie Miri has skill in AutoCAD,Ellie Miri has skill in Google Sketchup,Ellie Miri has skill in Revit Software,Juan Hiedra Cobo has skill in Language - Spanish,Natacha Mercier-Aubin has skill in Language - French,Natacha Mercier-Aubin has skill in Language - English,Melanie Bathalon has skill in Individual Environmental Assessments - Federal,Melanie Bathalon has skill in Language - French,Spencer Hogg has skill in Negotiations,Liz Fernandez has skill in Media Relations,Liz Fernandez has skill in Public Relations,Liz Fernandez has skill in MOT Coordination,Liz Fernandez has skill in Crisis Management,Maria Acosta has skill in CAD Management & Coordination,Maria Acosta has skill in Preparation of Design Basis Documents,Rick Lux has skill in Roller Compacted Concrete Dams,Rick Lux has skill in Soil & Rock Anchors,Rick Lux has skill in Dam Spillway Design,Rick Lux has skill in Embankment Dams,Rick Lux has skill in Hydroelectric Dams,Rick Lux has skill in Hydropower (FERC Part 12),Rick Lux has skill in Concrete Dams,Rick Lux has skill in Dam Breach Analysis,Rick Lux has skill in Dam Design,Rick Lux has skill in Dam Inspections,Rick Lux has skill in Dam Remediation,Rick Lux has skill in Dam Safety (FERC),Keefe Lee has skill in Vehicle Driving Education,Keefe Lee has skill in AutoCAD,Keefe Lee has skill in CADD 2D/3D,Keefe Lee has skill in Language - Chinese, Cantonese,Emelinda Agena has skill in Aconex

(Web based electronic data base management system),Emelinda Agena has skill in Microsoft Excel,Emelinda Agena has skill in Microsoft Word,Emelinda Agena has skill in Document Administration,Emelinda Agena has skill in Microsoft PowerPoint,Emelinda Agena has skill in Deltek Vision Software,Emelinda Agena has skill in Oracle Database,Roy Naumann has skill in Cadworx,Roy Naumann has skill in Bluebeam Revu Software,Roy Naumann has skill in AutoPLANT Modeler,Roy Naumann has skill in AutoCAD,Roy Naumann has skill in Design Checking - Mechanical,Roy Naumann has skill in Downstream - Gas Plants,Roy Naumann has skill in Downstream - Refineries,Roy Naumann has skill in HAZOPs,Roy Naumann has skill in Midstream - Facilities,Roy Naumann has skill in Midstream - Pipelines,Roy Naumann has skill in Midstream - Terminals,Roy Naumann has skill in Mechanical Design / Drafting,Roy Naumann has skill in Microsoft Excel,Roy Naumann has skill in NavisWorks Software,Roy Naumann has skill in Oil & Gas Midstream, Compressor Stations,Roy Naumann has skill in Oil & Gas Midstream, Custody Transfer Stations (LACT),Roy Naumann has skill in Oil & Gas Midstream, Pumping Stations,Roy Naumann has skill in Oil & Gas Midstream, Metering Stations,Roy Naumann has skill in Piping PFDs,Roy Naumann has skill in Piping P&IDs,Roy Naumann has skill in Piping Isometrics - Large Bore,Roy Naumann has skill in Plant and Maintenance,Roy Naumann has skill in Preparation of General Arrangement Drawings,Roy Naumann has skill in Process Control P&IDs,Roy Naumann has skill in Steam Piping,Roy Naumann has skill in Upstream - Conventional,Roy Naumann has skill in Upstream - Conventional Gas,Roy Naumann has skill in Upstream - Oil Sands In Situ,Roy Naumann has skill in Turbines,Roy Naumann has skill in Loading and Unloading Facilities (Engineering / Design),Roy Naumann has skill in 3D Laser Scanning,Mark Bulmer has skill in AutoCAD,Mark Bulmer has skill in Revit Software,Chris Gukert has skill in Electrical Engineering / Design,Chris Gukert has skill in Compressed Air Systems and Piping,Scott Curtis has skill in FEED Studies,Scott Curtis has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Scott Curtis has skill in Project leadership,Scott Curtis has skill in Pre-FEED,Scott Curtis has skill in Oil & Gas Midstream, Metering Stations,Scott Curtis has skill in Oil & Gas Midstream, Pumping Stations,Scott Curtis has skill in Oil & Gas Midstream, Pigging Stations,Scott Curtis has skill in Oil & Gas Midstream, Compressor Stations,Scott Curtis has skill in Oil & Gas Midstream, Custody Transfer Stations (LACT),Scott Curtis has skill in Oil & Gas Midstream, Pre-Fabricated Modules/Skids/Buildings,Scott Curtis has skill in Project Coordination,Daniel Dombowsky has skill in AutoCAD,Daniel Dombowsky has skill in Microsoft Excel,Steve Bernardi has skill in Wood Framing Design,Steve Bernardi has skill in AutoCAD,Jean-Claude Paradis has skill in Building Energy Efficiency and Economics Analysis,Jean-Claude Paradis has skill in Language - French,Jean-Claude Paradis has skill in Lean and Efficiency Review,Jean-Claude Paradis has skill in Lean/Continuous Improvement,Jean-Claude Paradis has skill in Operations Training,Jean-Claude Paradis has skill in Optimization/Rationalization Studies,Jean-Claude Paradis has skill in Quality Management (ISO),Paul Telefoglou has skill in Class Environmental Assessments - Provincial,David Jackola has skill in Visual Basic for Applications (VBA),David Jackola has skill in C Programming,David Jackola has skill in .NET Programming,David Jackola has skill in SQL Server,David Jackola has skill in C++ Programming,David Jackola has skill in Microsoft Access,David Jackola has skill in C#,Sean Britt has skill in Adobe Illustrator,Sean Britt has skill in Adobe Photoshop,Sean Britt has skill in Cultural Anthropology,Sean Britt has skill in Emergency Management,Sean Britt has skill in Faunal Analysis,Sean Britt has skill in Funding planning and acquisition,Sean Britt has skill in Historic Artifact Analysis,Sean Britt has skill in Historical, Geographic, and Demographic Investigations,Sean Britt has skill in International Experience,Sean Britt has skill in

Interviewing,Sean Britt has skill in Language - English,Sean Britt has skill in Language - Spanish,Sean Britt has skill in Leadership,Sean Britt has skill in Lithic Analysis,Sean Britt has skill in Microsoft PowerPoint,Sean Britt has skill in Microsoft Excel,Sean Britt has skill in Microsoft Word,Sean Britt has skill in Midstream - Pipelines,Sean Britt has skill in Midstream - Facilities,Sean Britt has skill in Midstream - Terminals,Sean Britt has skill in Palaeoethnobotany,Sean Britt has skill in Project Coordination,Sean Britt has skill in Project Management (Archaeology),Sean Britt has skill in Public participation engagement programs,Sean Britt has skill in Public Speaking,Benjamin Powell has skill in Microsoft Excel,Benjamin Powell has skill in Bentley MicroStation Software,Benjamin Powell has skill in Civil Engineering / Design,Benjamin Powell has skill in Storm Water Management,Mohammed Ayman Gaber has skill in Adobe Photoshop,Mohammed Ayman Gaber has skill in AutoCAD,Mohammed Ayman Gaber has skill in 3ds Max,Mohammed Ayman Gaber has skill in Microsoft PowerPoint,Mohammed Ayman Gaber has skill in Microsoft Word,Mohammed Ayman Gaber has skill in Google Sketchup,Craig Adams has skill in Building Plumbing (Domestic Water Systems),Craig Adams has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Lauren Carlson has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Lauren Carlson has skill in Preparation of Proposal Documents (written verbiage),Richard Gaines has skill in AutoCAD,Richard Gaines has skill in Civil Engineering / Design,Richard Gaines has skill in Community Development – Permitting and Licenses,Richard Gaines has skill in Municipal Services - Water Distribution Mains,Richard Gaines has skill in Municipal Stormwater,Richard Gaines has skill in Municipal Services - Water Transmission Mains,Richard Gaines has skill in Re-Zoning Process,Richard Gaines has skill in Sewer and CSO Flow Monitoring,Richard Gaines has skill in Storm Water Management,Richard Gaines has skill in Stormwater Modeling,Richard Gaines has skill in Mountain Resort Water System Design,Richard Gaines has skill in Mountain Stormwater Runoff Collection Design,Richard Gaines has skill in Mountain Wastewater System Design,Richard Gaines has skill in Project & Construction Management,Richard Gaines has skill in Sanitary Sewer Design,Richard Gaines has skill in Surface Infrastructure (Engineering / Design),Richard Gaines has skill in Water Resources Management (Engineering / Design),Richard Gaines has skill in Wastewater Treatment (Field Experience),Dan Saltsman has skill in CADD 2D/3D,Jennifer Kolesnikov has skill in Historic Artifact Analysis,Jennifer Kolesnikov has skill in Faunal Analysis,Jennifer Kolesnikov has skill in Lithic Analysis,Jennifer Kolesnikov has skill in Pottery Analysis,Jennifer Kolesnikov has skill in Technical Writing (Archaeology),Ricky Ly has skill in Bentley MicroStation Software,Adnan Mustajbasic has skill in Piping P&IDs,Adnan Mustajbasic has skill in Fluid Flow Calculations / Pipe Stress Calculations,Micheal Williamson has skill in Landscape Design,Peter Sindone has skill in Electrical Design / Drafting,Peter Sindone has skill in Civil Design / Drafting,Peter Sindone has skill in Mining Design and Drafting,Peter Sindone has skill in Wastewater Treatment (Engineering / Design),Peter Sindone has skill in Water Treatment (Engineering / Design),Peter Sindone has skill in Field Visits,Peter Sindone has skill in Standards Checks,Peter Sindone has skill in Shop Visits,Peter Sindone has skill in Microsoft OneNote,Peter Sindone has skill in Mechanical Design / Drafting,Peter Sindone has skill in Compressed Air Systems and Piping,Peter Sindone has skill in Piping Isometrics - Large Bore,Peter Sindone has skill in Piping P&IDs,Peter Sindone has skill in Piping PFDs,Peter Sindone has skill in Material Handling P&IDs,Peter Sindone has skill in Material Handling PFDs,Peter Sindone has skill in Belt Conveyors,Peter Sindone has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Peter Sindone has skill in AutoCAD,Peter Sindone has skill in Microsoft Excel,Peter Sindone has skill in Bentley MicroStation

Software, Peter Sindone has skill in Microsoft Word, Chrispin Gabriel has skill in Concrete Dams, Chrispin Gabriel has skill in Dam Design, Chrispin Gabriel has skill in Dam Inspections, Chrispin Gabriel has skill in Dam Slope Stability Analysis, Chrispin Gabriel has skill in Dam Spillway Design, Chrispin Gabriel has skill in Drilling, Sampling, and Instrumentation Services, Chrispin Gabriel has skill in Embankment Dams, Chrispin Gabriel has skill in Hydroelectric Dams, Chrispin Gabriel has skill in Roller Compacted Concrete Dams, Chrispin Gabriel has skill in Soil & Rock Anchors, Jason Khor has skill in Pre-FEED, Jason Khor has skill in FEED Studies, Jason Khor has skill in Project Coordination, Brianne Baker has skill in Electrofishing, Brianne Baker has skill in Community Development – Permitting and Licenses, Race Rolland has skill in Project & Construction Management, Roy Johnson has skill in Water Resources Management (Engineering / Design), Roy Johnson has skill in Preparation of Proposal Documents (written verbiage), Roy Johnson has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Akhilesh Nair has skill in Mechanical Engineering / Design, Akhilesh Nair has skill in Compressed Air Systems and Piping, Jasmin Santos has skill in AutoPLANT Modeler, Jasmin Santos has skill in AutoCAD, Jasmin Santos has skill in Cadworx, Claudio Cossio has skill in Language - Spanish, Claudio Cossio has skill in Cost Estimating, Operating (Mining), Claudio Cossio has skill in Cost Estimating, Capital (Mining), Claudio Cossio has skill in AutoCAD, Claudio Cossio has skill in Underground Dewatering (Field Experience), Claudio Cossio has skill in Mining Method - Block Caving, Claudio Cossio has skill in Mining Method - Open Pit, Claudio Cossio has skill in Mining Method - Sub Level Caving, Claudio Cossio has skill in Mining Method - Narrow Vein, Claudio Cossio has skill in Vulcan Software, Claudio Cossio has skill in Arena Simulation Software, Claudio Cossio has skill in Mine Ventilation, Claudio Cossio has skill in Rock Mechanics, Claudio Cossio has skill in Mining Method - Room and Pillar, Claudio Cossio has skill in Backfill and Batch Plants (surface), Claudio Cossio has skill in Backfill and Batch Plants (underground), Claudio Cossio has skill in Hoisting Systems (Field Experience), Claudio Cossio has skill in Shaft Sinking, Claudio Cossio has skill in Sinking Hoists and Winches, Louis McPhee has skill in Expediting, Shiraz Aziz has skill in Microsoft Word, Shiraz Aziz has skill in Microsoft Excel, Shiraz Aziz has skill in SAP Software, Shiraz Aziz has skill in Microsoft PowerPoint, Shiraz Aziz has skill in Microsoft Outlook, Kelsey Cronk has skill in Electrofishing, Tao Xia has skill in AutoCAD, Tao Xia has skill in Bentley MicroStation Software, Tao Xia has skill in Transoft Solutions AutoTURN® Software, Tao Xia has skill in AutoLISP, Tao Xia has skill in Civil Design / Drafting, Tao Xia has skill in Microsoft Word, Tao Xia has skill in Bluebeam Revu Software, Tao Xia has skill in Microsoft OneNote, Tao Xia has skill in Microsoft PowerPoint, Tao Xia has skill in Microsoft Excel, Daniel Coote has skill in Document Administration, Daniel Coote has skill in Interviewing, Daniel Coote has skill in Preparation of Proposal Documents (written verbiage), Daniel Coote has skill in Microsoft Outlook, Daniel Coote has skill in Language - English, Daniel Coote has skill in Technical Editing, Daniel Coote has skill in Language - French, Daniel Coote has skill in Microsoft Excel, Daniel Coote has skill in Microsoft OneNote, Daniel Coote has skill in Microsoft PowerPoint, Daniel Coote has skill in Microsoft Word, Daniel Coote has skill in SharePoint, Daniel Coote has skill in Adobe Acrobat Pro DC, Daniel Coote has skill in Project Coordination, Laura Hill has skill in Class Environmental Assessments - Provincial, Laura Hill has skill in Groundwater Sampling, Laura Hill has skill in Language - French, Laura Hill has skill in Impact Assessment Act Environmental Assessment, Cory Meckler has skill in Steel: Coatings, James Williamson has skill in K-12 Public Schools, Jonathan Prescott has skill in Statistical Analysis, Tim Stephens has skill in AutoCAD Civil 3D software, Tim Stephens has skill in Excel Macro Development, Tim Stephens has skill in 3ds Max, Leah Delgado has skill in Language - Russian, Ramil

Biador has skill in AutoCAD,Ramil Biador has skill in ETAP Software,Ramil Biador has skill in DIALux Lighting Simulation Software,Ramil Biador has skill in Revit Software,Ruel Ramirez has skill in Prolog (software),Ruel Ramirez has skill in SharePoint,Ruel Ramirez has skill in Microsoft Excel,Ruel Ramirez has skill in Microsoft Outlook,Ruel Ramirez has skill in Microsoft PowerPoint,Ruel Ramirez has skill in Microsoft Word,Ruel Ramirez has skill in SAP Software,Tom Westerman has skill in Railroad Bridge Plan Preparation,Tom Westerman has skill in Railroad Bridge Planning,Tom Westerman has skill in Railroad Bridge Inspection of existing bridges,Mariam Armanious has skill in SharePoint,Elias Chirinos has skill in Language - Spanish,Elias Chirinos has skill in Industrial Control System (ICS) Cybersecurity,Elias Chirinos has skill in FOUNDATION Fieldbus Software,Elias Chirinos has skill in DeltaV DCS,Elias Chirinos has skill in Fault Tree Analysis (FTA),Elias Chirinos has skill in Isograph Reliability Workbench Software,Elias Chirinos has skill in Safety Integrity Level (SIL) Analysis,Elias Chirinos has skill in IT / SCADA Systems,Elias Chirinos has skill in HAZOPs,Elias Chirinos has skill in Layers of Protection Analysis (LOPA) Studies,Matt Cobb has skill in GIS Web Mapping,Yuliya Mann has skill in Language - Russian,Doug Hay has skill in Electrical Engineering / Design,Victor Canchola has skill in Language - Spanish,Victor Canchola has skill in AutoCAD,Victor Canchola has skill in Microsoft Word,Victor Canchola has skill in Microsoft Excel,Victor Canchola has skill in Microsoft PowerPoint,Victor Canchola has skill in Microsoft OneNote,Victor Canchola has skill in Mechanical Design / Drafting,Victor Canchola has skill in HVAC Design (underground mining),Victor Canchola has skill in Mine Ventilation,Victor Canchola has skill in Natural Gas Piping,Victor Canchola has skill in Piping P&IDs,Victor Canchola has skill in Piping PFDs,Victor Canchola has skill in Preparation of Mechanical Equipment Lists,Victor Canchola has skill in Potable and Industrial (Process) Water / Roof Drains,Victor Canchola has skill in Piping Isometrics - Large Bore,Victor Canchola has skill in Compressed Air Systems and Piping,Victor Canchola has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Victor Canchola has skill in Maintenance Facilities (underground),Victor Canchola has skill in Shaft Sinking,Victor Canchola has skill in Deswik.CAD software,Victor Canchola has skill in Revit Software,Victor Canchola has skill in Autodesk Inventor Software,Victor Canchola has skill in Simio Simulation Software,Jason Schneider has skill in FEMA Levee Accreditation Services,Jason Schneider has skill in Storm Water Management,Keith Lilley has skill in Civil Engineering / Design,Rand Postell has skill in Dam Design,Rand Postell has skill in Dam Remediation,Rand Postell has skill in Dam Seepage/Piping Control,Rand Postell has skill in Dam Spillway Design,Rand Postell has skill in Language - English,Rand Postell has skill in Levee Design,Raymond Rivera has skill in AutoCAD,Raymond Rivera has skill in Rock Mechanics,Raymond Rivera has skill in Mining Method - Sub Level Caving,Raymond Rivera has skill in Mining Method - Open Pit,Raymond Rivera has skill in Mining Method - Longwall,Raymond Rivera has skill in Mining Method - Cut and Fill,Raymond Rivera has skill in Mining Method - Room and Pillar,Raymond Rivera has skill in Mining Method - Narrow Vein,Raymond Rivera has skill in Block Models,Raymond Rivera has skill in Mine2-4D Software,Raymond Rivera has skill in Vulcan Software,Ryon Ragan has skill in ArcGIS Map Design,Neil Clements has skill in Academic - Law Schools,Neil Clements has skill in Legal Compliance,Neil Clements has skill in Negotiations,Neil Clements has skill in Interviewing,Neil Clements has skill in Document Administration,Neil Clements has skill in Mediation,Neil Clements has skill in Leadership,Neil Clements has skill in Networking,Neil Clements has skill in Public Speaking,Neil Clements has skill in Audit,Neil Clements has skill in Remote Field Operations Safety & Logistics,Neil Clements has skill in Field Inspection,Afolabi Egbewande has skill in Integrity Management Programs (IMP),Afolabi Egbewande has skill in Fracture Mechanics,Afolabi Egbewande has

skill in Welding Engineering,Afolabi Egbewande has skill in Welding Procedure Specifications (WPS),Afolabi Egbewande has skill in Fitness-for-Service (FFS) Assessments,Afolabi Egbewande has skill in Metallurgy,Donald Nguyen has skill in AutoCAD,Donald Nguyen has skill in Revit Software,Donald Nguyen has skill in Building Plumbing (Domestic Water Systems),Paul Harper has skill in Electrofishing,David DeRoose has skill in Bulk Flow Analyst Software,David DeRoose has skill in DEM Analysis Software,David DeRoose has skill in Belt Analyst Software,David DeRoose has skill in Mechanical Engineering / Design,David DeRoose has skill in Finite Elements Analysis (FEA) Software,Nigel Dunning has skill in Remote Field Operations Safety & Logistics,Justin Ward has skill in Electrical Engineering / Design,Ahnaf Adel has skill in Revit Software,Ahnaf Adel has skill in Architectural Drafting,Ahnaf Adel has skill in Bentley ProSteel,Ahnaf Adel has skill in Bentley InRoads,Ahnaf Adel has skill in AutoCAD,Ahnaf Adel has skill in AutoCAD Civil 3D software,Ahnaf Adel has skill in Bentley MicroStation Software,Ahnaf Adel has skill in Structural Design / Drafting,Ahnaf Adel has skill in Civil Design / Drafting,Cait Dobbin has skill in Mechanical Engineering / Design,Cory Kremer has skill in Electrofishing,Cory Kremer has skill in Bayesian Modeling,Cory Kremer has skill in Statistical Analysis,Chelsea Dyck has skill in Electrofishing,Rodrigo Morales has skill in AutoCAD,Rodrigo Morales has skill in CADD 2D/3D,Rodrigo Morales has skill in Bentley MicroStation Software,Rodrigo Morales has skill in AutoCAD Civil 3D software,Xue Shan Deng has skill in Microsoft Access,Xue Shan Deng has skill in Adobe Photoshop,Xue Shan Deng has skill in AutoCAD,Xue Shan Deng has skill in CADD 2D/3D,Xue Shan Deng has skill in Bentley MicroStation Software,Xue Shan Deng has skill in Civil Design / Drafting,Xue Shan Deng has skill in AutoCAD Civil 3D software,Xue Shan Deng has skill in Structural Design / Drafting,Xue Shan Deng has skill in Electrical Design / Drafting,Xue Shan Deng has skill in Mechanical Design / Drafting,Xue Shan Deng has skill in Piping P&IDs,Xue Shan Deng has skill in Process Piping Design,Xue Shan Deng has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Curtis Patterson has skill in Finite Elements Analysis (FEA) Software,Curtis Patterson has skill in SOLIDWORKS, Product Data Management Software,Curtis Patterson has skill in SOLIDWORKS, 3D Design Software,Curtis Patterson has skill in SOLIDWORKS, Conceptual Design Software,Curtis Patterson has skill in SOLIDWORKS, Simulation Software,Curtis Patterson has skill in Microsoft Excel,Curtis Patterson has skill in Excel Macro Development,Curtis Patterson has skill in CAESAR (Pipe Stress Analysis) Software,Curtis Patterson has skill in Mathcad Software,Curtis Patterson has skill in Physics,Curtis Patterson has skill in Fluid Flow Calculations / Pipe Stress Calculations,Curtis Patterson has skill in Pipeline Risk Assessment,Curtis Patterson has skill in .NET Programming,Curtis Patterson has skill in CAD programming,Curtis Patterson has skill in Microsoft Word,Curtis Patterson has skill in Mechanical Engineering / Design,Curtis Patterson has skill in Design Checking - Mechanical,Curtis Patterson has skill in Mechanical Design / Drafting,Curtis Patterson has skill in Python Programming Language,Curtis Patterson has skill in MATLAB Software,Curtis Patterson has skill in Visual Basic for Applications (VBA),Curtis Patterson has skill in Abaqus Software,Curtis Patterson has skill in R Programming Language,Curtis Patterson has skill in Ansys Workbench Software,Curtis Patterson has skill in Ansys Mechanical Software,Curtis Patterson has skill in Bentley AutoPIPE Software,Ali Malekpourkoupaei has skill in Project leadership,Tyler Folk has skill in AGi32 Lighting Design Software,Steve De los Reyes has skill in Design Checking - Electrical,Steve De los Reyes has skill in Electrical Power Distribution,Steve De los Reyes has skill in Electrical Engineering / Design,Steve De los Reyes has skill in Electrical Design / Drafting,Steve De los Reyes has skill in AutoCAD,Stephane Pelletier has skill in Language - French,Hugo Gee has skill in Statistical Analysis,Hugo

Gee has skill in Language - Chinese, Cantonese,Hugo Gee has skill in Language - French,Hugo Gee has skill in Academic - Business Schools,Ramil Santos has skill in Surface Dewatering (Field Experience),Ramil Santos has skill in AutoCAD Civil 3D software,Ramil Santos has skill in Bentley MicroStation Software,Ramil Santos has skill in Above Ground Mining, Open Pit (Field Experience),Manop Nawakorawit has skill in Airport Architectural Design,Manop Nawakorawit has skill in Airport Baggage Handling / Explosive Detection Systems,Manop Nawakorawit has skill in Airport Passenger Boarding Bridges,Manop Nawakorawit has skill in Airport Passenger Gate Planning,Manop Nawakorawit has skill in Language - Chinese, Cantonese,Manop Nawakorawit has skill in Language - Chinese, Mandarin,Manop Nawakorawit has skill in Language - Thai,Manop Nawakorawit has skill in Revit Software,Swandoyo Hartono has skill in Upstream - Oil Sands In Situ,Syed Rizvi has skill in CADD 2D/3D,Jordan Gonzalez has skill in HAZOPs,Jordan Gonzalez has skill in Piping P&IDs,Jordan Gonzalez has skill in FEED Studies,Jordan Gonzalez has skill in Pipeline Risk Assessment,Jordan Gonzalez has skill in Preparation of General Arrangement Drawings,Jordan Gonzalez has skill in SAGD Above Ground Thermal Pipelines,Eddie Cotteau has skill in HTML,Eddie Cotteau has skill in Cascading Style Sheets (CSS),Eddie Cotteau has skill in Javascript,Agnieszka Dobrski has skill in Language - Polish,Mary Hall has skill in Adobe Photoshop,Mary Hall has skill in Microsoft Excel,Mary Hall has skill in Microsoft Word,Mary Hall has skill in AutoCAD,Mary Hall has skill in SharePoint,Mary Hall has skill in Deswik.CAD software,Mary Hall has skill in Adobe Illustrator,Mary Hall has skill in Adobe InDesign,Mary Hall has skill in Bentley ProjectWise Software,Mary Hall has skill in Revit Software,Kris Hojka has skill in Concrete Dams,Kris Hojka has skill in Dam Breach Analysis,Kris Hojka has skill in Dam Design,Kris Hojka has skill in Dam Inspections,Kris Hojka has skill in Dam Remediation,Kris Hojka has skill in Dam Seepage/Piping Control,Kris Hojka has skill in Dam Slope Stability Analysis,Kris Hojka has skill in Dam Spillway Design,Kris Hojka has skill in Embankment Dams,Kris Hojka has skill in FEMA Levee Accreditation Services,Kris Hojka has skill in Hydroelectric Dams,Kris Hojka has skill in Levee Design,Kris Hojka has skill in Levee Inspections,Kris Hojka has skill in Levee Remediation,Kris Hojka has skill in Levee Seepage/Piping Control,Kris Hojka has skill in Levee Slope Stability Analysis,Kris Hojka has skill in Navigation Locks,Kris Hojka has skill in Rockfill Dams,Kris Hojka has skill in Roller Compacted Concrete Dams,Kris Hojka has skill in Tailing Dams,Babak Aryafar has skill in Steel: Hoist House,Babak Aryafar has skill in Steel: Hoist House Framing,Babak Aryafar has skill in Steel: Light Industrial Buildings,Babak Aryafar has skill in Steel: Monorails,Babak Aryafar has skill in Steel: Headframe Sheave Decks and Houses,Babak Aryafar has skill in Steel: Headframe Tower,Babak Aryafar has skill in Steel: Heavy Industrial Buildings,Babak Aryafar has skill in Steel: Composite Beam / Girders,Babak Aryafar has skill in Steel: Headframe (Rope) Galleries,Babak Aryafar has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Babak Aryafar has skill in Steel: Piling and Shoring,Babak Aryafar has skill in Steel: Seismic Analysis / Design,Babak Aryafar has skill in Steel: Skip Charing,Babak Aryafar has skill in Steel: Structural Steel Detailing,Babak Aryafar has skill in Steel: Surface Conveyor Galleries,Babak Aryafar has skill in Steel: Surface Conveyor Transfer and Take-Up Towers,Babak Aryafar has skill in Steel: Surface Misc. Platforms,Babak Aryafar has skill in Steel: Vibration Analysis,Babak Aryafar has skill in Bentley STAAD Foundation,Babak Aryafar has skill in Bentley STAAD.Pro,Babak Aryafar has skill in DYNA6,Babak Aryafar has skill in ETABS Software,Babak Aryafar has skill in Mathcad Software,Babak Aryafar has skill in SAP Software,Babak Aryafar has skill in spColumn Software,Babak Aryafar has skill in spMats Software,Babak Aryafar has skill in STAAD Pro Steel Code Check Software,Babak Aryafar has skill in Steel: A-Frames,Babak Aryafar has skill in Steel: Bridge Crane

Support Systems,Babak Aryafar has skill in Steel: Coatings,Babak Aryafar has skill in Steel: Collar House Framing,Babak Aryafar has skill in Steel: Collar Steel Framing and Collar Doors,Babak Aryafar has skill in Concrete: Slabs-on-Grade,Babak Aryafar has skill in Concrete: Reinforcement Detailing,Babak Aryafar has skill in Concrete: Pre-Stressing / Post-Tensioning,Babak Aryafar has skill in Concrete: Post Installed Anchors,Babak Aryafar has skill in Concrete: One-Way Slabs,Babak Aryafar has skill in Concrete: Pile Foundations,Babak Aryafar has skill in Concrete: Mat Foundations,Babak Aryafar has skill in Concrete: Formed Tunnels and Utilidors,Babak Aryafar has skill in Concrete: Strengthening,Babak Aryafar has skill in Concrete: Tank Foundations,Babak Aryafar has skill in Concrete: Two-Way Slabs,Babak Aryafar has skill in Concrete: Repair,Babak Aryafar has skill in Above Ground Mining, Open Pit (Engineering / Design),Babak Aryafar has skill in Mining Engineering and Design,Babak Aryafar has skill in Cost Estimating, Capital (Mining),Babak Aryafar has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Babak Aryafar has skill in Field Visits,Babak Aryafar has skill in Preparation of Calculations,Babak Aryafar has skill in Preparation of Design Basis Documents,Babak Aryafar has skill in Preparation of Prefeasibility Study Documents,Babak Aryafar has skill in Preparation of Specification Documents,Babak Aryafar has skill in Preparation of Trade-Off Study Documents,Babak Aryafar has skill in Preparation of General Arrangement Drawings,Babak Aryafar has skill in Preparation of Feasibility Study Documents,Babak Aryafar has skill in Concrete: Heavy Industrial Building Concrete Foundations,Babak Aryafar has skill in Concrete: Hoist Foundations,Babak Aryafar has skill in Concrete: Joint Details,Babak Aryafar has skill in Concrete: Light Industrial Building Concrete Foundations,Babak Aryafar has skill in Structural Engineering / Design,Babak Aryafar has skill in Concrete: Cast-in-Place Anchor Rods,Babak Aryafar has skill in Concrete: Coatings,Babak Aryafar has skill in Concrete: Dynamic Equipment Foundations,Babak Aryafar has skill in AutoCAD,Babak Aryafar has skill in Microsoft Excel,Babak Aryafar has skill in Microsoft OneNote,Babak Aryafar has skill in Microsoft PowerPoint,Babak Aryafar has skill in Microsoft Visio,Babak Aryafar has skill in Microsoft Word,Babak Aryafar has skill in Language - Persian,Babak Aryafar has skill in Adobe Photoshop,Beth Pederson has skill in AutoCAD,Beth Pederson has skill in Adobe Photoshop,Kurt Schaefer has skill in Dam Inspections,Kurt Schaefer has skill in Dam Remediation,Kurt Schaefer has skill in Dam Seepage/Piping Control,Kurt Schaefer has skill in Dam Slope Stability Analysis,Kurt Schaefer has skill in Embankment Dams,Kurt Schaefer has skill in Levee Design,Kurt Schaefer has skill in Levee Inspections,Kurt Schaefer has skill in Levee Remediation,Kurt Schaefer has skill in Levee Seepage/Piping Control,Kurt Schaefer has skill in Levee Slope Stability Analysis,Joseph Huang has skill in BIM Manager,Joseph Huang has skill in BIM Project Manager,Joseph Huang has skill in NavisWorks Software,Joseph Huang has skill in Virtual Reality,Joseph Huang has skill in Augmented Reality,Joseph Huang has skill in Revit Software,Joseph Huang has skill in Autodesk InfraWorks 360™,Joseph Huang has skill in Autodesk BIM 360 Software,Jay Manley has skill in Revit Software,Jay Manley has skill in ArchiCAD Software,Jay Manley has skill in AutoCAD,Derek Da Silva has skill in Quality Management (ISO),Derek Da Silva has skill in Kaizen Event Facilitation,Derek Da Silva has skill in Lean/Continuous Improvement,Derek Da Silva has skill in Turbines,Reese Walton has skill in AutoCAD Civil 3D software,Reese Walton has skill in Microsoft Excel,Reese Walton has skill in Microsoft Word,Grant Campbell has skill in Leadership,Grant Campbell has skill in Sanitary Sewer Design,Kyle King has skill in Design Checking - Electrical,Kyle King has skill in CADD 2D/3D,Kyle King has skill in Electrical Design / Drafting,Reinaldo Soto-Santiago has skill in Language - Spanish,Reinaldo Soto-Santiago has skill in Enscape,Reinaldo Soto-Santiago has skill in Virtual

Reality,Reinaldo Soto-Santiago has skill in Rhino Software,Reinaldo Soto-Santiago has skill in Grasshopper® Software,Reinaldo Soto-Santiago has skill in Adobe InDesign,Reinaldo Soto-Santiago has skill in Adobe Illustrator,Reinaldo Soto-Santiago has skill in Dynamo Software,Reinaldo Soto-Santiago has skill in Artlantis Software,Reinaldo Soto-Santiago has skill in Microsoft Excel,Reinaldo Soto-Santiago has skill in Microsoft PowerPoint,Reinaldo Soto-Santiago has skill in Microsoft Word,Reinaldo Soto-Santiago has skill in Google Sketchup,Reinaldo Soto-Santiago has skill in Adobe Photoshop,Reinaldo Soto-Santiago has skill in ArchiCAD Software,Reinaldo Soto-Santiago has skill in AutoCAD,Reinaldo Soto-Santiago has skill in Revit Software,Reinaldo Soto-Santiago has skill in Renderings,Reinaldo Soto-Santiago has skill in Lumion Software,Moeen Salam has skill in 3ds Max,Brendan Mullins has skill in 3ds Max,Brendan Mullins has skill in Renderings,Brendan Mullins has skill in Revit Software,Brendan Mullins has skill in Adobe Illustrator,Brendan Mullins has skill in Adobe InDesign,Brendan Mullins has skill in Adobe Photoshop,Brendan Mullins has skill in Virtual Reality,Brendan Mullins has skill in Buzzsaw (Data Management Software),Matthew Emerson has skill in Revit Software,Matthew Emerson has skill in Google Sketchup,Matthew Emerson has skill in K-12 Private Elementary,Kirk Farrell has skill in Underground Dewatering (Field Experience),Kirk Farrell has skill in Steel: Underground Manways,Kirk Farrell has skill in Underground Mine Infrastructure (Field Experience),Kirk Farrell has skill in Upstream - Oil Sands Mining,Kirk Farrell has skill in Project & Construction Management,Kirk Farrell has skill in Lean/Continuous Improvement,Kirk Farrell has skill in Language - French,Kirk Farrell has skill in AutoCAD,Kirk Farrell has skill in Tenant Improvement (TI),Sean MacLean has skill in Re-Zoning Process,Steve Vass has skill in Steel: Potash Shaft and Station Steel Design,Steve Vass has skill in Steel: Surface Misc. Platforms,Steve Vass has skill in Bentley MicroStation Software,Steve Vass has skill in Concrete: Joint Details,Steve Vass has skill in Steel: Heavy Industrial Buildings,Steve Vass has skill in Steel: Light Industrial Buildings,Steve Vass has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Steve Vass has skill in Steel: Collar Steel Framing and Collar Doors,Steve Vass has skill in Steel: Headframe Tower,Steve Vass has skill in Steel: Headframe Sheave Decks and Houses,Steve Vass has skill in Steel: Collar House Framing,Steve Vass has skill in Steel: Bin House Bins,Steve Vass has skill in Steel: Tanks,Steve Vass has skill in Steel: Structural Steel Detailing,Steve Vass has skill in Steel: Lifting Wells / Hatch Covers,Steve Vass has skill in Concrete: Heavy Industrial Building Concrete Foundations,Steve Vass has skill in Concrete: Light Industrial Building Concrete Foundations,Steve Vass has skill in Concrete: Shaft Collars,Steve Vass has skill in Concrete: Retaining Walls,Steve Vass has skill in Concrete: Pile Foundations,Steve Vass has skill in Concrete: Forming,Steve Vass has skill in Shop Steel Inspections,Steve Vass has skill in Concrete Materials Testing (strength, slump, air),Steve Vass has skill in Sanitary Sewer Design,Steve Vass has skill in Control Rooms,Steve Vass has skill in Preparation of General Arrangement Drawings,Steve Vass has skill in AutoCAD,Steve Vass has skill in Civil Design / Drafting,Steve Vass has skill in Civil Engineering / Design,Steve Vass has skill in Masonry: Layout and Reinforcing,Steve Vass has skill in Concrete: Slabs-on-Grade,Steve Vass has skill in Steel: Hard Rock Shaft and Station Steel,Dan Stoffman has skill in FEED Studies,Dan Stoffman has skill in Pre-FEED,Ryan Cloutier has skill in Statistical Analysis,Xing Chen has skill in Building Information Modeling,Roselle Abanador has skill in Revit Software,Roselle Abanador has skill in AutoCAD,Roselle Abanador has skill in NavisWorks Software,Roselle Abanador has skill in Adobe Acrobat Pro DC,Roselle Abanador has skill in Bluebeam Revu Software,Roselle Abanador has skill in Architectural Drafting,Roselle Abanador has skill in Structural Design / Drafting,Roselle Abanador has skill in Microsoft Word,Roselle Abanador has skill in

Microsoft Excel,Toby Schaefer has skill in AutoCAD MEP Software,Toby Schaefer has skill in AutoCAD,Toby Schaefer has skill in Copper Mining,Toby Schaefer has skill in Design Checking - Electrical,Toby Schaefer has skill in Bentley MicroStation Software,Toby Schaefer has skill in Microsoft PowerPoint,Toby Schaefer has skill in Structural Design / Drafting,Toby Schaefer has skill in Adobe Illustrator,Toby Schaefer has skill in Adobe Photoshop,Toby Schaefer has skill in Audiovisual System Design (Electrical Engineering),Toby Schaefer has skill in AutoCAD Civil 3D software,Toby Schaefer has skill in CAD programming,Toby Schaefer has skill in Electrical Design / Drafting,Toby Schaefer has skill in Excel Macro Development,Toby Schaefer has skill in HVAC Design (underground mining),Toby Schaefer has skill in Lightning Protection,Toby Schaefer has skill in Microsoft Excel,Toby Schaefer has skill in Microsoft Word,Toby Schaefer has skill in Microsoft Project,Toby Schaefer has skill in Microsoft OneNote,Toby Schaefer has skill in Mining Design and Drafting,Toby Schaefer has skill in Power (Outdoor High Voltage Substations),Toby Schaefer has skill in Preparation of Design Basis Documents,Toby Schaefer has skill in Revit Software,Toby Schaefer has skill in SAP Software,Toby Schaefer has skill in Underground Structure Design,Annie Hsu has skill in AutoCAD,Harris Qureshi has skill in AutoCAD MEP Software,Harris Qureshi has skill in Revit Software,Harris Qureshi has skill in Microsoft Excel,Harris Qureshi has skill in Microsoft Word,Harris Qureshi has skill in Airport HVAC Design,Harris Qureshi has skill in Children's Hospitals,Erin Saucier has skill in Google Sketchup,Erin Saucier has skill in Adobe InDesign,Erin Saucier has skill in Adobe Photoshop,Erin Saucier has skill in Airport Interior Design,Erin Saucier has skill in Revit Software,Erin Saucier has skill in AutoCAD,Narendra Bapat has skill in Quality Management (ISO),Narendra Bapat has skill in HAZOPs,Ali Marjani has skill in Coastal Processes,Ali Marjani has skill in Flood Frequency Analysis,Ali Marjani has skill in Statistical Analysis,Ali Marjani has skill in Data Science,Eliot Terry has skill in Statistical Analysis,Gordon Wong has skill in AutoCAD,Gordon Wong has skill in AutoCAD Plant 3D Software,Gordon Wong has skill in Cadworx,Gordon Wong has skill in AutoPLANT Modeler,Chaojun Gu has skill in Revit Software,Chaojun Gu has skill in AutoCAD,Chaojun Gu has skill in Google Sketchup,Chaojun Gu has skill in Adobe Photoshop,Chaojun Gu has skill in ArchiCAD Software,Chaojun Gu has skill in Microsoft PowerPoint,Roy McDiarmid has skill in AutoCAD,Roy McDiarmid has skill in AutoCAD Civil 3D software,Roy McDiarmid has skill in Microsoft Project,Roy McDiarmid has skill in Microsoft Word,Roy McDiarmid has skill in Microsoft Excel,Roy McDiarmid has skill in Microsoft PowerPoint,Lea-Ann Gates has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical,Lea-Ann Gates has skill in Preparation of Control Narrative Documents,Lea-Ann Gates has skill in Schematic, Wiring, and Details,Lea-Ann Gates has skill in Process Control P&IDs,Isaac Boates has skill in Data Science,Isaac Boates has skill in ArcGIS Map Design,Hooman Vafakhah has skill in Design Checking - Structural,Mordechai Ludmer has skill in Railroads (Field Experience),Mordechai Ludmer has skill in Railroads (Engineering / Design),Jon Sternbach has skill in AutoCAD,Kody Bootsman has skill in Language - French,Kody Bootsman has skill in Language - Spanish,Kody Bootsman has skill in Adobe Acrobat Pro DC,Kody Bootsman has skill in Adobe InDesign,Kody Bootsman has skill in Adobe Illustrator,Kody Bootsman has skill in Adobe Photoshop,Kody Bootsman has skill in Microsoft Word,Jonathan Valencia has skill in Microsoft Project,Andrew Craig has skill in AutoCAD,Andrew Craig has skill in Revit Software,Andrew Craig has skill in Revit Family Author,Andrew Craig has skill in Rhino Software,Andrew Craig has skill in Google Sketchup,Andrew Craig has skill in Wall Assembly Design and Detailing (exterior),Andrew Craig has skill in Wall Assembly Design and Detailing (interior partitions),Andrew Craig has skill in Building Envelope Design,Andrew Craig has

skill in Wood Framing Design,Andrew Craig has skill in Language - English,Andrew Craig has skill in Language - German,Andrew Craig has skill in Architectural Detailing,Gerry Linendoll Jr has skill in Autodesk BIM 360 Software,Gerry Linendoll Jr has skill in Autodesk Revit MEP Software,Gerry Linendoll Jr has skill in AutoCAD,Gerry Linendoll Jr has skill in SKM Power*Tools for Windows,Gerry Linendoll Jr has skill in ETAP Software,Jeff Haney has skill in Primavera P6,Jeff Haney has skill in Microsoft Project,Jeff Haney has skill in Microsoft Excel,Christine Kendel has skill in Healthcare Planning - Interiors,Monique Morin-Sauerteig has skill in Language - English,Monique Morin-Sauerteig has skill in Language - French,Laurie Fulton has skill in Municipal Services - Water Distribution Mains,Laurie Fulton has skill in Sanitary Sewer Design,Laurie Fulton has skill in Funding planning and acquisition,Bryce Pasiuk has skill in AutoCAD,Mariko Flores has skill in Microsoft Excel,Pam Cobley has skill in Funding planning and acquisition,Pam Cobley has skill in Comprehensive Wastewater System Planning,Pam Cobley has skill in Comprehensive Water System Planning,Pam Cobley has skill in Public Relations,Pam Cobley has skill in Public Speaking,Pam Cobley has skill in Property Acquisition, Easements,Pam Cobley has skill in Envision Consulting,Pam Cobley has skill in Community Engagement,Kristoffer-Jude Cecilio has skill in AutoCAD,Kevin Wilson has skill in Downstream - LNG,Kevin Wilson has skill in Aboriginal Engagement and Business Development,Nathan Aarons has skill in AutoCAD,Nathan Aarons has skill in Adobe Photoshop,Nathan Aarons has skill in Adobe Illustrator,Nathan Aarons has skill in Adobe InDesign,Mladen Pejic has skill in AutoCAD,Mladen Pejic has skill in Revit Family Author,Mladen Pejic has skill in Architectural Detailing,Mladen Pejic has skill in Revit Software,Mladen Pejic has skill in BIM Manager,Mladen Pejic has skill in Building Information Modelling (BIM),Mladen Pejic has skill in Adobe Illustrator,Mladen Pejic has skill in Adobe Photoshop,Mladen Pejic has skill in Adobe InDesign,Mladen Pejic has skill in Adobe Acrobat Pro DC,Mladen Pejic has skill in Bluebeam Revu Software,Mladen Pejic has skill in Architectural Drafting,Mladen Pejic has skill in Language - Croatian,Mladen Pejic has skill in Language - Serbian,Mladen Pejic has skill in Microsoft Excel,Mladen Pejic has skill in Microsoft Word,Mladen Pejic has skill in Google Sketchup,Sandra Warren has skill in Language - French,Billy Zhang has skill in Visual Basic for Applications (VBA),Billy Zhang has skill in SQL Server,Billy Zhang has skill in Excel Macro Development,Billy Zhang has skill in ArcGIS Map Design,Harris Byers has skill in Statistical Analysis,Harris Byers has skill in Grant Writing,Tyler Bruce has skill in ArcGIS Map Design,Stacey Brown has skill in Business Development – National,Tyler Muhly has skill in Statistical Analysis,Tyler Muhly has skill in Unmanned Aerial Systems / Unmanned Aerial Vehicles,Annie Wang has skill in Language - Chinese, Mandarin,Annie Wang has skill in Synchro Software,Annie Wang has skill in SIDRA INTERSECTION Software,Annie Wang has skill in PTV Vissim Software,Robert Hatton has skill in Concrete Dams,Robert Hatton has skill in Dam Breach Analysis,Robert Hatton has skill in Dam Design,Robert Hatton has skill in Dam Slope Stability Analysis,Robert Hatton has skill in Drilling, Sampling, and Instrumentation Services,Robert Hatton has skill in Navigation Locks,Robert Hatton has skill in Rockfill Dams,Robert Hatton has skill in Roller Compacted Concrete Dams,Robert Hatton has skill in Embankment Dams,Robert Hatton has skill in FEMA Levee Accreditation Services,Robert Hatton has skill in Hydroelectric Dams,Robert Hatton has skill in Hydropower (FERC Part 12),Jamie Lee Cue has skill in Adobe InDesign,Jamie Lee Cue has skill in Microsoft Word,Jamie Lee Cue has skill in Adobe Photoshop,Jamie Lee Cue has skill in Microsoft PowerPoint,Jamie Lee Cue has skill in Adobe Illustrator,Jamie Lee Cue has skill in Microsoft Excel,Jamie Lee Cue has skill in Aconex (Web based electronic data base management system),Jamie Lee Cue has skill in Design Build Pre-construction

Services, Jamie Lee Cue has skill in Financial Administration, Jamie Lee Cue has skill in SharePoint, Scott Sellick has skill in Structural Design / Drafting, Scott Sellick has skill in Design Checking - Structural, Scott Sellick has skill in Bentley InRoads, Scott Sellick has skill in Micro Station V8i with Descartes Raster Software, Scott Sellick has skill in Petroleum Tank Installation and Removal, Scott Sellick has skill in Microsoft Word, Scott Sellick has skill in Microsoft Excel, Scott Sellick has skill in AutoCAD, Scott Sellick has skill in Revit Software, Scott Sellick has skill in AutoCAD Civil 3D software, Scott Sellick has skill in NavisWorks Software, Scott Sellick has skill in Bentley ProSteel, Scott Sellick has skill in Bentley ProjectWise Software, Haider Albayati has skill in Airport Structural Design, Haider Albayati has skill in Language - Arabic, Tai Temple has skill in Microsoft Word, Tai Temple has skill in Microsoft Excel, Tai Temple has skill in Microsoft PowerPoint, Tai Temple has skill in Adobe Acrobat Pro DC, Tai Temple has skill in Adobe InDesign, John Pike has skill in AutoCAD, John Pike has skill in AutoCAD Civil 3D software, Steven Florko has skill in Microsoft Excel, Hadi Islam has skill in Structural Engineering / Design, Hadi Islam has skill in Special Structural Inspections: Cast-in-Place Concrete, Hadi Islam has skill in Structural Design / Drafting, Radha Joshi has skill in Bentley STAAD.Pro, Jammin Torres has skill in Deswik.CAD software, Jammin Torres has skill in Structural Design / Drafting, Jammin Torres has skill in Concrete: Cast-in-Place Anchor Rods, Jammin Torres has skill in Structural Detailing, Jammin Torres has skill in Microsoft Word, Jammin Torres has skill in Civil Design / Drafting, Jammin Torres has skill in Microsoft PowerPoint, Jammin Torres has skill in Microsoft Excel, Jammin Torres has skill in Mining Design and Drafting, Jammin Torres has skill in Hoisting (Engineering / Design), Jammin Torres has skill in Material Handling Systems (Engineering / Design), Jammin Torres has skill in Shafts (Engineering / Design), Jammin Torres has skill in Preparation of General Arrangement Drawings, Jammin Torres has skill in AutoCAD, Jammin Torres has skill in Concrete: Dynamic Equipment Foundations, Jammin Torres has skill in Concrete: Post Installed Anchors, Jammin Torres has skill in Concrete: Joint Details, Jammin Torres has skill in Concrete: Mat Foundations, Jammin Torres has skill in Concrete: Reinforcement Detailing, Jammin Torres has skill in Concrete: Slabs-on-Grade, Jammin Torres has skill in Concrete: Underground Bulkheads, Jammin Torres has skill in Concrete: Underground Dams, Jammin Torres has skill in Steel: Bridge Crane Support Systems, Jammin Torres has skill in Steel: Composite Beam / Girders, Jammin Torres has skill in Steel: Hard Rock - Rock Anchors, Jammin Torres has skill in Steel: Hard Rock Shaft and Station Steel, Jammin Torres has skill in Steel: Hard Rock Underground Access and Support Platforms, Jammin Torres has skill in Steel: Headframe (Rope) Galleries, Jammin Torres has skill in Steel: Headframe Tower, Jammin Torres has skill in Steel: Heavy Industrial Buildings, Jammin Torres has skill in Steel: Mine Portal Framing, Jammin Torres has skill in Steel: Monorails, Jammin Torres has skill in Steel: Pipe Racks and Utility Trestles, Jammin Torres has skill in Steel: Skip Chairing, Jammin Torres has skill in Steel: Structural Steel Detailing, Jammin Torres has skill in Steel: Stand-Alone Bins and Hoppers, Jammin Torres has skill in Steel: Underground Crusher Station Framing, Jammin Torres has skill in Steel: Underground Grizzlies and Scalping Bars, Jammin Torres has skill in Layout: Underground Shops, Jammin Torres has skill in Bentley TriForma, Jammin Torres has skill in Bentley MicroStation Software, Jammin Torres has skill in Mechanical Design / Drafting, Jammin Torres has skill in Mine Dry Design, Jammin Torres has skill in Conveyance Guides, Jammin Torres has skill in Mine Ventilation, Jammin Torres has skill in Maintenance Facilities (surface), Jammin Torres has skill in Maintenance Facilities (underground), Jammin Torres has skill in Belt Conveyors, Jammin Torres has skill in Bins and Transfers, Jammin Torres has skill in Material Handling P&IDs, Jammin Torres has skill in Material

Handling PFDs, Jammin Torres has skill in Mining Method - Block Caving, Jammin Torres has skill in Mining Method - Cut and Fill, Jammin Torres has skill in Mining Method - Room and Pillar, Jammin Torres has skill in Design Checking - Civil, Jammin Torres has skill in Design Checking - Structural, Jammin Torres has skill in Design Checking - Mechanical, Sena Agbley has skill in Coastal Processes, Sena Agbley has skill in Hydrographic Surveys, Sena Agbley has skill in Statistical Analysis, Sena Agbley has skill in Flood Frequency Analysis, Samantha Fredericks has skill in Revit Software, Samantha Fredericks has skill in AutoCAD, Samantha Fredericks has skill in Cadworx, Samantha Fredericks has skill in AutoPLANT Modeler, Samantha Fredericks has skill in OpenPlant Software, Samantha Fredericks has skill in NavisWorks Software, Samantha Fredericks has skill in Bentley ProjectWise Software, Samantha Fredericks has skill in AutoCAD Civil 3D software, Samantha Fredericks has skill in Autodesk Inventor Software, Samantha Fredericks has skill in Preparation of General Arrangement Drawings, Samantha Fredericks has skill in Piping Isometrics - Large Bore, Samantha Fredericks has skill in Bluebeam Revu Software, Samantha Fredericks has skill in Autodesk ReCap Pro Software, Adam Orrock has skill in Language - Spanish, Dustin Shenk has skill in 3D Laser Scanning, Dustin Shenk has skill in Bentley MicroStation Software, Sheetal Mehta has skill in Project Update Review Service (PURS), Sheetal Mehta has skill in Integrated Project Management (IPM), Sheetal Mehta has skill in Project Pursuit Tool (PPT), Sheetal Mehta has skill in Earned Value Management, Sheetal Mehta has skill in SharePoint, Sheetal Mehta has skill in Microsoft Power BI, Sheetal Mehta has skill in Primavera P6, Sheetal Mehta has skill in Integrated Project Solutions (IPS), Sheetal Mehta has skill in Microsoft Project, Beth Weathers has skill in Technical Writing (Archaeology), Beth Weathers has skill in Grant Writing, Sukanya Bhattacharya has skill in Revit Software, Sukanya Bhattacharya has skill in AutoCAD, Jeff Chow has skill in AutoCAD, Michel Morgan has skill in 3D Laser Scanning, Michel Morgan has skill in Earth Sciences, Michel Morgan has skill in Language - Arabic, Michel Morgan has skill in Photogrammetry, Michel Morgan has skill in Statistical Analysis, Michel Morgan has skill in Terrain Interpretation, Michel Morgan has skill in Unmanned Aerial Systems / Unmanned Aerial Vehicles, Michel Morgan has skill in Inertial Measurement Unit (IMU), Michel Morgan has skill in Inertial Navigation Systems (INS), Michel Morgan has skill in Navigation Sensors, Michel Morgan has skill in LIDAR, Michel Morgan has skill in Artificial Intelligence and Machine Vision, Michel Morgan has skill in Virtual Reality, Francis Wiese has skill in Statistical Analysis, Francis Wiese has skill in Language - Spanish, Francis Wiese has skill in Language - German, Francis Wiese has skill in Language - French, Ben Knoechel has skill in Software Development Lifecycle Management, Nadia Malik has skill in Revit Software, Nadia Malik has skill in AutoCAD, Nadia Malik has skill in Project leadership, Nadia Malik has skill in Microsoft Excel, Nadia Malik has skill in Bluebeam Revu Software, Nadia Malik has skill in Healthcare Planning - Interiors, Ariele Chow has skill in PVsyst Software, Ariele Chow has skill in AGi32 Lighting Design Software, Ariele Chow has skill in Revit Software, Ariele Chow has skill in AutoCAD, Brian Wolf has skill in AutoCAD, Brian Wolf has skill in Sanitary Sewer Design, Brian Wolf has skill in Municipal Services - Water Distribution Mains, Brian Wolf has skill in Municipal Stormwater, Patricia Toniotti has skill in Language - Spanish, Patricia Toniotti has skill in Language - Italian, Patricia Toniotti has skill in Lean/Continuous Improvement, Erinn Johnson has skill in NEPA Documentation, Lily Liu has skill in Mechanical Design / Drafting, Lily Liu has skill in Mechanical Engineering / Design, Lily Liu has skill in Backfill and Batch Plants (underground), Lily Liu has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping, Lily Liu has skill in Belt Conveyors, Lily Liu has skill in Material Handling PFDs, Lily Liu has skill in Mining Design and Drafting, Lily Liu has skill in Mining

Engineering and Design, Lily Liu has skill in Hoisting (Engineering / Design), Lily Liu has skill in Material Handling Systems (Engineering / Design), Lily Liu has skill in Shaft Systems (Engineering / Design), Lily Liu has skill in Shafts (Engineering / Design), Lily Liu has skill in Surface Infrastructure (Engineering / Design), Lily Liu has skill in Underground Dewatering (Engineering / Design), Lily Liu has skill in Underground Mine Infrastructure (Engineering / Design), Lily Liu has skill in Preparation of General Arrangement Drawings, Lily Liu has skill in Preparation of Feasibility Study Documents, Lily Liu has skill in AutoCAD, Lily Liu has skill in Microsoft Excel, Lily Liu has skill in Microsoft PowerPoint, Lily Liu has skill in Microsoft Project, Lily Liu has skill in Microsoft Word, Lily Liu has skill in Revit Software, Lily Liu has skill in SOLIDWORKS, 3D Design Software, Nancy LiPira has skill in Historic Artifact Analysis, Nancy LiPira has skill in Historic Preservation, Nancy LiPira has skill in Technical Writing (Archaeology), Nancy LiPira has skill in NEPA Documentation, Nancy LiPira has skill in Architectural History, Manish Shah has skill in AutoCAD, Patricia Rosario has skill in Microsoft Access, Patricia Rosario has skill in SharePoint, Patricia Rosario has skill in Integrated Project Solutions (IPS), Patricia Rosario has skill in Primavera P6, Patricia Rosario has skill in Microsoft Project, Patricia Rosario has skill in Microsoft Visio, Patricia Rosario has skill in Prolog (software), Mark Oberschmidt has skill in Design Checking - Civil, Romar Palayad has skill in Microsoft Excel, Romar Palayad has skill in Microsoft PowerPoint, Romar Palayad has skill in Microsoft Word, Romar Palayad has skill in AutoCAD, Romar Palayad has skill in Document Administration, Romar Palayad has skill in Aconex (Web based electronic data base management system), Romar Palayad has skill in Microsoft Outlook, Romar Palayad has skill in Adobe Acrobat Pro DC, Harry Chu has skill in Revit Software, Harry Chu has skill in AutoCAD, Kati DiRaimondo has skill in Transoft Solutions GuideSIGN™ Software, Kati DiRaimondo has skill in AutoCAD, Kati DiRaimondo has skill in Bentley MicroStation Software, Kati DiRaimondo has skill in Synchro Software, Kati DiRaimondo has skill in HCS Software, Kati DiRaimondo has skill in Microsoft Office, Kati DiRaimondo has skill in Transoft Solutions AutoTURN® Software, DuWayne Brave has skill in Civil Design / Drafting, Carlos Corona has skill in Civil Design / Drafting, Brian O'Mara has skill in AutoCAD, Brian O'Mara has skill in Civil Design / Drafting, Brian O'Mara has skill in Transoft Solutions AutoTURN® Software, Brian O'Mara has skill in CADD 2D/3D, Brian O'Mara has skill in Civil Engineering / Design, Brian O'Mara has skill in Coastal Processes, Brian O'Mara has skill in Communications Civil Infrastructure Design – Communications, Electrical, and Civil, Brian O'Mara has skill in Community Development – Permitting and Licenses, Brian O'Mara has skill in Dam Design, Brian O'Mara has skill in Dam Spillway Design, Brian O'Mara has skill in Design Management, Brian O'Mara has skill in Technical Design Management, Brian O'Mara has skill in Concrete: Joint Details, Brian O'Mara has skill in Concrete: Mix Design, Brian O'Mara has skill in Design Checking - Civil, Brian O'Mara has skill in Embankment Dams, Brian O'Mara has skill in Expediting, Brian O'Mara has skill in Feasibility Analysis, Brian O'Mara has skill in Field Visits, Brian O'Mara has skill in Forest Conservation Plans, Brian O'Mara has skill in K-12 Private Elementary, Brian O'Mara has skill in K-12 Public Schools, Brian O'Mara has skill in K-12 Public Middle School, Brian O'Mara has skill in K-12 Public Elementary, Brian O'Mara has skill in Field Inspection, Brian O'Mara has skill in Forest Stand Delineation, Brian O'Mara has skill in HTML, Brian O'Mara has skill in Infrastructure Facility Master Planning, Brian O'Mara has skill in Laboratory, Brian O'Mara has skill in Microsoft Access, Brian O'Mara has skill in Microsoft Excel, Brian O'Mara has skill in Microsoft PowerPoint, Brian O'Mara has skill in Microsoft Project, Brian O'Mara has skill in Microsoft Word, Brian O'Mara has skill in Bentley MicroStation Software, Brian O'Mara has skill in NEPA Documentation, Brian O'Mara has skill in Preparation of Calculations, Brian O'Mara has skill in

Preparation of Design Basis Documents,Brian O'Mara has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Brian O'Mara has skill in Preparation of Proposal Documents (written verbiage),Brian O'Mara has skill in Preparation of Specification Documents,Brian O'Mara has skill in Project & Construction Management,Brian O'Mara has skill in Public Speaking,Brian O'Mara has skill in Preparation of Feasibility Study Documents,Brian O'Mara has skill in Project Coordination,Brian O'Mara has skill in Public Agency Interaction,Brian O'Mara has skill in Sanitary Sewer Design,Brian O'Mara has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Brian O'Mara has skill in Storm Water Management,Gina Bracho has skill in Dynamo Software,Gina Bracho has skill in Autodesk Revit MEP Software,Gina Bracho has skill in AutoCAD,Gina Bracho has skill in AutoCAD Civil 3D software,Gina Bracho has skill in Photography,Gina Bracho has skill in AGI32 Lighting Design Software,Gina Bracho has skill in Autodesk BIM 360 Software,Gina Bracho has skill in Bluebeam Revu Software,Gina Bracho has skill in Building Information Modelling (BIM),Gina Bracho has skill in Python Programming Language,Denis Thibodeau has skill in Rock Mechanics,Denis Thibodeau has skill in Steel: Hard Rock - Rock Anchors,Denis Thibodeau has skill in Mining Method - Cut and Fill,Denis Thibodeau has skill in Mining Method - Sub Level Caving,Denis Thibodeau has skill in Mining Method - Blasthole,Denis Thibodeau has skill in Mining Method Selection,Denis Thibodeau has skill in Mining Method - Room and Pillar,Denis Thibodeau has skill in Mining Method - Narrow Vein,Denis Thibodeau has skill in Shotcrete / Concrete Receiving (Engineering / Design),Denis Thibodeau has skill in Shotcrete / Concrete Receiving (Field Experience),Denis Thibodeau has skill in Language - French,Denis Thibodeau has skill in Language - Spanish,Keith Martin has skill in AutoCAD,Keith Martin has skill in Adobe Photoshop,Keith Martin has skill in ETAP Software,Keith Martin has skill in Microsoft Excel,Keith Martin has skill in PLS-CADD Software,Stephen Lee has skill in Fire Alarm System Design (Electrical Engineering),Stephen Lee has skill in Electrical Design / Drafting,Stephen Lee has skill in Lightning Protection,Emily Wilkerson has skill in Lithic Analysis,Emily Wilkerson has skill in Earth Sciences,Emily Wilkerson has skill in First Nation Consultation,Emily Wilkerson has skill in Geophysical Survey,Emily Wilkerson has skill in Historic Artifact Analysis,Emily Wilkerson has skill in Project Management (Archaeology),Emily Wilkerson has skill in Statistical Analysis,Emily Wilkerson has skill in Technical Writing (Archaeology),Brenda Gardner has skill in AutoCAD Civil 3D software,Ed Diekman has skill in Vulcan Software,Linda Oakley has skill in Bentley MicroStation Software,Linda Oakley has skill in Microsoft Excel,Linda Oakley has skill in Microsoft PowerPoint,Lia Karras has skill in Mental Health,Lia Karras has skill in Medical Records,Lia Karras has skill in Revit Software,Lia Karras has skill in AutoCAD,Lia Karras has skill in Paint and Finish Schedules,Lia Karras has skill in Microsoft Excel,Lia Karras has skill in Microsoft PowerPoint,Lia Karras has skill in Microsoft Word,Lia Karras has skill in Adobe Illustrator,Lia Karras has skill in Adobe Photoshop,Lia Karras has skill in Adobe InDesign,Lia Karras has skill in Labor & Delivery/Women's Health,Lia Karras has skill in Inpatient Medical/Surgical Units,Lia Karras has skill in Cardiology,Lia Karras has skill in Emergency Dept.,Lia Karras has skill in Inpatient Units,Lia Karras has skill in Medical Imaging,Lia Karras has skill in Surgery/Day Surgery,Lia Karras has skill in Language - Spanish,Lia Karras has skill in Language - French,Adam Pidskalny has skill in Midstream - Pipelines,David Gesell has skill in Revit Software,David Gesell has skill in Project leadership,Landon Lines has skill in Piping P&IDs,Landon Lines has skill in Piping PFDs,Landon Lines has skill in Finite Elements Analysis (FEA) Software,Landon Lines has skill in Dust Collection,Landon Lines has skill in HVAC Design (underground mining),Landon Lines has skill in Mine Ventilation,Landon Lines has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet /

Dry Fire Protection Systems,Landon Lines has skill in Fluid Flow Calculations / Pipe Stress Calculations,Landon Lines has skill in Preparation of Mechanical Equipment Lists,Zach Marinelli has skill in Bentley InRoads,Zach Marinelli has skill in GuidSIGN®,Zach Marinelli has skill in AutoCAD Civil 3D software,Zach Marinelli has skill in Transoft Solutions AutoTURN® Software,Jack Chen has skill in ETAP Software,Rudolf Yumul has skill in Primavera P6,Rudolf Yumul has skill in Microsoft Excel,Rudolf Yumul has skill in Microsoft Word,Mina Karimi has skill in CAESAR (Pipe Stress Analysis) Software,Mina Karimi has skill in MATLAB Software,Mina Karimi has skill in Cadworx,Mina Karimi has skill in AutoCAD,Mina Karimi has skill in SOLIDWORKS, Conceptual Design Software,Mina Karimi has skill in Bentley AutoPIPE Software,Alex Causey has skill in Mechanical Engineering / Design,Alex Causey has skill in Dust Collection,Alex Causey has skill in Maintenance Facilities (surface),Alex Causey has skill in Piping P&IDs,Alex Causey has skill in Piping PFDs,Alex Causey has skill in Preparation of Mechanical Equipment Lists,Alex Causey has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Alex Causey has skill in Belt Conveyors,Alex Causey has skill in Bins and Transfers,Alex Causey has skill in Material Handling P&IDs,Alex Causey has skill in Material Handling PFDs,Alex Causey has skill in Misc. Mechanical,Alex Causey has skill in Transfer Chutes and Feeders,Alex Causey has skill in Mills, Gold Process Plants, etc.,Alex Causey has skill in Belt Analyst Software,Alex Causey has skill in Finite Elements Analysis (FEA) Software,Alex Causey has skill in Material Handling Systems (Engineering / Design),Alex Causey has skill in Startup and Commissioning (Engineering / Design),Alex Causey has skill in Surface Infrastructure (Engineering / Design),Alex Causey has skill in Underground Dewatering (Engineering / Design),Alex Causey has skill in Above Ground Mining, Open Pit (Field Experience),Alex Causey has skill in Material Handling Systems (Field Experience),Alex Causey has skill in Startup and Commissioning (Field Experience),Alex Causey has skill in Surface Dewatering (Field Experience),Alex Causey has skill in Surface Infrastructure (Field Experience),Alex Causey has skill in Cost Estimating, Capital (Mining),Alex Causey has skill in Cost Estimating, Operating (Mining),Alex Causey has skill in Field Visits,Alex Causey has skill in Shop Visits,Alex Causey has skill in Standards Checks,Alex Causey has skill in Construction Management (Mining),Alex Causey has skill in Project & Construction Management,Alex Causey has skill in Preparation of Design Basis Documents,Alex Causey has skill in Preparation of Feasibility Study Documents,Alex Causey has skill in Preparation of General Arrangement Drawings,Alex Causey has skill in Preparation of Prefeasibility Study Documents,Alex Causey has skill in Preparation of Specification Documents,Alex Causey has skill in Preparation of Proposal Documents (written verbiage),Alex Causey has skill in Language - Spanish,Alex Causey has skill in AutoCAD,Alex Causey has skill in Microsoft Excel,Alex Causey has skill in Microsoft PowerPoint,Alex Causey has skill in Microsoft Project,Alex Causey has skill in Microsoft Word,Alex Causey has skill in Primavera P6,Alex Causey has skill in SOLIDWORKS, 3D Design Software,Alex Causey has skill in SOLIDWORKS, Simulation Software,Sarah Garner has skill in ArcGIS Map Design,Aziz Ahmad has skill in Civil Engineering / Design,Aziz Ahmad has skill in Project & Construction Management,Aziz Ahmad has skill in Surface Infrastructure (Field Experience),Nicolas Boutin has skill in Revit Software,Nicolas Boutin has skill in AutoCAD,Nicolas Boutin has skill in Google Sketchup,Nicolas Boutin has skill in Rhino Software,Nicolas Boutin has skill in Adobe InDesign,Nicolas Boutin has skill in Adobe Illustrator,Nicolas Boutin has skill in Language - French,Nicolas Boutin has skill in BEP Author,Nicolas Boutin has skill in NavisWorks Software,Nicolas Boutin has skill in Transoft Solutions AutoTURN® Software,Tony Dumanski has skill in Advance Steel Software,Tony Dumanski has skill in Bentley MicroStation Software,Tony Dumanski has skill in Microsoft Excel,Tony Dumanski has skill

in Microsoft Word,Tony Dumanski has skill in Microsoft PowerPoint,Tony Dumanski has skill in Steel: Structural Steel Detailing,Tony Dumanski has skill in Structural Design / Drafting,Tony Dumanski has skill in Civil Design / Drafting,Tony Dumanski has skill in Mining Design and Drafting,Tony Dumanski has skill in AutoCAD,Tony Dumanski has skill in Wastewater Treatment (Engineering / Design),Tony Dumanski has skill in Revit Software,Graham Adams has skill in Risk-Based Inspections (RBI),Graham Adams has skill in Integrity Management Programs (IMP),Jessica Morrow has skill in Revit Software,Jessica Morrow has skill in Code Analysis and Life Safety,Jessica Morrow has skill in Building Envelope Design,Jessica Morrow has skill in Public Agency Interaction,Jeanna Leclerc has skill in Dam Safety (FERC),Jeanna Leclerc has skill in Hydropower (FERC Part 12),Jeanna Leclerc has skill in Tidal Energy,Jeanna Leclerc has skill in Electrofishing,Elena Khozhina has skill in Environmental Data Validation and/or Usability,Elena Khozhina has skill in Individual Environmental Assessments - Federal,Elena Khozhina has skill in Individual Environmental Assessments - Provincial,Elena Khozhina has skill in Class Environmental Assessments - Provincial,Elena Khozhina has skill in Nickel Mining,Elena Khozhina has skill in Copper Mining,Elena Khozhina has skill in Zinc Mining,Elena Khozhina has skill in Potash Mining,Elena Khozhina has skill in Freshwater,Elena Khozhina has skill in Municipal Stormwater,Elena Khozhina has skill in Stormwater Reclamation,Elena Khozhina has skill in Surface Water Sampling,Elena Khozhina has skill in Electrofishing,Elena Khozhina has skill in Chemistry,Elena Khozhina has skill in Acid Base Accounting,Elena Khozhina has skill in Aquatic Plant Surveying / Mapping,Elena Khozhina has skill in Field Visits,Elena Khozhina has skill in Remote Field Operations Safety & Logistics,Elena Khozhina has skill in Shafts (Field Experience),Elena Khozhina has skill in Statistical Analysis,Troy Barry has skill in Surface Water,Michelle Orfield has skill in Autonomous Vehicles,Michelle Orfield has skill in Feasibility Studies (Transportation Engineering),Michelle Orfield has skill in Light Rail (LRT),Jorge Oyarzun has skill in Downstream - Upgraders,Jorge Oyarzun has skill in Pre-FEED,Johnathan Grieve has skill in Technical Writing (Archaeology),Johnathan Grieve has skill in Project Management (Archaeology),Joe Bartol has skill in Sinking Hoists and Winches,Joe Bartol has skill in Shaft Sinking,Joe Bartol has skill in Design Checking - Mining,Joe Bartol has skill in Mechanical Design / Drafting,Joe Bartol has skill in Design Checking - Structural,Reza Ashtari has skill in Civil Engineering / Design,Sandy Badger has skill in Microsoft Excel,Sandy Badger has skill in Microsoft Word,Sandy Badger has skill in Microsoft PowerPoint,Sandy Badger has skill in Microsoft Access,Sandy Badger has skill in Oracle Database,Sandy Badger has skill in Primavera P6,Sandy Badger has skill in Integrated Project Solutions (IPS),Sandy Badger has skill in Earned Value Management,Keesha Berry has skill in Bentley ProjectWise Software,Keesha Berry has skill in Bluebeam Revu Software,Keesha Berry has skill in AutoCAD Civil 3D software,Keesha Berry has skill in Concrete: Pre-Stressing / Post-Tensioning,Keesha Berry has skill in Concrete: Repair,Keesha Berry has skill in Construction Specifications,Keesha Berry has skill in Concrete Inspections,Keesha Berry has skill in Field Inspection,Mackenzie Blezard has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical,Dan Murphy has skill in Mine Ventilation,Dan Murphy has skill in Hoisting Systems (Field Experience),Dan Murphy has skill in Hoisting (Engineering / Design),Dan Murphy has skill in HAZOPs,Joel Salazar has skill in Language - Spanish,Joel Salazar has skill in Language - Portuguese,Dale Musser has skill in Concrete: Mine Portal Foundations,Dale Musser has skill in Design Checking - Structural,Dale Musser has skill in Steel: A-Frames,Dale Musser has skill in Steel: Headframe Sheave Decks and Houses,Dale Musser has skill in Steel: Hard Rock Shaft and Station Steel,Dale Musser has skill in Steel: Potash Underground Misc.

Infrastructure,Dale Musser has skill in Steel: Monorails,Dale Musser has skill in Steel: Underground Grizzlies and Scalping Bars,Dale Musser has skill in Steel: Underground Crusher Station Framing,Dale Musser has skill in Steel: Underground Conveyor Transfer Framing,Dale Musser has skill in Steel: Underground Bulkheads,Dale Musser has skill in Steel: Structural Steel Detailing,Dale Musser has skill in Steel: Surface Misc. Platforms,Dale Musser has skill in AutoCAD,Dale Musser has skill in Microsoft Excel,Dale Musser has skill in Microsoft Word,Dale Musser has skill in Microsoft PowerPoint,Dale Musser has skill in Microsoft Project,Dale Musser has skill in Compressed Air Systems and Piping,Dale Musser has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering,Rebecca Hill has skill in Structural Design / Drafting,Rebecca Hill has skill in Mining Design and Drafting,Rebecca Hill has skill in Concrete: Slabs-on-Grade,Rebecca Hill has skill in Concrete: Underground Bulkheads,Rebecca Hill has skill in Steel: Monorails,Rebecca Hill has skill in Steel: Structural Steel Detailing,Rebecca Hill has skill in Steel: Underground Bulkheads,Rebecca Hill has skill in Layout: Underground Shops,Rebecca Hill has skill in Masonry: Details and Joints,Rebecca Hill has skill in Masonry: Layout and Reinforcing,Rebecca Hill has skill in Bentley MicroStation Software,Rebecca Hill has skill in Structural Detailing,Rebecca Hill has skill in Revit Software,Katarina Juran has skill in ArchiCAD Software,Katarina Juran has skill in Vectorworks,Katarina Juran has skill in Adobe InDesign,Katarina Juran has skill in AutoCAD,Katarina Juran has skill in Revit Software,Katarina Juran has skill in Adobe Photoshop,Katarina Juran has skill in NavisWorks Software,David Walker has skill in Renderings,Gina Arnett has skill in Language - English,Gina Arnett has skill in Bentley InRoads,Gina Arnett has skill in AutoCAD Civil 3D software,Gina Arnett has skill in Civil Engineering / Design,Gina Arnett has skill in Bentley MicroStation Software,Gina Arnett has skill in Language - Spanish,Gina Arnett has skill in AutoCAD,Mario Trottier has skill in Design Checking - Structural,Mario Trottier has skill in Language - French,Stephanie Kern has skill in NEPA Documentation,Arthur Herbert has skill in Earned Value Management,Arthur Herbert has skill in Microsoft Project,Arthur Herbert has skill in Primavera P6,Jordan Coaker has skill in Revit Software,Vitie Tajonera has skill in SQL Server,Vitie Tajonera has skill in SharePoint,Derek Nimmo has skill in Bentley MicroStation Software,Derek Nimmo has skill in AutoCAD,Meagan Olive has skill in Biological Nutrient Removal (Wastewater Treatment),Kenneth Carper has skill in Storm Water Management,Kenneth Carper has skill in Water Resources Management (Engineering / Design),Kenneth Carper has skill in Municipal Stormwater,Paul Thomas has skill in Concrete Dams,Paul Thomas has skill in Embankment Dams,Paul Thomas has skill in Levee Inspections,Chhavi Mathur has skill in Healthcare Interiors,Chhavi Mathur has skill in Residential Interiors,Chhavi Mathur has skill in Hotel and Resort Interiors,Jackie Ibale has skill in Primavera P6,Jackie Ibale has skill in SharePoint,Jason Dyck has skill in Project leadership,Jason Dyck has skill in Welding Engineering,Jason Dyck has skill in Fracture Mechanics,Jason Dyck has skill in Fitness-for-Service (FFS) Assessments,Jason Dyck has skill in Metallurgy,Jason Dyck has skill in Engineering Assessments (EA),Jason Dyck has skill in Welding Inspections,Jason Dyck has skill in Fluid Flow Calculations / Pipe Stress Calculations,Jason Dyck has skill in Finite Elements Analysis (FEA) Software,Jason Dyck has skill in CAESAR (Pipe Stress Analysis) Software,Amir Tashakori has skill in Power (Substation Studies, Short Circuit Calculations),Amir Tashakori has skill in Grounding Studies,Amir Tashakori has skill in Power (Substation Studies, Cable Ampacity),Roger Watts has skill in Microsoft Excel,Roger Watts has skill in Microsoft Word,Roger Watts has skill in Primavera P6,Roger Watts has skill in Prolog (software),Lisa Simpson has skill in Civil Engineering / Design,Lisa Simpson has skill in Code Analysis and Life Safety,Tysa Tenebro has skill in Revit Software,Tysa Tenebro has skill in Revit Family

Author,Jonathan Duggan has skill in Revit Software,Jonathan Duggan has skill in Revit Family Author,Jonathan Duggan has skill in Google Sketchup,Jonathan Duggan has skill in AutoCAD,Jonathan Duggan has skill in Adobe Photoshop,Jonathan Duggan has skill in Adobe Illustrator,Jonathan Duggan has skill in Adobe InDesign,Mike Batty has skill in Natural Building Systems,Mike Batty has skill in Revit Software,Matt Caramagno has skill in AutoCAD,Matt Caramagno has skill in AutoCAD Civil 3D software,Matt Mullins has skill in Concrete Dams,Matt Mullins has skill in Dam Remediation,Matt Mullins has skill in Dam Slope Stability Analysis,Matt Mullins has skill in Embankment Dams,Matt Mullins has skill in AutoCAD,Matt Mullins has skill in Mathcad Software,Kelsey Pennell has skill in Adobe InDesign,Kelsey Pennell has skill in Adobe Photoshop,Kelsey Pennell has skill in Adobe Illustrator,Duncan Lanoville has skill in Electrofishing,Duncan Lanoville has skill in Project Coordination,Anthony Li has skill in Municipal Services - Water Transmission Mains,Anthony Li has skill in Civil Engineering / Design,Anthony Li has skill in AutoCAD Civil 3D software,Ryan Slezak has skill in Electrofishing,Sami Rahman has skill in Steel: Vibration Analysis,Sami Rahman has skill in Finite Elements Analysis (FEA) Software,Sami Rahman has skill in Concrete: Dynamic Equipment Foundations,Sami Rahman has skill in Excel Macro Development,Sami Rahman has skill in C++ Programming,Michael Frampton has skill in Project & Construction Management,Michael Frampton has skill in Revit Software,Michael Frampton has skill in 3ds Max,Michael Frampton has skill in NavisWorks Software,Michael Frampton has skill in Google Sketchup,Michael Frampton has skill in Adobe Photoshop,Michael Frampton has skill in AutoCAD,Michael Frampton has skill in Revit Family Author,Michael Frampton has skill in Adobe Illustrator,Michael Frampton has skill in Adobe InDesign,Michael Frampton has skill in Structural Detailing,Michael Frampton has skill in Bentley MicroStation Software,Michael Frampton has skill in Microsoft Excel,Michael Frampton has skill in Microsoft PowerPoint,Michael Frampton has skill in Microsoft Word,Michael Frampton has skill in Building Codes Plan Review,Michael Frampton has skill in Project Coordination,Kody Shaffer has skill in Bentley MicroStation Software,Kevin Hiraoka has skill in Field Inspection,Eric Schlange has skill in Leadership,Eric Schlange has skill in Architectural Drafting,Andrew Hickok has skill in Bioarchaeology,Andrew Hickok has skill in Faunal Analysis,Andrew Hickok has skill in First Nation Consultation,Andrew Hickok has skill in Forensic Archaeology,Andrew Hickok has skill in Technical Writing (Archaeology),Lan Van has skill in Adobe Photoshop,Lan Van has skill in Architectural Detailing,Kimberly Marsh has skill in Storm Water Management,Kate McLaughlin has skill in Lean/Continuous Improvement,Megan Christensen has skill in AutoCAD Civil 3D software,Megan Christensen has skill in Civil Design / Drafting,Megan Christensen has skill in Microsoft Excel,Nick Mucilli has skill in Adobe Illustrator,Nick Mucilli has skill in Adobe Photoshop,Nick Mucilli has skill in Adobe InDesign,Nick Mucilli has skill in Google Sketchup,Andrew Good has skill in ArcGIS Map Design,Chris Gwaltney has skill in Primavera P6,Chris Gwaltney has skill in Microsoft Project,Chris Gwaltney has skill in AutoCAD,Nick Slack has skill in AutoCAD,Nick Slack has skill in Revit Software,Nick Slack has skill in Bentley ProSteel,Gino Lefrancois has skill in Bridge Rehabilitation/Repair,Sam Toms has skill in Language - English,Sam Toms has skill in Javascript,Sam Toms has skill in PHP,Sam Toms has skill in Microsoft Excel,Sam Toms has skill in Excel Macro Development,Sam Toms has skill in Python Programming Language,Sam Toms has skill in ArcGIS Online Software,Richard Weishaupt has skill in Crisis Management,Jason George has skill in NavisWorks Software,Jason George has skill in Piping Isometrics - Large Bore,Jason George has skill in Piping P&IDs,Jason George has skill in Piping PFDs,Jason George has skill in Preparation of General Arrangement Drawings,Jason George has skill in CloudWorx for Intergraph

Smart™ 3D - User, Jason George has skill in AutoCAD, Jason George has skill in Cadworx, Jordan Youngs has skill in Fire Alarm System Design (Electrical Engineering), Jordan Youngs has skill in Electrical Engineering / Design, Jordan Youngs has skill in Electrical Power Distribution, David Baldwin has skill in Project & Construction Management, Junxi Wen has skill in AutoCAD, Junxi Wen has skill in Cable Tray Systems, Junxi Wen has skill in Electrical Power Distribution, Junxi Wen has skill in Electrical Engineering / Design, Junxi Wen has skill in ETAP Software, Junxi Wen has skill in Language - Chinese, Junxi Wen has skill in Microsoft Excel, Junxi Wen has skill in Microsoft Word, Junxi Wen has skill in PLC Networking-RsLinx (AB), Junxi Wen has skill in PLC Programming, RsLinx (AB), Junxi Wen has skill in PLC Programming, RsLogix 500 (AB), Junxi Wen has skill in SOLIDWORKS, 3D Design Software, Karisa Boulton has skill in Public Relations, Karisa Boulton has skill in Consultation, Matt Wood has skill in Remote Field Operations Safety & Logistics, Matt Wood has skill in Flood Forecasting, Julia Taylor has skill in Technical Writing (Archaeology), Heather Trantham has skill in Infiltration Modeling/Analysis, Heather Trantham has skill in Tailing Dams, Jerimie Goodfellow has skill in AutoCAD, Jerimie Goodfellow has skill in Revit Software, Jerimie Goodfellow has skill in Google Sketchup, Melanie Kuhl has skill in AutoCAD, Melanie Kuhl has skill in AutoCAD Civil 3D software, Gelare Danaie has skill in Language - French, Gelare Danaie has skill in Revit Software, Gelare Danaie has skill in AutoCAD, Gelare Danaie has skill in Google Sketchup, Gelare Danaie has skill in Adobe Photoshop, CarloMaria Ciampoli has skill in Rhino Software, CarloMaria Ciampoli has skill in 3ds Max, CarloMaria Ciampoli has skill in Grasshopper® Software, CarloMaria Ciampoli has skill in Renderings, CarloMaria Ciampoli has skill in CADD 2D/3D, CarloMaria Ciampoli has skill in International Experience, CarloMaria Ciampoli has skill in Language - English, CarloMaria Ciampoli has skill in Language - Italian, CarloMaria Ciampoli has skill in V-Ray Software, CarloMaria Ciampoli has skill in Adobe Photoshop, CarloMaria Ciampoli has skill in Adobe Illustrator, CarloMaria Ciampoli has skill in Adobe InDesign, Robert Lopina has skill in Dam Design, Robert Lopina has skill in Bentley gINT, Robert Lopina has skill in GEOSLOPE Software, Robert Lopina has skill in LPILE Software, John Buckley has skill in Microsoft Excel, John Buckley has skill in Microsoft PowerPoint, John Buckley has skill in Microsoft Word, John Buckley has skill in SharePoint, Saurabh Govekar has skill in AutoCAD, Saurabh Govekar has skill in Bentley MicroStation Software, Saurabh Govekar has skill in Google Sketchup, Saurabh Govekar has skill in Revit Software, Saurabh Govekar has skill in Project Coordination, Saurabh Govekar has skill in Preparation of Proposal Documents (written verbiage), Saurabh Govekar has skill in Adobe Photoshop, Brad Wakelin has skill in UI Design, Brad Wakelin has skill in SQL Server, Joon Ahn has skill in Civil Engineering / Design, Joon Ahn has skill in Civil Design / Drafting, Joon Ahn has skill in Project & Construction Management, Joon Ahn has skill in AutoCAD Civil 3D software, Joon Ahn has skill in Microsoft Excel, Joon Ahn has skill in Microsoft Word, Joon Ahn has skill in Bentley MicroStation Software, Kelsey Meyer has skill in ArcGIS Map Design, Kelsey Meyer has skill in Visual Basic for Applications (VBA), Kelsey Meyer has skill in AutoCAD, Alper Tasdemir has skill in Optimization/Rationalization Studies, Alper Tasdemir has skill in Quality Management (ISO), Alper Tasdemir has skill in Midstream - Pipelines, Alper Tasdemir has skill in Pipelines Transmission, Alper Tasdemir has skill in Power (System Planning Studies, Network Load Flow/Transient Analysis/Transmission Line Capacity Assessment), John Vleeming has skill in AutoCAD Civil 3D software, Doug Long has skill in Javascript, Doug Long has skill in Excel Macro Development, Doug Long has skill in FME Software, Doug Long has skill in Visual Basic for Applications (VBA), Doug Long has skill in SQL Server, Hatim Fadlalla has skill in Biological Nutrient Removal (Wastewater Treatment), Hatim

Fadlalla has skill in Biological Process Modeling (Wastewater Treatment), Erin Davison has skill in Geophysical Survey, Quin MacKenzie has skill in Adobe Illustrator, Quin MacKenzie has skill in Microsoft Excel, Quin MacKenzie has skill in Visual Basic for Applications (VBA), Quin MacKenzie has skill in Adobe InDesign, Quin MacKenzie has skill in Adobe Photoshop, Quin MacKenzie has skill in Envision Consulting, Trevor Schellenberg has skill in Bentley gINT, Trevor Schellenberg has skill in Field Visits, Trevor Schellenberg has skill in Concrete: Pile Foundations, Trevor Schellenberg has skill in Embankment Dams, Ahmed Kafafi has skill in AutoCAD Civil 3D software, Ahmed Kafafi has skill in Transoft Solutions AutoTURN® Software, Ahmed Kafafi has skill in Google Sketchup, John McClain has skill in OpenRoads Software, John McClain has skill in Bentley OpenBuildings Designer, John McClain has skill in Water Treatment (Engineering / Design), John McClain has skill in AutoCAD Civil 3D software, John McClain has skill in Civil Design / Drafting, John McClain has skill in Structural Design / Drafting, John McClain has skill in Mechanical Design / Drafting, John McClain has skill in AutoCAD MEP Software, John McClain has skill in Architectural Drafting, John McClain has skill in NavisWorks Software, John McClain has skill in Revit Software, John McClain has skill in Bentley MicroStation Software, John McClain has skill in Electrical Design / Drafting, Steve Byrne has skill in AutoCAD Civil 3D software, Tracy Black has skill in Above Ground Mining, Open Pit (Engineering / Design), Tracy Black has skill in Uranium Process Plants, Tracy Black has skill in Potable and Industrial (Process) Water / Roof Drains, Tracy Black has skill in Microsoft Project, Tracy Black has skill in SOLIDWORKS, Product Data Management Software, Tracy Black has skill in SOLIDWORKS, 3D Design Software, Tracy Black has skill in Dust Collection, Tracy Black has skill in Piping Isometrics - Large Bore, Tracy Black has skill in Transfer Chutes and Feeders, Tracy Black has skill in Revit Software, Tracy Black has skill in AutoCAD MEP Software, Tracy Black has skill in AutoCAD, Tracy Black has skill in Slurry Pumps (Clean Water Pumps) & Piping / Dewatering, Tracy Black has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems, Tracy Black has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains, Tracy Black has skill in Compressed Air Systems and Piping, Tracy Black has skill in Natural Gas Piping, Tracy Black has skill in HVAC Design (surface mining), Tracy Black has skill in Infrastructure and Building Services - HVAC (Mining), Matt Bernard has skill in Microsoft Word, Matt Bernard has skill in Microsoft PowerPoint, Matt Bernard has skill in Microsoft Excel, Matt Bernard has skill in Microsoft Access, Alejandro Rojas has skill in Technical and Area Engineering and Design Coordination, Norm Villeneuve has skill in Architectural Detailing, Norm Villeneuve has skill in Code Analysis and Life Safety, Norm Villeneuve has skill in Building Codes Plan Review, Norm Villeneuve has skill in Field Inspection, Norm Villeneuve has skill in Project Coordination, Norm Villeneuve has skill in Structural Detailing, Jared Wheler has skill in AutoCAD Civil 3D software, Nicolas Schwab has skill in AutoCAD Civil 3D software, Nicolas Schwab has skill in Civil Design / Drafting, Nicolas Schwab has skill in Civil Engineering / Design, Nicolas Schwab has skill in AutoCAD, Nicolas Schwab has skill in Revit Software, Eric Trimble has skill in AutoCAD, Eric Trimble has skill in Bentley ProjectWise Software, Eric Trimble has skill in Adobe Acrobat Pro DC, Eric Trimble has skill in Mathcad Software, Eric Trimble has skill in Bluebeam Revu Software, Eric Trimble has skill in Google Sketchup, Eric Trimble has skill in CADD 2D/3D, Eric Trimble has skill in AutoCAD Civil 3D software, Eric Trimble has skill in Bentley MicroStation Software, Eric Trimble has skill in Adobe Photoshop, Eric Trimble has skill in Adobe Illustrator, Eric Trimble has skill in 3ds Max, Vlad Manalastas has skill in Class Environmental Assessments - Provincial, Bill Kim has skill in Pipeline Risk Assessment, Bill Kim has skill in Ultrasonic (UT) Inspection, Sonia Skwarka has skill in Adobe InDesign, Sonia Skwarka has skill in

AutoCAD,Sonia Skwarka has skill in Adobe Photoshop,Sonia Skwarka has skill in Language - Polish,Sonia Skwarka has skill in Google Sketchup,Eloise Rowland has skill in Amphibian Survey and Salvage,Jolene Mudri has skill in Healthcare Interiors,Jolene Mudri has skill in Microsoft Excel,Jolene Mudri has skill in Microsoft PowerPoint,Jolene Mudri has skill in Microsoft Word,Pete Cott has skill in Marine,Alan Pew has skill in AutoCAD Civil 3D software,Alan Pew has skill in Python Programming Language,Alan Pew has skill in QGIS Software,Brian OBarr has skill in AutoCAD MEP Software,Brian OBarr has skill in NavisWorks Software,Brian OBarr has skill in CADD 2D/3D,Brian OBarr has skill in Surveillance Systems Design - Communications and Electrical,Brian OBarr has skill in Building Information Modeling,Brian OBarr has skill in Re-Zoning Process,Brian OBarr has skill in Electrical Design / Drafting,Emily Curme has skill in National Historic Preservation Act, Section 106,Brynn Stewart has skill in National Historic Preservation Act, Section 106,Rachel Roberts has skill in NEPA Documentation,Michael Keeler has skill in NEPA Documentation,Aimee Leithoff has skill in Technical Writing (Archaeology),Steve Murphy has skill in Intergraph SmartPlant Layout (3D),Steve Murphy has skill in Upstream - Offshore,Cory Anderson has skill in AutoCAD Civil 3D software,Cory Anderson has skill in HEC-RAS Software,Michael Carter has skill in Property Acquisition, Easements,Michael Carter has skill in AutoCAD,Michael Carter has skill in AutoCAD Civil 3D software,Michael Carter has skill in CADD 2D/3D,Michael Carter has skill in Bentley MicroStation Software,Michael Carter has skill in ArcGIS Map Design,Michael Carter has skill in AutoLISP,Michael Carter has skill in Civil Design / Drafting,Michael Carter has skill in Google Sketchup,Bert Mingollo has skill in Pre-FEED,Bert Mingollo has skill in FEED Studies,Bert Mingollo has skill in RISA Software,Bert Mingollo has skill in Bentley STAAD.Pro,Rachel Harris has skill in Microsoft Excel,Rachel Harris has skill in Conceptual Site Models,Rachel Harris has skill in Hazardous Waste (Field Experience),Rachel Harris has skill in Microsoft Word,Rachel Harris has skill in AutoCAD,Karen Hall has skill in AutoCAD Civil 3D software,Doug Beisch has skill in Water Resources Management (Engineering / Design),Loretta Cummings has skill in NEPA Documentation,Tia Jantzi has skill in Architectural Detailing,Tia Jantzi has skill in Tenant Improvement (TI),Tia Jantzi has skill in K-12 Public Schools,Tia Jantzi has skill in AutoCAD,Tia Jantzi has skill in Architecture - Financial Institutions,Tia Jantzi has skill in K-12 Feasibility Study,Tia Jantzi has skill in Space Utilization,Tia Jantzi has skill in Preparation of Feasibility Study Documents,Tia Jantzi has skill in K-12 Programming/Planning,Tia Jantzi has skill in Millwork: Detailing,Tia Jantzi has skill in Administration/Admitting,Tia Jantzi has skill in Pharmacy,Tia Jantzi has skill in Report Writing,Jennifer Johnson has skill in NEPA Documentation,Pankaj Phull has skill in Data Center Design – Communications and Electrical,Pankaj Phull has skill in Children's Hospitals,Pankaj Phull has skill in Specialty Hospitals,Pankaj Phull has skill in Fiber Optic and Copper Cabling Backbones Design - Communications and Electrical,Pankaj Phull has skill in Surveillance Systems Design - Communications and Electrical,Pankaj Phull has skill in Communications Infrastructure Design – Communications and Electrical,Pankaj Phull has skill in Networking,Pankaj Phull has skill in IT / SCADA Systems,Pankaj Phull has skill in Revit Software,Pankaj Phull has skill in Distributed Antenna System (DAS),Stephanie Nurre has skill in FEMA Levee Accreditation Services,Sarah Look has skill in Property Acquisition, Easements,Jean-Michel DeVink has skill in Language - French,Jean-Michel DeVink has skill in Language - Spanish,Jean-Michel DeVink has skill in Language - English,Rajesh Kumar has skill in Control Rooms,Jamie Jin has skill in Language - Chinese, Mandarin,Ellen Brady has skill in Technical Writing (Archaeology),Ellen Brady has skill in National Historic Preservation Act, Section 106,Randy Michel has skill in AutoCAD Plant 3D Software,Randy Michel has skill in AutoCAD,Randy Michel has skill in Civil Design / Drafting,Randy

Michel has skill in AutoCAD Civil 3D software,Berek Dore has skill in Cultural Anthropology,Berek Dore has skill in Osteology,Berek Dore has skill in Bioarchaeology,Daniel Malone has skill in AutoCAD,Daniel Malone has skill in Microsoft Excel,Daniel Malone has skill in Microsoft PowerPoint,Daniel Malone has skill in Renderings,Daniel Malone has skill in Water Resources Management (Engineering / Design),Daniel Malone has skill in Microsoft Word,Geri Knight-Iske has skill in Lithic Analysis,Mariea Tsamalidis has skill in Document Administration,Mariea Tsamalidis has skill in SharePoint,Gregg Crocker has skill in Steel: A-Frames,Gregg Crocker has skill in Steel: Bin House,Gregg Crocker has skill in Steel: Collar House Framing,Gregg Crocker has skill in Steel: Hard Rock Loading Pocket,Gregg Crocker has skill in Steel: Hard Rock Underground Access and Support Platforms,Gregg Crocker has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Gregg Crocker has skill in Steel: Collar Steel Framing and Collar Doors,Gregg Crocker has skill in Steel: Underground Manways,Gregg Crocker has skill in Steel: Underground Grizzlies and Scalping Bars,Gregg Crocker has skill in Steel: Skip Chaining,Gregg Crocker has skill in Concrete: Hoist Foundations,Gregg Crocker has skill in Concrete: Shaft Collars,Gregg Crocker has skill in Concrete: Underground Grizzly Foundations,Gregg Crocker has skill in Concrete: Underground Dams,Gregg Crocker has skill in Shaft Sinking,Gregg Crocker has skill in Concrete: Forming,Gregg Crocker has skill in Steel: Bin House Chutes,Gregg Crocker has skill in Steel: Headframe (Rope) Galleries,Gregg Crocker has skill in Steel: Headframe Sheave Decks and Houses,Gregg Crocker has skill in Steel: Light Industrial Buildings,Gregg Crocker has skill in Steel: Underground Truck Loading Station,Gregg Crocker has skill in Shafts (Engineering / Design),Perron Singleton IV has skill in ArcGIS Online Software,Perron Singleton IV has skill in Collector for ArcGIS Software,Perron Singleton IV has skill in GIS Web Mapping,Robert Berry has skill in Pipeline Risk Assessment,Joe Tucker has skill in Agile Development Methodology,Christy Hill has skill in Dam Breach Analysis,Christy Hill has skill in Lake Management,David Luzi has skill in Qualified Person (QP) Mining,David Luzi has skill in Mine Water Management,Elliott Hicks has skill in AutoCAD,Elliott Hicks has skill in AutoCAD Civil 3D software,Elliott Hicks has skill in Civil Design / Drafting,Chuck Roadley has skill in NEPA Documentation,Mark Strickland has skill in Hydrographic Surveys,Mark Strickland has skill in LIDAR,Mark Strickland has skill in Spatial Analysis,Scott Baker has skill in Road Safety Assessments (RSA),Kyle Sanders has skill in Design Checking - Mechanical,Kyle Sanders has skill in Design Checking - Mining,Kyle Sanders has skill in Mechanical Design / Drafting,Kyle Sanders has skill in Structural Design / Drafting,Kyle Sanders has skill in Mining Design and Drafting,Kyle Sanders has skill in Design Checking - Structural,Kyle Sanders has skill in Design Checking - Civil,Kyle Sanders has skill in AutoCAD,Kyle Sanders has skill in Potash Process Plants,Kyle Sanders has skill in Microsoft Excel,Kyle Sanders has skill in Microsoft Word,Kyle Sanders has skill in Shafts (Engineering / Design),Marc Ouellette has skill in Revit Software,Marc Ouellette has skill in AutoCAD,Marc Ouellette has skill in AutoCAD Civil 3D software,Marc Ouellette has skill in Microsoft Word,Marc Ouellette has skill in Microsoft Excel,Marc Ouellette has skill in Bentley ProSteel,Marc Ouellette has skill in NavisWorks Software,Marc Ouellette has skill in Language - French,Marc Ouellette has skill in Language - English,Peter Radovanovic has skill in AGI32 Illumination Analysis (Lighting),Heather Williams has skill in Microsoft Excel,Heather Williams has skill in Microsoft Word,Heather Williams has skill in Microsoft Access,Heather Williams has skill in Microsoft PowerPoint,Heather Williams has skill in Expediting,Heather Williams has skill in Material Management,Don Marsh has skill in Cement and Concrete Facilities,Roger Taliotis has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Roger Taliotis has skill in Arena

HVAC Systems,Roger Taliotis has skill in Detention Facilities HVAC Systems,Roger Taliotis has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Roger Taliotis has skill in SOLIDWORKS, 3D Design Software,Roger Taliotis has skill in AutoCAD MEP Software,Roger Taliotis has skill in AutoCAD,Roger Taliotis has skill in Building Energy Modeling,Roger Taliotis has skill in Mechanical Engineering / Design,Prabhu Anbalagan has skill in AutoCAD,Prabhu Anbalagan has skill in Cadworx,Prabhu Anbalagan has skill in AVEVA PDMS Software,Prabhu Anbalagan has skill in AVEVA E3D Software,Prabhu Anbalagan has skill in Autodesk Revit MEP Software,Prabhu Anbalagan has skill in NavisWorks Software,Richard Ray has skill in IT / SCADA Systems,Richard Ray has skill in HMI Programming, Wonderware InTouch (Schneider),Richard Ray has skill in HMI Programming, Factory Talk View Mach Ed (AB),Richard Ray has skill in HMI Programming, Factory Talk View Studio (AB),Carlos Cobian has skill in AutoCAD,Carlos Cobian has skill in Cadworx,Carlos Cobian has skill in AVEVA PDMS Software,Carlos Cobian has skill in BIM 360 Field (Vela) Software,Samy Palaniappan has skill in HAZOPs,Samy Palaniappan has skill in Wastewater Treatment (Engineering / Design),Gulam Bakali has skill in Quality Management (ISO),Gulam Bakali has skill in Startup and Commissioning (Engineering / Design),Gulam Bakali has skill in Technical Design Management,Gulam Bakali has skill in Vendor Qualification / Selection,Gulam Bakali has skill in Consultation,Gulam Bakali has skill in Interviewing,Gulam Bakali has skill in Leadership,Gulam Bakali has skill in Microsoft Access,Gulam Bakali has skill in Microsoft Excel,Gulam Bakali has skill in Microsoft PowerPoint,Gulam Bakali has skill in Microsoft Project,Gulam Bakali has skill in Microsoft Visio,Gulam Bakali has skill in Microsoft Word,Gulam Bakali has skill in Negotiations,Gulam Bakali has skill in Project Coordination,Camille Chalifoux has skill in AutoCAD Civil 3D software,Camille Chalifoux has skill in Microsoft Project,Mackenze Grunig has skill in AutoCAD Civil 3D software,Mackenze Grunig has skill in AutoCAD Civil 3D Hydraflow Storm Sewers Extension,Mackenze Grunig has skill in Civil Engineering / Design,Mackenze Grunig has skill in Field Inspection,Mackenze Grunig has skill in AutoCAD,Jerry Taylor has skill in AutoCAD,Jerry Taylor has skill in Mechanical Design / Drafting,Henry Mamansag has skill in AutoCAD MEP Software,Henry Mamansag has skill in Electrical Engineering / Design,Tiffany Stoudt has skill in Architectural Drafting,Tiffany Stoudt has skill in Architectural Detailing,Nicole Lynass has skill in Critical Issues Analysis,Nicole Lynass has skill in NEPA Documentation,Stuart Guest has skill in Engineering Assessments (EA),Stuart Guest has skill in Welding Inspections,Cliff O'Neill has skill in Upstream - Conventional,Cliff O'Neill has skill in Pre-FEED,Cliff O'Neill has skill in FEED Studies,Cliff O'Neill has skill in Optimization/Rationalization Studies,Cliff O'Neill has skill in Midstream - Pipelines,Cliff O'Neill has skill in Midstream - Terminals,Cliff O'Neill has skill in Project Coordination,Carlos Barocio Villasenor has skill in Microsoft Power BI,Carlos Barocio Villasenor has skill in Microsoft Power Apps,Carlos Barocio Villasenor has skill in Microsoft Visio,Carlos Barocio Villasenor has skill in Video Editing,Carlos Barocio Villasenor has skill in Microsoft Office,Carlos Barocio Villasenor has skill in SharePoint,Melissa Madara has skill in Bentley InRoads,Fation Shahinas has skill in Power (Transmission Line Right of Way Studies, Pipeline Interference & Mitigation Studies),Francis Olivier has skill in AutoCAD,Francis Olivier has skill in Cadworx,Francis Olivier has skill in AutoCAD Civil 3D software,Francis Olivier has skill in NavisWorks Software,Francis Olivier has skill in Steel: Structural Steel Detailing,Francis Olivier has skill in Transoft Solutions AutoTURN® Software,Joshua Pendergrass has skill in Piping P&IDs,Joshua Pendergrass has skill in Chemical Process Plant,Jennifer Willman has skill in Re-Zoning Process,Jesus Sandoval has skill in Piping P&IDs,Jeff Werner has skill in Design Build Pre-construction Services,Nico Naval has skill in

Concrete Materials Testing (strength, slump, air),Tracee Wareham has skill in Microsoft Excel,Tracee Wareham has skill in Microsoft Word,Tracee Wareham has skill in Microsoft PowerPoint,Tracee Wareham has skill in Microsoft Visio,Tracee Wareham has skill in Microsoft Access,Rigoberto Brito has skill in Process Simulation and Modelling,Lucy Wittrup has skill in Preparation of Proposal Documents (written verbiage),Jenny Ford has skill in Vegetation Identification,Jenny Ford has skill in Landscape Design,Kirby Booker has skill in Technical Writing (Archaeology),Noor Saba-Eagleson has skill in Business Intelligence,Noor Saba-Eagleson has skill in Language - Arabic,Shane Madden has skill in AVEVA PDMS Software,Shane Madden has skill in Bluebeam Revu Software,Shane Madden has skill in Process Design Piping,Shane Madden has skill in Civil Design / Drafting,Shane Madden has skill in Project leadership,Shane Madden has skill in Fuel Storage and Delivery Systems / Diesel Fuel Piping,Shane Madden has skill in Piping P&IDs,Shane Madden has skill in Piping PFDs,Shane Madden has skill in Natural Gas Piping,Shane Madden has skill in Steam Piping,Shane Madden has skill in Piping Isometrics - Large Bore,Shane Madden has skill in Mechanical Design / Drafting,Shane Madden has skill in Electrical Design / Drafting,Shane Madden has skill in Cadworx,Shane Madden has skill in AutoCAD,Shane Madden has skill in Microsoft Excel,Laura Trudell has skill in Adobe Illustrator,Laura Trudell has skill in Adobe InDesign,Laura Trudell has skill in Adobe Photoshop,Victor Sam has skill in GoldSim Simulation Software,Corry Yang has skill in SCADA Design and Automation,Corry Yang has skill in Power (Outdoor High Voltage Substations),Nicole Miller has skill in Microsoft Word,Nicole Miller has skill in SharePoint,Nicole Miller has skill in Data Editing and Management,Mark Gad has skill in AutoCAD,Mark Gad has skill in Building Information Modeling,Mark Gad has skill in WELL Building Standard Consulting,Sean Mitchell has skill in Statistical Analysis,Dylan Lupo has skill in Bentley MicroStation Software,Dylan Lupo has skill in GEOPAK Road Software,Dylan Lupo has skill in Bentley InRoads,Jason Rozak has skill in AutoPLANT Modeler,Jason Rozak has skill in AutoCAD,Jason Rozak has skill in Cadworx,Jason Rozak has skill in CADD 2D/3D,Jason Rozak has skill in Electrical Design / Drafting,Jason Rozak has skill in Language - Spanish,Jason Rozak has skill in Mechanical Design / Drafting,Jason Rozak has skill in Microsoft Excel,Jason Rozak has skill in Bentley MicroStation Software,Frank Russo has skill in AutoCAD,Frank Russo has skill in AutoPLANT Modeler,Frank Russo has skill in Bentley MicroStation Software,Frank Russo has skill in NavisWorks Software,Kevin Corcoran has skill in AutoCAD Civil 3D software,Alan Wong has skill in Autodesk Revit MEP Software,Isabella Villegas has skill in Language - Spanish,Jito da Silva has skill in Building Envelope Design,Jito da Silva has skill in Wood Framing Design,Paul Huang has skill in AutoCAD Civil 3D software,Paul Huang has skill in Bentley MicroStation Software,Paul Huang has skill in CADD 2D/3D,Paul Huang has skill in Bentley InRoads,Steven Bendoraitis has skill in Wastewater Treatment (Engineering / Design),Steven Bendoraitis has skill in Concrete: Pile Foundations,Rodney Kelshaw has skill in AutoCAD,Rodney Kelshaw has skill in Electrofishing,Rodney Kelshaw has skill in Hazardous Waste (Field Experience),Rodney Kelshaw has skill in Real Estate Analysis,Rodney Kelshaw has skill in Real Estate Development,John Freeland has skill in NEPA Documentation,Christian Hajen has skill in Language - Spanish,Christian Hajen has skill in Language - Portuguese,Christian Hajen has skill in Language - French,Christian Hajen has skill in Concrete Dams,Navin Leung has skill in Microsoft Excel,Navin Leung has skill in SOLIDWORKS, 3D Design Software,Navin Leung has skill in Microsoft Project,Suzana Lazic has skill in Storm Sewer Analysis,Suzana Lazic has skill in AutoCAD Civil 3D software,Suzana Lazic has skill in Field Visits,Jessica Hiltz has skill in Language - English,Brandon Strickland has skill in Construction and Maintenance Electrical

Systems, Brandon Strickland has skill in Audiovisual System Design (Electrical Engineering), Lindsay Sutton has skill in International Experience, Warren Marriott has skill in AutoCAD, David Johnson has skill in AutoCAD, David Johnson has skill in Revit Software, Basil Siddiqui has skill in Grounding, Basil Siddiqui has skill in Power (Substation Studies, Cable Ampacity), Kathryn Hilman has skill in Revit Software, Kathryn Hilman has skill in Adobe Illustrator, Kathryn Hilman has skill in Adobe Photoshop, Kathryn Hilman has skill in Adobe InDesign, Kathryn Hilman has skill in AutoCAD, Kathryn Hilman has skill in Architectural Drafting, Kathryn Hilman has skill in Architectural Detailing, Kathryn Hilman has skill in K-12 Public Schools, Kathryn Hilman has skill in Adobe Acrobat Pro DC, Kathryn Hilman has skill in Microsoft Excel, Kathryn Hilman has skill in Microsoft Word, Kathryn Hilman has skill in Bluebeam Revu Software, Darrell Fisher has skill in Onsite Septic Disposal Systems, Ben Steele has skill in ArcGIS Map Design, Ben Steele has skill in Language - Spanish, Ben Steele has skill in Language - French, Jim Mack has skill in 3D Laser Scanning, Walt Martin has skill in Drilling, Sampling, and Instrumentation Services, Walt Martin has skill in Geophysical Survey, Tim Paquin has skill in MineCad Software, Tim Paquin has skill in Mining Method - Cut and Fill, Tim Paquin has skill in Mining Method - Narrow Vein, Tim Paquin has skill in Ventsim Software, Tim Paquin has skill in VnetPC Software, Claudia Anderson has skill in Stream Alteration Permits, Colin Shaw has skill in Mine2-4D Software, Colin Shaw has skill in MineCad Software, Colin Shaw has skill in Design Checking - Mining, Colin Shaw has skill in Mining Method - Block Caving, Colin Shaw has skill in Mining Method - Cut and Fill, Colin Shaw has skill in Mining Method - Sub Level Caving, Colin Shaw has skill in Mining Method - Room and Pillar, Colin Shaw has skill in Mining Method - Open Pit, Colin Shaw has skill in Mining Method - Narrow Vein, Colin Shaw has skill in Mining Method - Blasthole, Colin Shaw has skill in AutoCAD, Colin Shaw has skill in Vulcan Software, Colin Shaw has skill in EPS Software, Derek Wiebe has skill in AutoCAD Civil 3D software, Derek Wiebe has skill in Civil Engineering / Design, Derek Wiebe has skill in Concrete Inspections, Derek Wiebe has skill in Concrete: Repair, Derek Wiebe has skill in Design Checking - Civil, Derek Wiebe has skill in Field Inspection, Derek Wiebe has skill in Municipal Stormwater, Derek Wiebe has skill in Preparation of Specification Documents, Greg Brown has skill in NEPA Documentation, Gabrielle Alvarado has skill in Process Hazard Analysis (PHA), Gabrielle Alvarado has skill in Microsoft Access, Gabrielle Alvarado has skill in Microsoft Word, Gabrielle Alvarado has skill in Microsoft Excel, Gabrielle Alvarado has skill in Microsoft PowerPoint, Gabrielle Alvarado has skill in Adobe Acrobat Pro DC, Francis Flores de Maldonado has skill in Revit Software, Francis Flores de Maldonado has skill in CAESAR (Pipe Stress Analysis) Software, Francis Flores de Maldonado has skill in Cadworx, Francis Flores de Maldonado has skill in SOLIDWORKS, 3D Design Software, Francis Flores de Maldonado has skill in Finite Elements Analysis (FEA) Software, Amanda Myers has skill in QGIS Software, Allison Szalkowski has skill in Google Sketchup, Allison Szalkowski has skill in Paint and Finish Schedules, Allison Szalkowski has skill in Healthcare Interiors, Allison Szalkowski has skill in Adobe InDesign, Allison Szalkowski has skill in Revit Software, Allison Szalkowski has skill in Adobe Photoshop, Allison Szalkowski has skill in Microsoft Excel, Allison Szalkowski has skill in Microsoft OneNote, Allison Szalkowski has skill in Microsoft Word, Allison Szalkowski has skill in Microsoft PowerPoint, Allison Szalkowski has skill in Preparation of Specification Documents, Rizwaan Abbas has skill in Archaeological Modeling, Rizwaan Abbas has skill in Lithic Analysis, Rizwaan Abbas has skill in Faunal Analysis, Rizwaan Abbas has skill in Pottery Analysis, Rizwaan Abbas has skill in Palaeoethnobotany, Rizwaan Abbas has skill in Geoarchaeology, Rizwaan Abbas has skill in Micromorphology, Rizwaan Abbas has skill in Technical

Writing (Archaeology),Rizwaan Abbas has skill in Forensic Archaeology,Rizwaan Abbas has skill in Bioarchaeology,Rizwaan Abbas has skill in Geophysical Survey,Rizwaan Abbas has skill in Project Management (Archaeology),Dayna Canning has skill in AutoCAD,Dayna Canning has skill in Renderings,Dayna Canning has skill in Google Sketchup,Dayna Canning has skill in Civil Engineering / Design,Lyne Savage has skill in Integrated Project Solutions (IPS),Lyne Savage has skill in Microsoft Excel,Lyne Savage has skill in Earned Value Management,Lyne Savage has skill in Microsoft Access,Lyne Savage has skill in Prolog (software),Angelina Tadros has skill in S-FRAME Software,Angelina Tadros has skill in NavisWorks Software,Angelina Tadros has skill in FEED Studies,Angelina Tadros has skill in SAGD Above Ground Thermal Pipelines,Angelina Tadros has skill in AutoCAD,Angelina Tadros has skill in Oil & Gas Midstream, Pre-Fabricated Modules/Skids/Buildings,Angelina Tadros has skill in Design for Constructability,David Fenn has skill in Microsoft Excel,David Fenn has skill in Google Sketchup,David Fenn has skill in AutoCAD,David Fenn has skill in Adobe Photoshop,David Fenn has skill in Adobe InDesign,David Fenn has skill in Adobe Illustrator,David Fenn has skill in Preparation of Proposal Documents (written verbiage),Matt Waguespack has skill in Post-Secondary Professional Schools,Matt Waguespack has skill in K-12 CTE,Matt Waguespack has skill in K-12 Public Elementary,Matt Waguespack has skill in K-12 Public High School,Jess Cushing has skill in Post-Secondary Student Union,Jess Cushing has skill in Post-Secondary Dining,Jess Cushing has skill in Space Utilization,Jess Cushing has skill in Revit Software,Jess Cushing has skill in Adobe Illustrator,Jess Cushing has skill in Adobe InDesign,Jess Cushing has skill in Adobe Photoshop,Jess Cushing has skill in BIM Project Manager,Ryan Dellinger has skill in Community College,Ryan Dellinger has skill in K-12 Public Schools,Ryan Dellinger has skill in K-12 Public High School,Ryan Dellinger has skill in K-12 Public Elementary,Ryan Dellinger has skill in K-12 Private Middle School,Ryan Dellinger has skill in K-12 Private High School,Soumita Sarkar has skill in Revit Software,Soumita Sarkar has skill in AutoCAD,Soumita Sarkar has skill in Adobe Photoshop,Soumita Sarkar has skill in Newforma Software,Soumita Sarkar has skill in Microsoft Word,Soumita Sarkar has skill in Microsoft Excel,Soumita Sarkar has skill in Microsoft PowerPoint,Soumita Sarkar has skill in Photography,Mark Young has skill in Collector for ArcGIS Software,Diego Barrera has skill in Enscape,Diego Barrera has skill in Lumion Software,Diego Barrera has skill in K-12 Public Elementary,Diego Barrera has skill in K-12 Public High School,Diego Barrera has skill in Revit Software,Richey Madison has skill in Science + Technology,Richey Madison has skill in Student Housing,Richey Madison has skill in Academic - Law Schools,Richey Madison has skill in Academic - Classroom Buildings,Richey Madison has skill in Utilization Analysis,Wes McElhany has skill in BIM Manager,Ryan Hill has skill in Structural Engineering / Design,Ryan Hill has skill in Concrete: Mat Foundations,Ryan Hill has skill in Steel: Pipe Racks and Utility Trestles,Ryan Hill has skill in Bentley STAAD.Pro,Scott Robertson has skill in GIS Web Mapping,Scott Robertson has skill in .NET Programming,Scott Robertson has skill in PHP,Scott Robertson has skill in Javascript,Scott Robertson has skill in SQL Server,Scott Robertson has skill in HTML,Scott Robertson has skill in Cascading Style Sheets (CSS),Michael Todd has skill in 3ds Max,Michael Todd has skill in Revit Software,Michael Todd has skill in Lumion Software,Michael Todd has skill in Google Sketchup,Michael Todd has skill in AutoCAD,Leslie Loudon has skill in Building Codes Plan Review,Leslie Loudon has skill in Space Utilization,Leslie Loudon has skill in Community College,Leslie Loudon has skill in Post-Secondary Academic Building,Leslie Loudon has skill in K-12 Public High School,Nicole Vincent has skill in Project Coordination,Lawrence Onwude has skill in AutoCAD,Lawrence Onwude has skill in Civil Engineering / Design,Shay Cairns has skill in Legal

Sampling, Rob Winstead has skill in Community College, Rob Winstead has skill in Post-Secondary Academic Building, Rob Winstead has skill in Post-Secondary Professional Schools, Rob Winstead has skill in K-12 CTE, Rob Winstead has skill in K-12 STEM / STEAM, Rob Winstead has skill in K-12 Programming/Planning, Rob Winstead has skill in K-12 Feasibility Study, Rob Winstead has skill in Post-Secondary Programming/Planning, Rob Winstead has skill in K-12 Educational Specifications, Sara Chodkowski has skill in Revit Software, Sara Chodkowski has skill in Microsoft Word, Sara Chodkowski has skill in Microsoft Excel, Sara Chodkowski has skill in Microsoft Access, Sara Chodkowski has skill in Microsoft Visio, Sara Chodkowski has skill in Adobe Photoshop, Sara Chodkowski has skill in 3ds Max, Sara Chodkowski has skill in Microsoft PowerPoint, Frank Chen has skill in Revit Software, Frank Chen has skill in AutoCAD, Frank Chen has skill in Google Sketchup, Frank Chen has skill in Microsoft Project, Frank Chen has skill in Bluebeam Revu Software, Frank Chen has skill in Primavera P6, Frank Chen has skill in Adobe Acrobat Pro DC, Frank Chen has skill in Adobe Photoshop, Bob Sherrill has skill in Post-Secondary Professional Schools, Bob Sherrill has skill in Post-Secondary Academic Building, Bob Sherrill has skill in K-12 Public High School, Bob Sherrill has skill in K-12 Private Elementary, Bob Sherrill has skill in K-12 Private High School, Bob Sherrill has skill in K-12 Private Middle School, Bob Sherrill has skill in K-12 Public Middle School, Bob Sherrill has skill in K-12 Public Elementary, Moez Amdouni has skill in 3D Laser Scanning, Moez Amdouni has skill in Bentley ProSteel, Moez Amdouni has skill in Concrete: Reinforcement Detailing, Moez Amdouni has skill in Concrete: Slabs-on-Grade, Moez Amdouni has skill in Concrete: Retaining Walls, Moez Amdouni has skill in Steel: Surface Conveyor Transfer and Take-Up Towers, Moez Amdouni has skill in Steel: Surface Conveyor Galleries, Moez Amdouni has skill in Steel: Monorails, Moez Amdouni has skill in Project Coordination, Moez Amdouni has skill in Standards Checks, Moez Amdouni has skill in Preparation of Proposal Documents (drawing lists / estimates of hours), Moez Amdouni has skill in Civil Design / Drafting, Moez Amdouni has skill in CADD 2D/3D, Moez Amdouni has skill in Bentley TriForma, Moez Amdouni has skill in AutoCAD, Moez Amdouni has skill in Bentley MicroStation Software, Moez Amdouni has skill in Bentley InRoads, Moez Amdouni has skill in Steel: Structural Steel Detailing, Moez Amdouni has skill in Structural Design / Drafting, Moez Amdouni has skill in Language - Arabic, Moez Amdouni has skill in Language - French, Moez Amdouni has skill in Structural Detailing, Moez Amdouni has skill in Design Checking - Structural, Moez Amdouni has skill in Design Checking - Civil, Elise Ljiko has skill in ArcGIS Map Design, Zach Lively has skill in PLC Networking - RsNetworx (AB), Zach Lively has skill in PLC Networking-RsLinx (AB), Zach Lively has skill in PLC Programming, RsLogix 500 (AB), Zach Lively has skill in PLC Programming, RsLogix 5000 (AB), Zach Lively has skill in HMI Programming, Factory Talk View Mach Ed (AB), Zach Lively has skill in HMI Programming, Factory Talk View Studio (AB), Zach Lively has skill in Process Control P&IDs, Eric Newman has skill in Concrete: Retaining Walls, Eric Newman has skill in Concrete: Two-Way Slabs, Eric Newman has skill in Structural Detailing, Eric Newman has skill in Steel: Structural Steel Detailing, Eric Newman has skill in Structural Design / Drafting, Eric Newman has skill in Structural Engineering / Design, Eric Newman has skill in Revit Software, Eric Newman has skill in Preparation of Calculations, Eric Newman has skill in Mathcad Software, Eric Newman has skill in Microsoft Excel, Eric Newman has skill in Microsoft PowerPoint, Eric Newman has skill in Microsoft Word, Eric Newman has skill in Concrete: Mat Foundations, Eric Newman has skill in Concrete: Repair, Eric Newman has skill in Building Information Modeling, Megan Jones has skill in Ice Rink Infrastructure Planning, Megan Jones has skill in Splash/Theme Park Master Planning, Narind Parmar has skill in Electrical Power Distribution, Liam McCart has skill in AutoCAD Civil 3D software, Liam McCart has skill in

Transoft Solutions AutoTURN® Software,Liam McCart has skill in Autodesk InfraWorks 360™,Liam McCart has skill in Civil Design / Drafting,Liam McCart has skill in Fluid Flow Calculations / Pipe Stress Calculations,Liam McCart has skill in Piping P&IDs,Liam McCart has skill in Surface Infrastructure (Engineering / Design),Liam McCart has skill in SOLIDWORKS, 3D Design Software,Elliot Long has skill in AutoCAD,Elliot Long has skill in Autodesk Inventor Software,David Buras has skill in Civil Engineering / Design,John Brothers has skill in Design Checking - Electrical,Mihai Oros has skill in Bentley STAAD.Pro,Mihai Oros has skill in AutoCAD,Mihai Oros has skill in RISA Software,AJ De Rose has skill in AutoCAD,Jamie Rodstrom has skill in AutoCAD,Farah Carrillo has skill in Language - Spanish,Farah Carrillo has skill in Pharmacy,Josh Richer has skill in Dispute Resolution and Claims Planning,Raymond Plummer III has skill in NEPA Documentation,Raymond Plummer III has skill in Civil Engineering / Design,Raymond Plummer III has skill in Public Speaking,Leif Hanson has skill in Revit Software,Leif Hanson has skill in Airport Baggage Handling / Explosive Detection Systems,Leif Hanson has skill in Building Codes Plan Review,Leif Hanson has skill in Adobe InDesign,Leif Hanson has skill in AutoCAD,Leif Hanson has skill in K-12 Public High School,Leif Hanson has skill in Adobe Photoshop,Leif Hanson has skill in Airport Architectural Design,Leif Hanson has skill in Project & Construction Management,Leif Hanson has skill in Revit Family Author,Leif Hanson has skill in BIM Manager,Randy Wilkinson has skill in AutoCAD MEP Software,Randy Wilkinson has skill in Revit Software,Randy Wilkinson has skill in Building Energy Modeling,Matthew McDonald has skill in Water Resources Management (Engineering / Design),Matthew McDonald has skill in Hydroelectric Dams,Matthew McDonald has skill in AutoCAD Civil 3D software,Jeromy Reed has skill in Cold Region Engineering,Jeromy Reed has skill in Building Energy Efficiency and Economics Analysis,Nick Staller has skill in Civil Engineering / Design,Marilyn Hidalgo has skill in AutoCAD Civil 3D software,Marilyn Hidalgo has skill in Civil Design / Drafting,Marilyn Hidalgo has skill in GuidSIGN®,Dan Proszek has skill in AutoCAD Civil 3D software,Dan Proszek has skill in National Geodetic Survey (NGS) Bluebooking,Donn Reese has skill in Structural Design / Drafting,Donn Reese has skill in AutoCAD,Donn Reese has skill in Revit Software,Brian Lewis has skill in PPP Technical Advisor,Brian Lewis has skill in Public Speaking,Brian Lewis has skill in Financial Administration,Brian Lewis has skill in Agile Project Management,Wendy Davis has skill in Earned Value Management,Michael Derby has skill in AutoCAD Civil 3D software,Michael Derby has skill in Storm Water Management,Michael Derby has skill in Surface Water,Jeromy Jones has skill in Sanitary Sewer Design,Jeromy Jones has skill in Field Visits,Jeromy Jones has skill in Civil Design / Drafting,Jeromy Jones has skill in AutoCAD Civil 3D software,Jeromy Jones has skill in Cold Region Engineering,Timothy Kyker has skill in Airport Civil Design,Timothy Kyker has skill in AutoCAD Civil 3D software,Timothy Kyker has skill in Civil Engineering / Design,Timothy Kyker has skill in Civil Design / Drafting,Timothy Kyker has skill in Field Inspection,Matt Wagstaff has skill in AutoCAD Civil 3D software,Matt Wagstaff has skill in Civil Design / Drafting,Melissa Spicer has skill in Microsoft Access,Melissa Spicer has skill in Microsoft PowerPoint,Melissa Spicer has skill in Microsoft Excel,Melissa Spicer has skill in Microsoft Word,Melissa Spicer has skill in Preparation of Specification Documents,Melissa Spicer has skill in Field Inspection,Melissa Spicer has skill in Excel Macro Development,Riley Witt has skill in Real Estate Development,Riley Witt has skill in Real Estate Analysis,Meredith Noble has skill in Public Speaking,Meredith Noble has skill in Adobe InDesign,Meredith Noble has skill in Grant Writing,Shane Kelley has skill in NEPA Documentation,Shane Kelley has skill in Statistical Analysis,Joe Darling has skill in K-12 Public High School,Garret Onno has skill in Midstream - Pipelines,Garret Onno has skill in

Midstream - Facilities, Jarred White has skill in Community Resilience, Mark Bennett has skill in AutoCAD, Mark Bennett has skill in Building Envelope Construction, Mark Bennett has skill in Building Envelope Design, Mark Bennett has skill in Field Inspection, Mark Bennett has skill in K-12 Public Schools, Mark Bennett has skill in Field Visits, Mark Bennett has skill in Revit Software, Gary Connor has skill in Post-Secondary Education Architecture, Gary Connor has skill in Historic Preservation, Gary Connor has skill in Airport Architectural Design, Gary Connor has skill in Project & Construction Management, Kayla Giroux has skill in Language - French, Ty Gunter III has skill in Concrete Dams, Ty Gunter III has skill in Dam Breach Analysis, Ty Gunter III has skill in Dam Inspections, Ty Gunter III has skill in Dam Seepage/Piping Control, Ty Gunter III has skill in Dam Slope Stability Analysis, Ty Gunter III has skill in Drilling, Sampling, and Instrumentation Services, Ty Gunter III has skill in Embankment Dams, Ty Gunter III has skill in Levee Design, Ty Gunter III has skill in Levee Inspections, Ty Gunter III has skill in Levee Remediation, Ty Gunter III has skill in Levee Seepage/Piping Control, Ty Gunter III has skill in Levee Slope Stability Analysis, Ty Gunter III has skill in Rockfill Dams, Ty Gunter III has skill in Roller Compacted Concrete Dams, Ty Gunter III has skill in Dam Design, Ty Gunter III has skill in Dam Remediation, Ty Gunter III has skill in Dam Safety (FERC), Ty Gunter III has skill in Dam Spillway Design, Ty Gunter III has skill in FEMA Levee Accreditation Services, Ty Gunter III has skill in Hydroelectric Dams, Ty Gunter III has skill in Hydropower (FERC Part 12), Ty Gunter III has skill in Levee Operations and Maintenance, Ty Gunter III has skill in Navigation Locks, Ty Gunter III has skill in Tailing Dams, Erik Dukes has skill in Revit Software, Erik Dukes has skill in Revit Family Author, Erik Dukes has skill in AutoCAD, Erik Dukes has skill in Adobe InDesign, Erik Dukes has skill in Adobe Illustrator, Erik Dukes has skill in Adobe Photoshop, Erik Dukes has skill in 3ds Max, Andrew Befus has skill in Earth Sciences, Tony Eshaghi has skill in Civil Engineering / Design, Tony Eshaghi has skill in AutoCAD, Sergio Noronha has skill in Code Analysis and Life Safety, Thomas Hibberd has skill in AutoCAD, Thomas Hibberd has skill in AGi32 Lighting Design Software, Thomas Hibberd has skill in Revit Software, Lucas Schneller has skill in Airport Lighting Design (Buildings), Lucas Schneller has skill in Airport Electrical Design, Lucas Schneller has skill in Electrical Engineering / Design, Lucas Schneller has skill in Fire Alarm System Design (Electrical Engineering), Lucas Schneller has skill in Audiovisual System Design (Electrical Engineering), Kyle Burton has skill in AutoCAD Civil 3D software, Kyle Burton has skill in Stormwater Modeling, Kyle Burton has skill in Microsoft Excel, Kyle Burton has skill in Microsoft Word, Ryan Wells has skill in Building Information Modelling (BIM), Ryan Wells has skill in Revizto Software, Ryan Wells has skill in Virtual Coordination Manager, Ryan Wells has skill in BIM Manager, Ryan Wells has skill in NavisWorks Software, Ryan Wells has skill in Microsoft Excel, Ryan Wells has skill in AutoCAD, Ryan Wells has skill in 3ds Max, Ryan Wells has skill in Architectural Drafting, Ryan Wells has skill in Augmented Reality, Ryan Wells has skill in Virtual Reality, Ryan Wells has skill in Dynamo Software, Ryan Wells has skill in Revit Software, Ryan Wells has skill in Revit Family Author, Ryan Wells has skill in dRofus Software, Don Iwanicka has skill in ArcGIS Map Design, Don Iwanicka has skill in LIDAR, Don Iwanicka has skill in Geostatistics, Don Iwanicka has skill in Adobe Illustrator, Don Iwanicka has skill in FME Software, Laura Hutchinson has skill in Media Relations, Pranab Deb has skill in Primavera P6, Pranab Deb has skill in Primavera Unifier, Pranab Deb has skill in Microsoft Project, Russell Kraemer has skill in Civil Engineering / Design, Russell Kraemer has skill in Preparation of Specification Documents, Russell Kraemer has skill in AutoCAD Civil 3D software, Russell Kraemer has skill in Microsoft Excel, Bruce Hopper has skill in Structural Engineering / Design, Bruce Hopper has skill in Wood Framing Design, Bruce Hopper has skill in Structural Detailing, Bruce Hopper has

skill in Steel: Seismic Analysis / Design, Victor Tam has skill in FEED Studies, Victor Tam has skill in Pre-FEED, Patrick Calhoun has skill in Student Centers, Patrick Calhoun has skill in Public Library Design, Patrick Calhoun has skill in Post-Secondary Programming/Planning, Patrick Calhoun has skill in Post-Secondary Academic Building, Patrick Calhoun has skill in Post-Secondary Library, Patrick Calhoun has skill in Community College, Patrick Calhoun has skill in Academic - Classroom Buildings, Patrick Calhoun has skill in Post-Secondary Professional Schools, Chad Martin has skill in Natatorium (Swimming Pools), Chad Martin has skill in Code Analysis and Life Safety, Chad Martin has skill in Revit Software, Chad Martin has skill in AutoCAD, Chad Martin has skill in Adobe Photoshop, Dale Smythe has skill in K-12 Public Schools, Dale Smythe has skill in Project Coordination, Dale Smythe has skill in Building Envelope Design, Bob Eichinger has skill in Dam Breach Analysis, Bob Eichinger has skill in Dam Design, Bob Eichinger has skill in Dam Inspections, Bob Eichinger has skill in Dam Remediation, Bob Eichinger has skill in Dam Spillway Design, Bob Eichinger has skill in Embankment Dams, Bob Eichinger has skill in FEMA Levee Accreditation Services, Bob Eichinger has skill in Levee Design, Bob Eichinger has skill in Levee Inspections, Bob Eichinger has skill in Levee Operations and Maintenance, Brian Knox has skill in SOLIDWORKS, 3D Design Software, Carlos Crespo Bonilla has skill in Revit Software, Carlos Crespo Bonilla has skill in Language - Spanish, Carlos Crespo Bonilla has skill in Project Coordination, Cindi Pannone has skill in AutoCAD Civil 3D software, Tenor Galambush has skill in AutoCAD, Tenor Galambush has skill in AutoCAD Civil 3D software, Tenor Galambush has skill in Transoft Solutions AutoTURN® Software, Tenor Galambush has skill in Plant and Maintenance, Tenor Galambush has skill in Bridge Evaluation, Tenor Galambush has skill in Bridge Rehabilitation/Repair, Tenor Galambush has skill in Building Envelope Construction, Tenor Galambush has skill in Project Coordination, Tenor Galambush has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains, Tenor Galambush has skill in Leadership, Tenor Galambush has skill in Cold Region Engineering, Tenor Galambush has skill in Design Checking - Civil, Tenor Galambush has skill in Field Inspection, Tenor Galambush has skill in Hazardous Waste (Field Experience), Tenor Galambush has skill in Hoisting Systems (Field Experience), Tenor Galambush has skill in Military Real Estate, Tenor Galambush has skill in Storm Water Management, Adrian Lomeli has skill in AutoCAD Civil 3D software, Adrian Lomeli has skill in Transoft Solutions AutoTURN® Software, Adrian Lomeli has skill in FME Software, Adrian Lomeli has skill in Bluebeam Revu Software, Adrian Lomeli has skill in Microsoft Project, Adrian Lomeli has skill in Microsoft Access, Adrian Lomeli has skill in Python Programming Language, Tuan Tran has skill in AutoCAD, Tuan Tran has skill in Revit Software, Tuan Tran has skill in Adobe Photoshop, Anna Courtright has skill in Field Inspection, Anna Courtright has skill in Field Visits, Anna Courtright has skill in Infiltration Modeling/Analysis, Anna Courtright has skill in Architectural Drafting, Anna Courtright has skill in Mechanical Design / Drafting, Anna Courtright has skill in Concrete: Retaining Walls, Anna Courtright has skill in Onsite Septic Disposal Systems, Eryk Mancini has skill in Building Energy Modeling, Sathish Konduru has skill in PLS-CADD Software, Sathish Konduru has skill in Visual Basic for Applications (VBA), Sathish Konduru has skill in Excel Macro Development, Sathish Konduru has skill in Microsoft Excel, Sathish Konduru has skill in AutoCAD Civil 3D software, Sathish Konduru has skill in Mathcad Software, Sathish Konduru has skill in RISA Software, Sathish Konduru has skill in Microsoft Word, Sathish Konduru has skill in Microsoft PowerPoint, Sathish Konduru has skill in Microsoft OneNote, Matt Aplin has skill in AutoCAD Civil 3D software, Matt Aplin has skill in AutoCAD, Matt Aplin has skill in ArcGIS Map Design, Matt Aplin has skill in Field Inspection, Gary Hable has skill in Airport Electrical Design, Gary Hable

has skill in Airport Lighting Design (Buildings), Gary Hable has skill in Airport Signage, Graphics, Wayfinding, Gary Hable has skill in AutoCAD, Gary Hable has skill in Charter Schools, Gary Hable has skill in Code Analysis and Life Safety, Gary Hable has skill in Cold Region Engineering, Gary Hable has skill in Communications Civil Infrastructure Design – Communications, Electrical, and Civil, Gary Hable has skill in Electrical Engineering / Design, Gary Hable has skill in Field Inspection, Gary Hable has skill in Fire Alarm System Design (Electrical Engineering), Gary Hable has skill in K-12 Public High School, Gary Hable has skill in K-12 Public Schools, Gary Hable has skill in Lightning Protection, Gary Hable has skill in Mechanical Engineering / Design, Gary Hable has skill in Microsoft Excel, Gary Hable has skill in Microsoft PowerPoint, Gary Hable has skill in Natatorium (Swimming Pools), Gary Hable has skill in Power (Protection Settings, Breaker Failure), Gary Hable has skill in SKM Power*Tools for Windows, Mark Foulke has skill in Project Coordination, Mark Foulke has skill in Building Information Modeling, Mark Foulke has skill in Revit Software, Mark Foulke has skill in AutoCAD, Mark Foulke has skill in Revit Family Author, Mark Foulke has skill in Renderings, Mark Foulke has skill in BIM Project Manager, Mark Foulke has skill in Academic - Classroom Buildings, Mark Foulke has skill in K-12 Public High School, Mark Foulke has skill in K-12 Public Schools, Mark Foulke has skill in Architectural Detailing, Christian Kline has skill in AutoCAD, Christian Kline has skill in Microsoft Excel, Christian Kline has skill in Microsoft Word, Christian Kline has skill in Microsoft PowerPoint, Sujana Herath has skill in Revit Software, Sujana Herath has skill in AutoCAD, Sujana Herath has skill in Mechanical Design / Drafting, Jeremy Judd has skill in Project leadership, Jeremy Judd has skill in Construction and Maintenance Electrical Systems, Matthew McMillan has skill in Language - Spanish, Matthew McMillan has skill in Photogrammetry, Matthew McMillan has skill in Statistical Analysis, Matthew McMillan has skill in Geostatistics, Loni Cooper has skill in CEQA Documentation, Loni Cooper has skill in NEPA Documentation, James Njuguna has skill in Revit Software, James Njuguna has skill in AutoCAD, James Njuguna has skill in NavisWorks Software, James Njuguna has skill in Bluebeam Revu Software, Paige Podniesinski has skill in AutoCAD, Paige Podniesinski has skill in Mathcad Software, Paige Podniesinski has skill in Bentley MicroStation Software, Rangyn Lim has skill in Marine, Mike Bailey has skill in Oil & Gas Midstream, Compressor Stations, Charles Curtis has skill in Microsoft Excel, Charles Curtis has skill in Microsoft Word, Charles Curtis has skill in Bentley MicroStation Software, Charles Curtis has skill in AutoCAD Civil 3D software, David Taylor has skill in Concrete: Pre-Stressing / Post-Tensioning, Rita Laith has skill in Structural Engineering / Design, Rita Laith has skill in Building Envelope Design, Rita Laith has skill in Structural Steel Inspections, Aziz Ahmed has skill in Building Energy Efficiency and Economics Analysis, Devan Currier has skill in Civil Engineering / Design, Douglas Ganey has skill in Coastal Processes, Douglas Ganey has skill in NEPA Documentation, Douglas Ganey has skill in CEQA Documentation, Erik Butka has skill in Revit Software, Gemma Prat Altimira has skill in Integrated Project Solutions (IPS), Gemma Prat Altimira has skill in Language - Catalan, Gemma Prat Altimira has skill in Language - Spanish, Gemma Prat Altimira has skill in Language - French, Gemma Prat Altimira has skill in Primavera P6, Gemma Prat Altimira has skill in SAP Software, Gemma Prat Altimira has skill in Microsoft Excel, Gemma Prat Altimira has skill in Microsoft Word, Gemma Prat Altimira has skill in Microsoft PowerPoint, Gemma Prat Altimira has skill in Microsoft Access, Elsa Dahlie has skill in Consultation, Atilla Bosze has skill in Process and Instrumentation Diagram (P&ID) Checking, Atilla Bosze has skill in Preparation of Control Narrative Documents, Atilla Bosze has skill in Preparation of Specification Documents, Breagh Otway has skill in Project Coordination, Breagh Otway has skill in Microsoft Excel, Trent Miller has skill in 3D Laser Scanning, Trent Miller has skill in AutoCAD

Civil 3D software,Trent Miller has skill in NavisWorks Software,Janice Mock has skill in ArcGIS Pro Software,Janice Mock has skill in ArcGIS Online Software,Ali Awad has skill in AutoCAD,Elle Dijkman has skill in Microsoft Word,Elle Dijkman has skill in Microsoft Excel,Elle Dijkman has skill in Microsoft PowerPoint,Keith Lin has skill in AutoCAD,Keith Lin has skill in Revit Software,Keith Lin has skill in Structural Design / Drafting,Mariah Arnold has skill in Freshwater,Mariah Arnold has skill in Electrofishing,Michael Linn has skill in AutoCAD,Michael Linn has skill in CADD 2D/3D,Michael Linn has skill in Cadworx,Michael Linn has skill in Microsoft Excel,Michael Linn has skill in Microsoft Word,Michael Linn has skill in NavisWorks Software,Michael Linn has skill in 3D Laser Scanning,Michael Linn has skill in Field Visits,Michael Linn has skill in Process Piping Design,Michael Linn has skill in Compressed Air Systems and Piping,Michael Linn has skill in Piping P&IDs,Michael Linn has skill in Piping Isometrics - Large Bore,Michael Linn has skill in Piping PFDs,Michael Linn has skill in Steam Piping,Michael Linn has skill in Natural Gas Piping,Sandra DeChard has skill in Displays – Museum, Event, Retail,Sandra DeChard has skill in Architectural History,Sandra DeChard has skill in National Historic Preservation Act, Section 106,Jessica Cederberg has skill in AutoCAD,Jessica Cederberg has skill in Revit Software,Jessica Cederberg has skill in Airport Interior Design,Jessica Cederberg has skill in Architectural History,Jessica Cederberg has skill in Tenant Improvement (TI),Terry Barkey has skill in Project & Construction Management,Derk Jeffrey has skill in K-12 Educational Specifications,Derk Jeffrey has skill in Community College,Derk Jeffrey has skill in K-12 CTE,Derk Jeffrey has skill in K-12 Feasibility Study,Derk Jeffrey has skill in K-12 Programming/Planning,Derk Jeffrey has skill in K-12 Public Elementary,Derk Jeffrey has skill in K-12 Public High School,Derk Jeffrey has skill in K-12 Public Middle School,Derk Jeffrey has skill in K-12 Public Schools,Derk Jeffrey has skill in K-12 STEM / STEAM,Graeme Nickle has skill in AutoCAD Civil 3D software,Graeme Nickle has skill in Civil Engineering / Design,Graeme Nickle has skill in Project Coordination,Graeme Nickle has skill in Bentley MicroStation Software,Graeme Nickle has skill in Google Earth Pro Software,Graeme Nickle has skill in Transoft Solutions AutoTURN® Software,Mike Stolk has skill in Startup and Commissioning (Engineering / Design),Bob Wang has skill in AutoCAD Civil 3D software,Bob Wang has skill in AutoCAD,Bob Wang has skill in .NET Programming,Bob Wang has skill in Language - Chinese, Mandarin,Bob Wang has skill in Civil Design / Drafting,Bob Wang has skill in Microsoft Excel,Bob Wang has skill in Bentley MicroStation Software,Bob Wang has skill in Transoft Solutions AutoTURN® Software,Bob Wang has skill in Civil Engineering / Design,Bob Wang has skill in Concrete: Retaining Walls,Christine Haylock has skill in Language - French,Diane Munroe has skill in Shadow Flicker Analysis,Megan Lisbon has skill in AutoCAD,Megan Lisbon has skill in Structural Detailing,Megan Lisbon has skill in Design Management,Smruthi Patel has skill in AutoCAD,Smruthi Patel has skill in Adobe Illustrator,Smruthi Patel has skill in Adobe Photoshop,Smruthi Patel has skill in Adobe InDesign,Smruthi Patel has skill in Microsoft Excel,Smruthi Patel has skill in Microsoft Word,Smruthi Patel has skill in Microsoft Access,Smruthi Patel has skill in Microsoft PowerPoint,Smruthi Patel has skill in C++ Programming,Smruthi Patel has skill in Google Sketchup,Smruthi Patel has skill in Design Management,Smruthi Patel has skill in Information Design,Smruthi Patel has skill in 3ds Max,Smruthi Patel has skill in SOLIDWORKS, 3D Design Software,Smruthi Patel has skill in V-Ray Software,Smruthi Patel has skill in Rhino Software,Smruthi Patel has skill in Language - Kannada,Smruthi Patel has skill in Language - Hindi,Smruthi Patel has skill in Language - French,Smruthi Patel has skill in Language - Portuguese,Mollie Bowness Miles has skill in Civil Engineering / Design,David Rose has skill in Academic - Law Schools,David Rose has skill in Post-Secondary Library,David Rose has skill in Public Library

Design,David Rose has skill in Post-Secondary Professional Schools,David Rose has skill in Post-Secondary Programming/Planning,David Rose has skill in Photography,David Rose has skill in Historic Preservation,David Rose has skill in Autism Centers,David Rose has skill in Early Childhood Education,David Rose has skill in Colleges of Education,David Rose has skill in Library Archives Facilities,David Rose has skill in Winery Design,David Rose has skill in Academic - Business Schools,Steve Farmer has skill in Utility Coordination,Ruth Shorten has skill in CADD 2D/3D,Ruth Shorten has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Ruth Shorten has skill in Mechanical Design / Drafting,Ruth Shorten has skill in Structural Design / Drafting,Mollie Clarahan has skill in Architectural Lighting Design,Mollie Clarahan has skill in WELL Consulting for Lighting,Mollie Clarahan has skill in Lighting Controls Design,Mollie Clarahan has skill in LEED Consulting for Lighting,Mollie Clarahan has skill in AGI32 Lighting Design Software,Mollie Clarahan has skill in Revit Software,Dan Erl has skill in Stormwater Modeling,Camilo Bearman has skill in K-12 STEM / STEAM,Camilo Bearman has skill in K-12 Private Middle School,Camilo Bearman has skill in K-12 Private High School,Camilo Bearman has skill in K-12 Programming/Planning,Camilo Bearman has skill in Space Utilization,Camilo Bearman has skill in K-12 Educational Specifications,Camilo Bearman has skill in K-12 Feasibility Study,Camilo Bearman has skill in K-12 Public Elementary,Brian Scott has skill in CADD 2D/3D,Brian Scott has skill in AutoCAD,Laura Risi has skill in Microsoft Excel,Laura Risi has skill in Microsoft PowerPoint,Laura Risi has skill in Microsoft Word,Laura Risi has skill in Adobe Acrobat Pro DC,Laura Risi has skill in Document Administration,Alexandre Blouin has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Alexandre Blouin has skill in Mechanical Engineering / Design,Oscar Gonzalez has skill in Revit Software,Oscar Gonzalez has skill in NavisWorks Software,Oscar Gonzalez has skill in Building Information Modeling,Isabelle Jodoin has skill in Language - French,Isabelle Jodoin has skill in Language - English,Sharon A Steinberg has skill in Business Development – National,Elaine Splett has skill in Project Coordination,Georgia Larsen has skill in Adobe Illustrator,Georgia Larsen has skill in Adobe InDesign,Georgia Larsen has skill in Adobe Photoshop,Georgia Larsen has skill in AutoCAD,Georgia Larsen has skill in Paint and Finish Schedules,Georgia Larsen has skill in Building Envelope Construction,Georgia Larsen has skill in Conceptual Site Models,Georgia Larsen has skill in Google Sketchup,Georgia Larsen has skill in Revit Software,Georgia Larsen has skill in Renderings,Georgia Larsen has skill in Tenant Improvement (TI),Georgia Larsen has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Kyle Nixon has skill in Mountain Resort Snowmaking Pond Design,Kyle Nixon has skill in Mountain Stormwater Runoff Collection Design,Kyle Nixon has skill in Mountain Stormwater Detention Basins and Dams,Kyle Nixon has skill in Stream Alteration Permits,Kyle Nixon has skill in Golf Pond and Stream Design,Carly Silver has skill in Biophysical Assessments,Carly Silver has skill in Biological Monitoring Program Development,Brad Moore has skill in Language - French,Brad Moore has skill in Buzzsaw (Data Management Software),Brad Moore has skill in Civil Engineering / Design,Brad Moore has skill in Microsoft Excel,Brad Moore has skill in Microsoft Project,Brad Moore has skill in Microsoft Word,Brad Moore has skill in Microsoft PowerPoint,Brad Moore has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Brad Moore has skill in Preparation of Proposal Documents (written verbiage),Brad Moore has skill in Project Coordination,Brad Moore has skill in Field Inspection,Brad Moore has skill in Envision Consulting,Corey Gray has skill in NEPA Documentation,Don Brown has skill in AutoCAD MEP Software,Don Brown has skill in AutoCAD,Don Brown has skill in Revit Software,Daniel

Dain has skill in Storm Shelters, Gregory Liebl has skill in Timber Structural Design, Gregory Liebl has skill in Custom Log Design, Gregory Liebl has skill in Forensic Structural Engineering, Gregory Liebl has skill in Cold Region Engineering, Zane Shanklin has skill in Cold Region Engineering, Zane Shanklin has skill in Civil Engineering / Design, Zane Shanklin has skill in Airport Civil Design, Jon Maser has skill in Bentley MicroStation Software, Jon Maser has skill in AutoCAD, Jon Maser has skill in Microsoft Excel, Jon Maser has skill in Revit Software, Wolfgang Fieltsch has skill in Power (Transmission Line Right of Way Studies, Pipeline Interference & Mitigation Studies), Poyom Riles has skill in ArcGIS Map Design, Poyom Riles has skill in AutoCAD, Victoria Edington has skill in PTV Vissim Software, Josh Sawyer has skill in Revit Software, Josh Sawyer has skill in Adobe Illustrator, Josh Sawyer has skill in Adobe InDesign, Josh Sawyer has skill in Adobe Photoshop, Josh Sawyer has skill in Google Sketchup, Josh Sawyer has skill in Rhino Software, Josh Sawyer has skill in 3ds Max, Josh Sawyer has skill in CADD 2D/3D, Josh Sawyer has skill in Sefaira Architecture Software, Josh Sawyer has skill in Renderings, Josh Sawyer has skill in Virtual Reality, Josh Sawyer has skill in Student Centers, Josh Sawyer has skill in Student Life, Josh Sawyer has skill in Student Housing, Josh Sawyer has skill in Lumion Software, Admir Pasic has skill in Language - French, Admir Pasic has skill in Language - English, Admir Pasic has skill in Language - German, Admir Pasic has skill in AutoCAD, Shamim Mamun has skill in Earned Value Management, Shamim Mamun has skill in SAP Software, Shamim Mamun has skill in Microsoft Project, Shamim Mamun has skill in Integrated Project Solutions (IPS), Shamim Mamun has skill in Change Management, Trent Sommer has skill in Earned Value Management, Charles Hakari has skill in AutoCAD Civil 3D software, Charles Hakari has skill in Preparation of Specification Documents, James Hess has skill in AutoCAD, Bradley Pepperell has skill in Revit Software, Ysmael Suarez Castillo has skill in Electrical Power Distribution, Elaine Gleason has skill in Revit Software, Elaine Gleason has skill in Healthcare Interiors, Chris Barritt has skill in AutoCAD, Chris Barritt has skill in AutoCAD Plant 3D Software, Chris Barritt has skill in Advance Steel Software, Chris Barritt has skill in Autodesk Inventor Software, Chris Barritt has skill in Belt Conveyors, Chris Barritt has skill in Bins and Transfers, Chris Barritt has skill in Autodesk BIM 360 Software, Chris Barritt has skill in CADD 2D/3D, Chris Barritt has skill in CAD Management & Coordination, Chris Barritt has skill in Concrete: Heavy Industrial Building Concrete Foundations, Chris Barritt has skill in Concrete: Tank Foundations, Chris Barritt has skill in Design Checking - Mechanical, Chris Barritt has skill in Dust Collection, Chris Barritt has skill in Material Handling P&IDs, Chris Barritt has skill in Material Handling PFDs, Chris Barritt has skill in Material Handling Systems (Engineering / Design), Chris Barritt has skill in Material Handling Systems (Field Experience), Chris Barritt has skill in NavisWorks Software, Chris Barritt has skill in Piping Isometrics - Large Bore, Chris Barritt has skill in Piping P&IDs, Chris Barritt has skill in Piping PFDs, Chris Barritt has skill in Preparation of General Arrangement Drawings, Chris Barritt has skill in Revit Software, Chris Barritt has skill in Slurry Pipelines, Chris Barritt has skill in SOLIDWORKS, 3D Design Software, Chris Barritt has skill in Steel: Bin House Chutes, Chris Barritt has skill in Mechanical Design / Drafting, Chris Barritt has skill in Microsoft OneNote, Chris Barritt has skill in Microsoft Office, Chris Barritt has skill in Steel: Conveyors, Chris Barritt has skill in Steel: Headframe Tower, Chris Barritt has skill in Steel: Heavy Industrial Buildings, Chris Barritt has skill in Steel: Light Industrial Buildings, Chris Barritt has skill in Steel: Monorails, Chris Barritt has skill in Steel: Pipe Racks and Utility Trestles, Chris Barritt has skill in Structural Design / Drafting, Chris Barritt has skill in Steel: Structural Steel Detailing, Chris Barritt has skill in Steel: Surface Conveyor Transfer and Take-Up Towers, Chris Barritt has skill in LIDAR, Chris Barritt has skill in Design Checking - Structural, Chris Barritt has skill in Cadworx, John

Virrey III has skill in CADD 2D/3D,Dault Wallen has skill in AutoCAD,Dault Wallen has skill in Piping P&IDs,Dault Wallen has skill in Process Control P&IDs,Dault Wallen has skill in Material Handling PFDs,Leland Hart has skill in AutoCAD,Leland Hart has skill in Cadworx,Leland Hart has skill in AutoCAD Plant 3D Software,Leland Hart has skill in Piping P&IDs,Leland Hart has skill in Isometric As-Builds,Jenna Clements has skill in Revit Software,Jenna Clements has skill in Adobe Photoshop,Jenna Clements has skill in Bentley MicroStation Software,Jenna Clements has skill in AutoCAD,Jenna Clements has skill in Google Sketchup,Jenna Clements has skill in Microsoft Word,Allen Cowart has skill in Process Control P&IDs,Allen Cowart has skill in PLC Programming, Proworx 32 (Schneider),Allen Cowart has skill in PLC Programming, RsLogix 500 (AB),Allen Cowart has skill in PLC Programming, RsLogix 5000 (AB),Allen Cowart has skill in PLC Programming, RsLinx (AB),Allen Cowart has skill in PLC Networking - RsNetworkx (AB),Allen Cowart has skill in Microsoft Excel,Allen Cowart has skill in Microsoft Word,Allen Cowart has skill in Microsoft PowerPoint,Allen Cowart has skill in Preparation of Control Narrative Documents,Allen Cowart has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Allen Cowart has skill in Preparation of Specification Documents,Allen Cowart has skill in Petrochemical Industry,Abraham Mitchell has skill in AutoCAD,Bob Osborne has skill in Mining Method Selection,Austin Pernarella has skill in Microsoft Excel,Austin Pernarella has skill in Microsoft Word,Austin Pernarella has skill in Microsoft Outlook,Kristen Reiss has skill in K-12 CTE,Kristen Reiss has skill in K-12 STEM / STEAM,Kristen Reiss has skill in Academic - Classroom Buildings,Kristen Reiss has skill in Adobe InDesign,Kristen Reiss has skill in Adobe Photoshop,Kristen Reiss has skill in Artlantis Software,Kristen Reiss has skill in AutoCAD,Kristen Reiss has skill in Building Codes Plan Review,Kristen Reiss has skill in Google Sketchup,Kristen Reiss has skill in K-12 Public High School,Kristen Reiss has skill in Revit Software,John Lowe has skill in Civil Engineering / Design,Daniel Stitt has skill in AutoCAD,Daniel Stitt has skill in NavisWorks Software,Daniel Stitt has skill in Cadworx,Daniel Stitt has skill in AutoCAD Civil 3D software,Daniel Stitt has skill in 3D Laser Scanning,Daniel Stitt has skill in Steel: Structural Steel Detailing,Sulayman Njie has skill in Bentley MicroStation Software,Sulayman Njie has skill in AutoCAD,Sulayman Njie has skill in SCADA Design and Automation,Sulayman Njie has skill in Power (Substation Studies, Load Flow),Chris Lam has skill in Civil Engineering / Design,Marie-Hélène Côté has skill in Language - French,Marie-Hélène Côté has skill in Language - English,Marie-Hélène Côté has skill in Language - Spanish,Matthew Passmore has skill in Downstream - LNG,Dan Tse has skill in Sanitary Sewer Design,Glenn Ayala has skill in LIDAR,Glenn Ayala has skill in National Geodetic Survey (NGS) Bluebooking,Len Harper has skill in Bentley InRoads,Len Harper has skill in Bentley MicroStation Software,Maureen McLaine has skill in Revit Software,Maureen McLaine has skill in Millwork: Detailing,Maureen McLaine has skill in Hotel and Resort Interiors,Aaron Cameron has skill in Negotiations,Beth Creswell has skill in AutoCAD,Ryan Icenhower has skill in AutoCAD,Marcial Martin Colmenarez has skill in Heat Exchangers,Marcial Martin Colmenarez has skill in Process Simulation and Modelling,Mike Pearce has skill in AutoCAD,Eric Glaves has skill in AutoCAD,Eric Glaves has skill in AutoCAD Civil 3D software,Eric Glaves has skill in 3D Laser Scanning,Tom Ellenberger has skill in Microsoft Excel,Tom Ellenberger has skill in Microsoft Project,Armando Gonzalez has skill in IT / SCADA Systems,Armando Gonzalez has skill in AutoCAD,Armando Gonzalez has skill in HMI Programming, Wonderware InTouch (Schneider),Armando Gonzalez has skill in .NET Programming,Armando Gonzalez has skill in SQL Server,Ryan White has skill in Public participation engagement programs,Andrew Clark has skill in Revit Software,Andrew Clark has skill in Microsoft Word,Andrew Clark has skill in Microsoft

Excel,Andrew Clark has skill in AutoCAD MEP Software,Andrew Clark has skill in Building Energy Modeling,Michelle Zingraf has skill in K-12 Public High School,Michelle Zingraf has skill in K-12 Programming/Planning,Michelle Zingraf has skill in K-12 Public Elementary,Michelle Zingraf has skill in K-12 Public Middle School,Michelle Zingraf has skill in Post-Secondary Dining,Syed Irfan Ahmed has skill in Data Center Design – Communications and Electrical,Syed Irfan Ahmed has skill in Airport IT and Security Design,Syed Irfan Ahmed has skill in AutoCAD,Syed Irfan Ahmed has skill in Microsoft Visio,Syed Irfan Ahmed has skill in Microsoft Excel,Syed Irfan Ahmed has skill in Microsoft PowerPoint,Syed Irfan Ahmed has skill in Microsoft Project,Syed Irfan Ahmed has skill in Microsoft Word,Annie Wellner has skill in Revit Software,Annie Wellner has skill in AutoCAD,Annie Wellner has skill in Google Sketchup,Annie Wellner has skill in Adobe Photoshop,Annie Wellner has skill in K-12 Public Schools,Annie Wellner has skill in Renderings,Humayun Sheikh has skill in Design Checking - Electrical,Kira Cooper has skill in Class Environmental Assessments - Provincial,Marty Sims has skill in K-12 CTE,Marty Sims has skill in K-12 Public High School,Marty Sims has skill in Natatorium (Swimming Pools),Marty Sims has skill in Newforma Software,Marty Sims has skill in K-12 Public Elementary,Marty Sims has skill in K-12 Public Middle School,Buddy Hain IV has skill in AutoCAD Civil 3D software,Buddy Hain IV has skill in Bentley MicroStation Software,Buddy Hain IV has skill in Civil Engineering / Design,Aimee Snyder has skill in Adobe InDesign,Aimee Snyder has skill in Adobe Photoshop,Aimee Snyder has skill in Microsoft Project,Heather Gardner has skill in Civil Design / Drafting,Andrew Fuller has skill in AutoCAD Civil 3D software,Andrew Fuller has skill in Civil Engineering / Design,Josiah Alexander has skill in AutoCAD,Josiah Alexander has skill in Revit Software,Josiah Alexander has skill in Bentley MicroStation Software,Jose Franco Gonzalez has skill in CADD 2D/3D,Jose Franco Gonzalez has skill in Mechanical Design / Drafting,Jose Franco Gonzalez has skill in Language - Spanish,Roman Ruiz Martinez has skill in Compressed Natural Gas (CNG) Facility Detail Design – Level 4,Roman Ruiz Martinez has skill in Wastewater Treatment (Engineering / Design),Frank Thompson has skill in Cold Region Engineering,Frank Thompson has skill in Steel: Headframe Misc. (stairs, brattice, doors, etc.),Harper Lash has skill in Field Inspection,Don Donaldson has skill in Civil Engineering / Design,Don Donaldson has skill in Storm Water Management,Pierce Sadlier has skill in Revit Software,Pierce Sadlier has skill in Fire Suppression Systems / Sprinkler System / Hose Stations / Wet / Dry Fire Protection Systems,Jim Wilson has skill in Retracement Surveys,Britney Woods has skill in Adobe Acrobat Pro DC,Britney Woods has skill in Adobe Illustrator,Britney Woods has skill in Adobe InDesign,Britney Woods has skill in Adobe Photoshop,Britney Woods has skill in AutoCAD,Britney Woods has skill in Park Planning and Design,Britney Woods has skill in Renderings,Britney Woods has skill in Google Sketchup,Hannah Pham has skill in Mechanical Design / Drafting,Hannah Pham has skill in Building Plumbing (Domestic Water Systems),Hannah Pham has skill in Building Plumbing (Gravity Drain Piping) / Roof (Storm) Drains / Sanitary Drains,Carrie Poytress has skill in Municipal Services - Water Distribution Mains,Carrie Poytress has skill in Municipal Services - Water Transmission Mains,Carrie Poytress has skill in Water Resources Management (Engineering / Design),Dan Drake has skill in K-12 Public Elementary,Dan Drake has skill in K-12 Public High School,Dan Drake has skill in K-12 Private Middle School,Dan Drake has skill in K-12 Private High School,Dan Drake has skill in K-12 Public Middle School,Dan Drake has skill in K-12 Public Schools,Dan Drake has skill in Mechanical Engineering / Design,Peter Nostrand has skill in Negotiations,Peter Nostrand has skill in Civil Engineering / Design,Christopher Valaire has skill in Reclamation Planning,Naz Phaff has skill in Microsoft Excel,Gary Gervelis has skill in LIDAR,Dan Vucetic

has skill in AutoCAD Civil 3D software,Saji Thekkedavan has skill in AutoCAD,Saji Thekkedavan has skill in Revit Software,Saji Thekkedavan has skill in Adobe Photoshop,Vince Garcia has skill in Electrical Power Distribution,Vince Garcia has skill in Fire Alarm System Design (Electrical Engineering),Casey Mirau has skill in 3ds Max,Casey Mirau has skill in Adobe Illustrator,Casey Mirau has skill in Adobe InDesign,Casey Mirau has skill in Adobe Photoshop,Casey Mirau has skill in Adobe Premiere Software,Casey Mirau has skill in Revit Software,Casey Mirau has skill in Sefaira Architecture Software,Casey Mirau has skill in K-12 CTE,Casey Mirau has skill in Lumion Software,Casey Mirau has skill in Renderings,Casey Mirau has skill in Student Housing,Casey Mirau has skill in Virtual Reality,Casey Mirau has skill in 3D Printing,Casey Mirau has skill in Enscape,Casey Mirau has skill in Google Sketchup,Casey Mirau has skill in AutoCAD,Christopher Caplan has skill in Aquatic Plant Surveying / Mapping,Julie Roberts has skill in Mechanical Design / Drafting,Julie Roberts has skill in Sinking Hoists and Winches,Julie Roberts has skill in Explosives Storage (underground),Julie Roberts has skill in Natural Gas Piping,Julie Roberts has skill in Preparation of Mechanical Equipment Lists,Julie Roberts has skill in Bins and Transfers,Julie Roberts has skill in Belt Conveyors,Julie Roberts has skill in Transfer Chutes and Feeders,Julie Roberts has skill in Mining Design and Drafting,Julie Roberts has skill in Field Visits,Julie Roberts has skill in Structural Design / Drafting,Julie Roberts has skill in Steel: Underground Grizzlies and Scalping Bars,Julie Roberts has skill in Steel: Underground Conveyor Transfer,Julie Roberts has skill in Explosives Storage (surface),Julie Roberts has skill in Preparation of General Arrangement Drawings,Julie Roberts has skill in Standards Checks,Julie Roberts has skill in Bentley MicroStation Software,Julie Roberts has skill in AutoCAD,Julie Roberts has skill in Microsoft Excel,Julie Roberts has skill in Microsoft Word,Julie Roberts has skill in Design Checking - Mechanical,Christina Delgado has skill in Language - Spanish,Christina Delgado has skill in Language - Italian,Christina Delgado has skill in Revit Software,Courtnae Ramser has skill in Critical Issues Analysis,Courtnae Ramser has skill in Environmental Data Validation and/or Usability,Courtnae Ramser has skill in Bentley gINT,Courtnae Ramser has skill in AutoCAD,Courtnae Ramser has skill in Microsoft Excel,Courtnae Ramser has skill in Google Sketchup,Courtnae Ramser has skill in Industrial Wastewater Sampling,Courtnae Ramser has skill in Groundwater Sampling,Courtnae Ramser has skill in Surface Water Sampling,Ryan Edwards has skill in AutoCAD Civil 3D software,Warren Johnson has skill in AutoCAD,Warren Johnson has skill in AutoCAD Civil 3D software,Warren Johnson has skill in Civil Engineering / Design,Warren Johnson has skill in Civil Design / Drafting,Emilio Rossi has skill in Microsoft Excel,Emilio Rossi has skill in Excel Macro Development,Emilio Rossi has skill in Microsoft Word,Emilio Rossi has skill in AutoCAD Civil 3D software,Emilio Rossi has skill in Civil Design / Drafting,Cesar Romero has skill in Building Codes Plan Review,Julian Rojas has skill in AutoCAD,Julian Rojas has skill in AutoCAD Civil 3D software,Julian Rojas has skill in Civil Design / Drafting,Julian Rojas has skill in LIDAR,Julian Rojas has skill in Microsoft Excel,Julian Rojas has skill in Microsoft PowerPoint,Julian Rojas has skill in Microsoft Word,Scott Armstrong has skill in AutoCAD,Scott Armstrong has skill in AutoCAD Civil 3D software,Scott Armstrong has skill in Autodesk InfraWorks 360™,Scott Armstrong has skill in Bentley MicroStation Software,Scott Armstrong has skill in Bentley InRoads,Scott Armstrong has skill in Bentley ProjectWise Software,Scott Armstrong has skill in Adobe Acrobat Pro DC,Scott Armstrong has skill in Microsoft Excel,Scott Armstrong has skill in Microsoft Word,Scott Armstrong has skill in Transoft Solutions AutoTURN® Software,Scott Armstrong has skill in Adobe Photoshop,Scott Armstrong has skill in Google Sketchup,Annette McDaniels has skill in Community College,Annette McDaniels has skill in Post-Secondary Dining,Annette McDaniels has skill in K-12 Public Elementary,Luis Canjura has skill

in Civil Design / Drafting,Luis Canjura has skill in AutoCAD,Kristina Nichols has skill in Real Estate Analysis,Kristina Nichols has skill in Business Development – International,Carlos Foy has skill in SAP Software,Carlos Foy has skill in Microsoft Excel,Carlos Foy has skill in Microsoft PowerPoint,Carlos Foy has skill in Microsoft Project,Tamara Wanamaker has skill in Infrastructure and Building Services - Grounding,Tamara Wanamaker has skill in Infrastructure and Building Services - Cable Tray,Tamara Wanamaker has skill in Infrastructure and Building Services - Lighting,Tamara Wanamaker has skill in ArchiCAD Software,Kerys Miller has skill in AutoCAD,Ryan Switzer has skill in AutoCAD Civil 3D software,Owen Haskell has skill in Storm Water Management,Owen Haskell has skill in Stormwater Modeling,Millie Kwong has skill in AutoCAD,Millie Kwong has skill in Revit Software,Millie Kwong has skill in Google Sketchup,Millie Kwong has skill in Adobe Photoshop,Millie Kwong has skill in Illustration,Corey Berner has skill in GIS Web Mapping,Matthew Broaddus has skill in Geotechnical Performance Monitoring,Matthew Broaddus has skill in Drilling, Sampling, and Instrumentation Services,Matthew Broaddus has skill in FERC Potential Failure Mode Analysis (PFMA),Matthew Broaddus has skill in Embankment Dams,Keana Li has skill in MATLAB Software,Keana Li has skill in C++ Programming,Keana Li has skill in C#,Keana Li has skill in HTML,Keana Li has skill in Cascading Style Sheets (CSS),Keana Li has skill in Javascript,Keana Li has skill in AutoCAD,Keana Li has skill in SOLIDWORKS, Electrical Design Software,Keana Li has skill in Finite Elements Analysis (FEA) Software,Keana Li has skill in Revit Software,Keana Li has skill in Hourly Analysis Program (HAP),Alfie Aguilay has skill in Aconex (Web based electronic data base management system),Alfie Aguilay has skill in Microsoft Excel,Alfie Aguilay has skill in Microsoft PowerPoint,Alfie Aguilay has skill in Microsoft Word,Alfie Aguilay has skill in Deltek Vision Software,Alfie Aguilay has skill in Document Administration,Rachel Barrows has skill in Concrete Dams,Rachel Barrows has skill in Dam Remediation,Rachel Barrows has skill in Dam Seepage/Piping Control,Rachel Barrows has skill in Dam Slope Stability Analysis,Rachel Barrows has skill in Embankment Dams,Rachel Barrows has skill in Rockfill Dams,Felipe Rodriguez has skill in AutoCAD,Felipe Rodriguez has skill in Adobe InDesign,Felipe Rodriguez has skill in Adobe Photoshop,Felipe Rodriguez has skill in Adobe Illustrator,Felipe Rodriguez has skill in Rhino Software,Felipe Rodriguez has skill in Revit Software,Felipe Rodriguez has skill in ArcGIS Map Design,Felipe Rodriguez has skill in Microsoft Word,Felipe Rodriguez has skill in Microsoft PowerPoint,Felipe Rodriguez has skill in Microsoft Excel,Felipe Rodriguez has skill in Language - Spanish,Felipe Rodriguez has skill in Code Analysis and Life Safety,Babak Saeidi has skill in Earned Value Management,Babak Saeidi has skill in Primavera P6,Babak Saeidi has skill in Aconex (Web based electronic data base management system),Babak Saeidi has skill in Forensic Delay Analysis,Babak Saeidi has skill in Dispute Resolution and Claims Planning,Babak Saeidi has skill in Critical Path Analysis,Jojo Njaliath has skill in Mechanical Design / Drafting,Brad Buchanan has skill in Lighting Controls (Electrical Engineering),Josh Mendoza has skill in Downstream - Refineries,Dorian Holzapfel has skill in Revit Software,Sarkar Sayem has skill in AutoCAD,Sarkar Sayem has skill in SOLIDWORKS, 3D Design Software,Sarkar Sayem has skill in Bentley STAAD.Pro,Sarkar Sayem has skill in ETABS Software,Sarkar Sayem has skill in C++ Programming,Sarkar Sayem has skill in Microsoft Word,Sarkar Sayem has skill in Microsoft PowerPoint,Sarkar Sayem has skill in Microsoft Excel,Russell Draper has skill in Concrete: Coatings,Russell Draper has skill in Special Structural Inspections: Coating,Russell Draper has skill in Steel: Coatings,Rajvi Vyas has skill in AutoCAD,Rajvi Vyas has skill in Adobe Photoshop,Rajvi Vyas has skill in Adobe Illustrator,Rajvi Vyas has skill in Adobe InDesign,Rajvi Vyas has skill in Rhino Software,Rajvi

Vyas has skill in Grasshopper® Software,Rajvi Vyas has skill in V-Ray Software,Rajvi Vyas has skill in 3ds Max,Rajvi Vyas has skill in Google Sketchup,Rajvi Vyas has skill in Revit Software,Rajvi Vyas has skill in Microsoft Word,Rajvi Vyas has skill in Microsoft PowerPoint,Rajvi Vyas has skill in Microsoft Excel,Christa McManus has skill in AutoCAD,Christa McManus has skill in Microsoft Excel,Christa McManus has skill in Microsoft Word,Christa McManus has skill in Adobe Photoshop,Robert Borne has skill in Process Piping Design,Robert Borne has skill in Pumps,Robert Borne has skill in Process Control P&IDs,Robert Borne has skill in Preparation of Control Narrative Documents,Al Amin has skill in Science + Technology,Al Amin has skill in Primavera P6,Al Amin has skill in Integrated Project Solutions (IPS),Al Amin has skill in Microsoft Project,Al Amin has skill in Aconex (Web based electronic data base management system),Al Amin has skill in SharePoint,Al Amin has skill in RPM (Resource Management),Erica Kidd has skill in Water Resources Management (Field Experience),Erica Kidd has skill in Coastal Processes,Krishna Coralejo has skill in Civil Engineering / Design,Jeff Anderson has skill in ArcGIS Map Design,Jeff Anderson has skill in Environmental Data Validation and/or Usability,Kurt Schlyer has skill in CEQA Documentation,Kurt Schlyer has skill in NEPA Documentation,Allison Ribachonek has skill in ArcGIS Map Design,Michael York has skill in PVsyst Software,Michael York has skill in Microsoft Word,Michael York has skill in Microsoft Access,Michael York has skill in AutoCAD,Michael York has skill in Bentley MicroStation Software,Michael York has skill in Microsoft Excel,Jose Ascencio has skill in AutoCAD Civil 3D software,Jose Ascencio has skill in AutoCAD,Jose Ascencio has skill in Civil Design / Drafting,Jose Ascencio has skill in K-12 Public Schools,Jose Ascencio has skill in Language - Spanish,Jose Ascencio has skill in Microsoft Word,Jose Ascencio has skill in Microsoft Excel,Jose Ascencio has skill in Microsoft PowerPoint,Mike Votruba has skill in 3ds Max,Mike Votruba has skill in Adobe Illustrator,Mike Votruba has skill in Adobe Photoshop,Mike Votruba has skill in Adobe InDesign,Mike Votruba has skill in AutoCAD,Mike Votruba has skill in Building Information Modeling,Mike Votruba has skill in BIM Project Manager,Mike Votruba has skill in Building Envelope Design,Mike Votruba has skill in Charrettes,Mike Votruba has skill in Class Environmental Assessments - Provincial,Mike Votruba has skill in Conceptual Site Models,Mike Votruba has skill in Google Sketchup,Mike Votruba has skill in Illustration,Mike Votruba has skill in Infrastructure Facility Master Planning,Mike Votruba has skill in Microsoft Excel,Mike Votruba has skill in Microsoft PowerPoint,Mike Votruba has skill in Preparation of Feasibility Study Documents,Mike Votruba has skill in Preparation of Calculations,Mike Votruba has skill in Preparation of Proposal Documents (drawing lists / estimates of hours),Mike Votruba has skill in Project Coordination,Mike Votruba has skill in Project & Construction Management,Mike Votruba has skill in Renderings,Mike Votruba has skill in Revit Software,Mike Votruba has skill in Revit Family Author,Mike Votruba has skill in Rhino Software,Mike Votruba has skill in Re-Zoning Process,Mike Votruba has skill in V-Ray Software,Mike Votruba has skill in Wall Assembly Design and Detailing (exterior),Mike Votruba has skill in Leadership,Mike Votruba has skill in Project leadership,Tamika Ali-Yerima has skill in ArcGIS Map Design,Tamika Ali-Yerima has skill in AutoCAD,Tamika Ali-Yerima has skill in Mathcad

question Answer

10K, 10Q, 6K, and 40F <p>In the US Domestic issuers file 10Ks and 10Qs, Stantec Inc. is not a US domestic issuer but is a foreign private issuer in the US therefore, instead of a 10K and 10Q we file on the NYSE a 6K for our quarterly results and a 40F for our annual results. For a complete view of our 6K and 40F filings, visit the U.S. Securities and Exchange Commission website at EDGAR Search Results (sec.gov).</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Source: U.S. Securities and Exchange Commission</i></p><p><i>[Financial Information]</i></p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Payment Methods <p>1. Direct Deposit Email - eft@stantec.com </p><p>2. Check </p><p>3. Stantec does not take credit cards</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Financial Information]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Payment Terms <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL: Upon Receipt</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Financial Information]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Quick Pay Discounts PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL: We don't have a general pricing incentive. We do negotiate contracts with customers and have customized billing rates for services.
<hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Financial Information]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Remittance Address - Canada <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:</p><p>c/o Lockbox 310260
P.O. Box 578 Station M
Calgary, AB T2P 2J2</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Financial Information]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Remittance Address - United States (US) <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:
</p><p>13980 Collections Center Drive
Chicago, IL 60693-0139</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Financial Information]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Trade References <p>PLEASE PROVIDE THE INFORMATION FOUND IN THIS FILE: <a href="https://stantec.sharepoint.com/sites/HelpCenter/Accounts%20Payable/Forms/AllItems.aspx?id=

%2Fsites%2FHelpCenter%2FAccounts%20Payable%2FStantec%20Credit%20Application%20Letter%20%2D%20EN%2Epdf&parent=%2Fsites%2FHelpCenter%2FAccounts%20Payable">Stantec Credit Application</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Financial Information]</i>
</p><p><i>For questions or more information, contact the<a>Marketing Information Management team.</i></p>

VAT Numbers <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL: </p><p>Stantec Consulting Ltd - N/A
Stantec Architecture Ltd - N/A
Stantec Consulting Services Inc. - N/A
Stantec Architecture Inc. - N/A
</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Financial Information]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Community Engagement at Stantec <p>As a company, we donate up to 1% of pre-tax profits to charitable and non-profit organizations, and these donations are to be distributed across the four pillars: Arts, Education, Environment, and Health & Wellness. </p><p>Stantec's commitment to people extends to the communities where we work and live. We look for strategic partnerships that leverage and empower entire communities while recognizing that each community has unique needs and opportunities. </p><p>Stantec's Community Engagement Program has four funding priorities: arts, education, environment, and health and wellness. In 2021, Stantec provided \$4.41 million to organizations around the globe. Since we began tracking in 2007, our donations have exceeded \$31.1 million. </p><p>Although we focus primarily on our four pillars, Stantec also supports diversity in the communities where we live and work. We celebrate and get involved in activities that nurture inclusion in the broader marketplace; participate in community partnerships; and promote programs that enable engagement with women, members of visible minorities, Indigenous Peoples, people of diverse ethnic origins, and people with disabilities. </p><p>Stantec cares about the people that work for us; we want everyone to thrive not only at work but also be connected to their communities. Volunteer activities not only emotionally connect employees to Stantec but also inspires employees to have fun and make a difference in the world. To encourage volunteering, Stantec offers flexible workdays and Company-sponsored programs. </p><p>Annually, we hold a Company-sponsored, signature volunteer event, Stantec in the Community Week. Stantec in the Community Week 2021 took place at the end of June where 2,900 employees from around the globe volunteered with and supported over 340 organizations. We also encourage employees to take part in initiatives that support their personal causes. Under our Dollars for Doers Program, we donate \$500 to any charity for every 25 hours (per person) of employee volunteer time. </p><p>We recognize the value and advantages of diverse ideas within our communities. We are committed to providing a platform to support the next generation of leaders and champions in our industry, and we are focused on growing diversity within the science, technology, engineering, arts, and math (STEAM) fields. This is why we started the Equity & Diversity Scholarship. The Scholarship will contribute to the creation of a critical mass of talented students that will fully represent our industry—it will provide an environment in

which all can thrive academically and professionally. Through this scholarship, Stantec will award \$200,000 annually. We believe everyone has a right to education, and we are committed to providing people in historically underrepresented and Black, Indigenous, people of color (BIPOC) groups with financial aid.

Stantec is [committed](https://the-lens.stantec.com/documents/preview/59506/Community-Engagement-Commitment-EN) to investing in the communities where we live and work. By 2030, we aim to invest a further \$15 million into community organizations around the globe, taking our total to \$45 million since starting this initiative in 2007.

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[Community Engagement]

For marketing materials, see "Community Engagement at Stantec" on the [Stantec Info Sheets](http://marketingexcellence.corp.ads/template.aspx?id=23) page.

For questions or more information to support your proposals/prequalifications, contact the Marketing Information Management team.

Describe your information security monitoring and threat detection capability including the technology and processes in place to detect security events

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Multiple layers of threat detection are in place including: Advanced threat detection email filtering, intrusion prevention systems, redundant firewalls, centralized antivirus alert monitoring and system behavior monitoring. Threats and incidents are logged and investigated by dedicated staff working in conjunction with Subject Matter Experts (SMEs) from operations teams as necessary.

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[IT]

For questions or more information, contact the Marketing Information Management team.

Describe how you secure applications through the system development lifecycle including how you develop and test changes to applications

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Security is addressed in the requirements phase of Stantec's Software Development LifeCycle (SDLC) methodology. SDLC is aligned to Stantec Release Policy and all new releases move through change management. Separate development, test, and production systems are maintained.

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[IT]

For questions or more information, contact the Marketing Information Management team.

Describe how and with what frequency employees and contractors are made aware of their responsibilities with regards to information security and the handling of Information

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Awareness with respect to security is conducted at multiple levels. Stantec enterprise risk management program contains relevant risk items related to cybersecurity. Annual Fraud Risk Assessments are conducted and results reported to senior management. Annually all employees acknowledge they are aware of and will adhere to company policies, including those related to the acceptable use of technology. Targeted awareness training is conducted for financial and IT teams, while general security awareness training is conducted for all

staff.

DO NOT DISTRIBUTE THE CONTENT

BELOW:

[IT]

For questions or more information, contact the [Marketing Information Management team.](#)

Do you have a data privacy/personal data protection governance structure in your company that has oversight of, and applies to, the services being offered?

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Yes.

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BELOW:

[IT]

For questions or more information, contact the [Marketing Information Management team.](#)

Can you provide sufficient guarantees to implement appropriate technical and organizational measures in such a manner that processing will meet the requirements of the General Data Protection Regulation (GDPR) and ensure the protection of the rights of the data subject?

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Yes, Stantec's GDPR program includes a named Data Protection Officer, data inventory, and Data Privacy Impact Assessment (DPIA) process for assessing impact of critical systems.

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BELOW:

[IT]

For questions or more information, contact the [Marketing Information Management team.](#)

How often is your business continuity plan tested? What issues do you believe you have (if any)?

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Our ISO 9001 quality management certification is focused on two areas of business risk:

- Service delivery risk – PM Framework – contract risk, health and safety risk, project execution risk, project quality assurance risk
- Business continuity management risks – IT Disaster Recovery, Emergency Response Planning, Pandemic Preparedness Planning, Crisis Communication Planning

Each of the plans associated with business continuity management risks are updated and tested on a regular basis (at least annually), either through a mock drill exercise or an actual event.

We do not believe we have any issues with our business continuity management processes.

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[Quality]

For questions or more information, contact the [Marketing Information Management team.](#)

Are we ISO registered?

PLEASE USE THE FOLLOWING TEXT IN YOUR

SUBMITTAL:

Yes. ISO 9001:2015.

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BELOW:

[Quality]

For questions or more information, contact the [Marketing Information Management team.](#)

Are we SAS70 certified?

PLEASE USE THE FOLLOWING TEXT IN YOUR

SUBMITTAL:

No.

DO NOT DISTRIBUTE THE CONTENT

BELOW:

[Quality]

For questions or more information, contact the [Marketing Information Management team.](#)

Do we have special clearances?

PLEASE USE THE FOLLOWING TEXT IN YOUR

SUBMITTAL:

No.

DO NOT DISTRIBUTE THE CONTENT

BELOW

For questions or more information, contact the Marketing Information Management team.

Control data falsification or data falsification questions [These should be answered by the Project Manager.]

DO NOT DISTRIBUTE THE CONTENT

BELOW

For questions or more information, contact the Marketing Information Management team.

The supplier's KPI shall be defined. The KPI shall fulfill the customer requirements and have a clear procedure to monitor the KPI status.

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

- The Project Management Framework identifies the critical tasks that the Project Team must follow to manage risks and quality on a typical project. The ten points of the PM Framework are organized based on the four stages of project management: Initiate, Plan, Control, and Close-Out. These tasks represent the project requirements of our ISO 9001 Quality Management System.
- Stantec uses internal practice audits as a constructive way of assessing compliance with policies, procedures, and practices, and to seek opportunities to improve practices, tools and procedures.

Our internal practice audit process assesses the compliance of operations with our IMS. Our internal practice auditors consisting of a small team of qualified senior professionals conduct field audits in at least 1/3 of our offices annually so that all offices are audited at least once over the 3-year term of our ISO9001, ISO14001 and ISO45001 registrations. In addition, the Edmonton office is audited every year because it is the organization's headquarters and because many of the processes being audited are centralized and managed in that office. Acquired entities are also added to the scope of ISO registration with offices randomly selected for internal practice audit each year.

Additionally, Stantec uses field level assessments as a means of evaluating conformance to mitigating controls established in the Health & Safety Framework, for projects with a field work component.

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BELOW

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For those critical processes in the project implementation process (including Project Implementation Process, Quality process, Resource Management, Security Management, Risk management, etc) supplier shall identify, develop the key process control and implement it.

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

The PM Framework confirms and clarifies the expectations Stantec has of its project managers. It includes the critical tasks which affect both the management of risks and achievement of quality on typical projects, and is organized around the four key stages of project management: initiate, plan, control, and close-out.

The Project Risk Review practice is a forum that enables the project team and the Project Risk Committee (PRC) to evaluate project opportunities and candidly discuss the following:

- Identify and evaluate risks, including the probability and potential impact of identified risks
- Convey lessons learned on projects with similar risks
- Establish risk mitigating measures
- Provide technical review and guidance
- Review the risk/reward of the project
- Consider the impact to Stantec's total risk

portfolio

- When we address significant environmental aspects, we develop strategies to reduce their impact. These strategies can include procedures, training for employees, purchasing strategies and so on.

Minimizing risk is a key component of our project-process and safety vision. While requirements vary between projects, safety is always the top priority. Project managers must complete a Risk Management Strategy or Health and Safety Plan (HASP) for any project involving field work. This process helps project managers identify and anticipate potential hazards during the course of the project and outline the controls required to mitigate the identified risks. Project managers are responsible for communicating the health and safety plan to all project team members, conducting field work, and updating the plan if project conditions or scope changes. Additionally, all employees are empowered to stop work immediately if there is an unsafe action, behavior, omission, or non-action of any party potentially leading to injury or damage.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

There shall be a change management control. A review shall be conducted for any related changes. Change management procedures shall mention for any critical changes triggered by supplier side, it needs an official approval from customer prior the implementation. As for those changes requested by customer side, suppliers shall receive a formal notification then implement it.

[Project managers are responsible for documenting changes to client requirements, and for communicating these changes to project team members and to service providers (e.g. subconsultants and contractors) outside the Company.]

Project managers use Authorization for Additional Services or Professional Service Agreement Change Orders available in the Project Management Framework to document, seek client approval, and communicate contract scope changes.]

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[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Control on managing the non-conformity shall be made. Problems that detected during the project implementation and its acceptance process shall be managed.

[The PM Framework confirms and clarifies the expectations Stantec has of its project managers. It includes the critical tasks which affect both the management of risks and achievement of quality on typical projects, and is organized around the four key stages of project management: initiate, plan, control, and close-out.]

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

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Project documentation management shall be established. This is to ensure that the drafting, approval, distribution, use, retention, and transfer comply with the defined procedure and ensure the project completion documents deliverable to customers.

[Project Documents - The <https://the-lens.stantec.com/sites/project-delivery/SitePageModern/53470/pm-framework> provides guidance on records management. Project

managers are responsible for providing employees with access to current versions of project documents, as well as to relevant codes, standards, and regulations. Project team members are responsible for using the most current versions of project documents, codes, standards, and regulations. If a superseded hard copy document must be kept, it should be labeled or named as superseded or obsolete. In a number of business lines, [Practice Frameworks](https://the-lens.stantec.com/sites/project-delivery/SitePageModern/53477/practice-frameworks) have been developed and are available on The Lens. CAD Standards - Practices for approving and issuing drawings and specifications are described in the [Corporate CAD Standards](https://stantec.sharepoint.com/sites/PTSG/CorporateCADStandards/). Electronic records are filed generally in accordance with the local office guideline, practice area guideline or MEDAD (Managing Electronic Documents and Directories) guideline published on The Lens. Electronic files are protected through regular back-ups, through virus scanning software and by a firewall. Hard copy project records are protected and archived off-site at the end of the project. The [Records Management and Retention Policy](https://the-lens.stantec.com/sites/policies-practices/SitePageModern/51662/records-management-and-retention-policy) explains staff responsibilities for managing hard copy and electronic records, and related resources provide guidance to correctly identify records and protect them from loss.]

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

How long has your Company had a Quality Assurance Program in place? (Define in years or months)

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Stantec has always followed the requirements for quality assurance as outlined in the various professional associations. Stantec became formally certified under ISO 9001 in 2008, as a corporation. Many of our acquisitions have been certified under ISO 9001 for longer than that.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Has your Company performed an internal quality audit in the past 12 months?

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Internal practice audits are ongoing throughout the year.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Has your Company been subject to an external audit in the past 12 months? If so, by who?

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

Yes. External audits by the ISO certifying body occur in Q2 of each year by BSI Management Systems.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Does your company conduct Quality Inspections? <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:</p><p>Yes, our internal practice audit process assesses the compliance of operations with our IMS. Our internal practice auditors consisting of a small team of qualified senior professionals conduct audits in at least 1/3 of our offices annually so that all offices are audited at least once over the 3-year term of our ISO9001, ISO14001 and ISO 45001 registrations. In addition, the Edmonton office is audited every year because it is the organization's headquarters and because many of the processes being audited are centralized and managed in that office. Acquired entities are also added to the scope of ISO registration with offices randomly selected for internal practice audit each year. </p><p>Additionally, Stantec uses field level assessments as a means of evaluating conformance to mitigating controls established in the Health & Safety Framework, for projects with a field work component.</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Quality]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information </i></p><p></p></p>

Does your company have a full time quality representative? <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:</p><p>Yes</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Quality]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information </i></p><p></p></p>

Does your company review the quality management systems of its subcontractors? <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:</p><p>No.</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Quality]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information </i></p><p></p></p>

Describe how your company conducts quality audits or investigations as part of your quality assurance program. Please describe how that process works. <p>Stantec uses internal practice audits </p><p>as a constructive way of assessing compliance with policies, procedures, and practices, and to seek opportunities to improve </p><p>practices, tools and procedures. The vice president, Practice Services </p><p>is responsible for managing the practice audit program, including training internal auditors, scheduling their work; entering audit results in the Improvement System, and providing the management representative with a summary of practice audit results.</p><p>Our internal practice audit process assesses the compliance of operations with our IMS. Our internal practice auditors, consisting of a small team of qualified senior professionals, conduct internal practice audits in at least 1/3 of our locations annually, so that all locations are audited at least once over the 3-year term of our ISO9001, ISO14001 and ISO45001 registrations. In addition, the location identified as the head office on the certifications is audited every year. Acquired entities are

added to the scope of ISO registrations with offices randomly selected for internal practice audit each year.

Additionally, Stantec uses field level assessments as a means of evaluating conformance to mitigating controls established in the Health & Safety Framework, for projects with a field work component.

Each quarter, a report summarizing internal practice audit and field level assessment results is provided to Executive Leadership and the Audit & Risk Committee of Stantec's board of directors.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Does your company provide written feedback to customers, documenting causes of problems, corrective actions, and the results of the quality assurance program? If no, please explain.

PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:

No. The results of the overall internal practice audit program are not shared outside of Stantec. It is an important process that helps us improve as a company, however, we consider this information to be privileged and confidential. We do, however, provide results to customers when the audit program is a contractual requirement on specific projects.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Does the supplier have a business continuity plan? **PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:**

Yes.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Does the supplier operate regular testing of Business Continuity plan? **PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:**

Yes.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Does the supplier operate training and awareness programs to support business continuity plans? **PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:**

Yes.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Does the supplier have a governance structure for managing business continuity in place? **PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:**

Yes.

DO NOT DISTRIBUTE THE CONTENT BELOW

[Quality]

For questions or more information, contact the [Marketing Information Management](#) team.

Does your company have any outstanding judgments or claims against it? **PLEASE PROVIDE THEM WITH:**

[a](#)

href="http://marketingexcellence/template.aspx?id=321#Risk%20Management%20Information">Professional Liability Claims History Statement.</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Risk Management]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Has your firm had any past or present bankruptcy or reorganization proceedings? <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:</p><p>No.</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Risk Management]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Questions asking for subsidiaries and affiliates <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:
</p><p>Stantec was founded in Edmonton, Alberta where it is still headquartered today. Stantec has over 400 locations across Canada, the U.S., and internationally. Stantec's principal office for its U.S. operations is located in Broomfield, CO. Each subsidiary or affiliate of Stantec may have staff located in a number of these locations and may utilize one or more regional offices in managing day to day operations. Please reference the attached organization charts showing Stantec subsidiaries and affiliates. For a full list of Stantec office locations, see www.stantec.com.</p><p>Stantec
400-10220 103 Avenue NW
Edmonton, AB T5J 0K4
Tel: (780) 917-7000</p><p>Stantec
370 Interlocken Boulevard, Suite 300
Broomfield, CO 80021-8009
Tel: (303) 410-4000</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>The response references organization charts showing subsidiaries and affiliates. Be sure to attach copies of the charts found on the Office Locations & Operating Entities page of SMKC. There is one for Canada, one for US, and one for International.</i></p><p><i>[Risk Management]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p><p></p><p></p><p></p><p></p>

Do we have a supplier diversity program? <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:</p><p>Yes, we do have a supplier diversity program.</p><hr><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i></p><p><i>[Supplier Diversity]</i>
</p><p><i>For questions or more information, contact the <a>Marketing Information Management team.</i></p>

Is our supplier diversity program certified? <p>PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:
</p><p>No, our supplier diversity program is not certified.</p><hr><p>
</p><p><i>DO NOT DISTRIBUTE THE CONTENT BELOW</i>
</p><p><i>[Supplier Diversity]</i>
</p><p><i>For questions or more information,

contact the Marketing Information Management team.

Does our supplier diversity program have a second tier initiative? **PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:**
No, our supplier diversity program does not have a second tier initiative.
DO NOT DISTRIBUTE THE CONTENT BELOW
[Supplier Diversity]
For questions or more information, contact the Marketing Information Management team.

Do we have a number for our supplier diversity program? **PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:**
No, we do not have a number for our supplier diversity program.
DO NOT DISTRIBUTE THE CONTENT BELOW
[Supplier Diversity]
For questions or more information, contact the Marketing Information Management team.

Is your supplier diversity program registered? **PLEASE USE THE FOLLOWING TEXT IN YOUR SUBMITTAL:**
No, our supplier diversity program is not registered anywhere.
DO NOT DISTRIBUTE THE CONTENT BELOW
[Supplier Diversity]
For questions or more information, contact the Marketing Information Management team.

Where can I find the GST/HST/PST numbers for each Canadian entity? **Go to:** <http://marketingexcellence.corp.ads/documents/documentlibrary/2004.PDF>
DO NOT DISTRIBUTE THE CONTENT BELOW
[Taxation]
For questions or more information, contact the Marketing Information Management team.

Where can I find the federal tax ID numbers (TIN) aka federal employer identification numbers (FEIN)? **Go to:** <http://marketingexcellence.corp.ads/documents/documentlibrary/3142.PDF> **SMKC &** Company **&** Prequalification Info **&** Finance **&** Federal Tax ID Numbers (TIN) aka Federal Employer Identification Numbers (FEIN)
DO NOT DISTRIBUTE THE CONTENT BELOW
[Taxation]
For questions or more information, contact the Marketing Information Management team.

Financial Capacity and Defaults Statement **Use the boilerplate content at:** <http://marketingexcellence.corp.ads/template.aspx?id=321#Financial%20Information> **SMKC &** Company **&** Prequalification Information **&** Financial Information
DO NOT DISTRIBUTE THE CONTENT BELOW
[Financial]
For questions

or more information, contact the [Marketing Information Management team](#).

Communication and Team Coordination We will work as collaborative partners with the client throughout the project to achieve alignment and to tag risks as they are identified. Early in the project, we plan to establish roles and responsibilities and effective lines of communication. A project contact list between Stantec and the client will be developed. Each project will include a project kick-off and site walk-through (if applicable) with key project team members and stakeholders to discuss the project, review key roles and responsibilities and develop a communication plan.

A Rolling Actions and Issues Log (RAIL) document will be used to track action items, record decisions, track items for information and review project risks. This is a live document that tracks tasks, the task owner, classification, and status. Stantec's RAIL has the functionality to serve as a change management log, a decision log, and record of meetings in lieu of meeting minutes. We have successfully used this template on previous projects.

Schedule As part of project initiation, the client will develop a critical path schedule which will be updated on a regular, agreed-upon basis and shared with the client to forecast and monitor progress.

Stantec's Project Manager, the client, will regularly track progress on deliverables, coordinate with the project team, and analyze project financial information, as per our Project Management Framework, to ensure the schedule is maintained. Stantec's reach allows us to engage additional personnel from across the region to expedite the work if necessary, when schedule delays are forecasted or in emergency situations.

As part of the project initiation, the Project Manager will develop a critical path schedule which will be updated on a regular, agreed-upon basis and shared with the client to forecast and monitor project progress.

Quality Assurance and Quality Control Stantec is ISO 9001:2015 certified, an internationally recognized standard for quality management and has been adopted by Stantec to:

- Reduce the risk and consequences of design errors
- Promote the quality and reliability of our services
- Improve the cost and schedule control of projects
- Support regulatory compliance

Our Project Manager, the client, will ensure the project team adheres to these practices. Stantec will perform several peer reviews, senior reviews, and permit reviews to provide quality control not only at the final deliverable stage but throughout the duration of the project. Stantec has administration and document control processes to review the technical design, specifications, presentation, formatting, grammar, spelling, and consistency of all project deliverables.

Although we know we are fully responsible and accountable for the final end deliverable; the client plays an important role in the quality of the final product. The drawings and technical specifications will be discussed in detail at the review meetings and circulated to the client for consolidated comments and markups at each milestone. Ongoing input from the client will be requested throughout the design process to promote a collaborative approach and to achieve the best possible end deliverable.

Highlights of our quality control plan include:

- Each team

member will commit to provide quality service to our clients. This commitment includes communication to check that the accepted standards of the profession are met.

- Design calculations will be neatly prepared and organized.
- Plans and reports will be concise and follow established standards.
- Systematic checking procedures will be implemented and documented.
- Timely and accurate correspondence will document all meetings and decisions.
- Established industry standards shall be followed in establishing and archiving project files.

Stantec's Project Management Framework mandates the following quality assurance processes to be completed for all projects or contract assignments:

- The Project Manager and professionals-of-record (or professionals with responsible charge) are to conduct and document in writing a final quality assurance review of final documents prior to issuance. Where applicable, multi-disciplinary coordination reviews between disciplines and sub-contractors should be conducted. Completed and signed-off checklists, document sets, etc. are to be saved in project files.
- Conduct and document an independent review on final documents prior to issuance.

The Stantec Quality Management System requires that deliverables will be reviewed by the Project Manager, Project Technical Lead, and Independent Technical Reviewers prior to authentication and permitting of deliverables. We will document these reviews in our internal "Quality Assurance and Quality Review" checklist.

Cost Control Stantec's project managers have established systems and extensive experience in maintaining tight control on budgets. As work is initiated, we will capture actual costs with Stantec's cost control system (Oracle) for projects. Budgets are monitored closely, and updated manpower and fee status reports are distributed to the design team members on a regular basis.

Budget control is important to project success, especially construction costs, which can make up about 90% of overall project costs. Our designs consider constructability and construction costs. Our Project Manager, with close support from our team, will implement the following cost control activities:

- Implementation of a detailed Project Implementation Plan reviewed by all members of our team to align on project scope and budget
- Weekly monitoring of project financials and monthly progress billing reviews, including updated cash flows and estimates to complete forecasts if required by the client
- Frequent communications with the project team to stay within scope and budget
- Detailed constructability reviews throughout the project and a critical look at the tie-in's, alignment, and installation methodology to effectively manage construction costs
- Effective change management – Early identification, quantification, and mitigation of changes before they occur to reduce budget impacts. All project changes that affect the scope, budget, schedule, performance, quality, or technical output will be recorded on a change order form. From there, our Project Manager will determine whether a change is minor or warrants a formal written change to the contract
- Decision Log - All potential changes will be added to this log and inputted into our project controls database along with potential cost and schedule impacts of those changes. Decisions on whether to proceed with those changes are then made with an informed understanding of their implications before the work is done.

Communication and Team Coordination We will work as a collaborative partner with [client] throughout the project to achieve alignment and to tag risks as

they are identified. Early in the project, we plan to establish roles and responsibilities and effective lines of communication. A project contact list between Stantec and the [client] will be developed. Each project will include a project kick-off and site walk-through (if applicable) with key project team members and stakeholders to discuss the project, review key roles and responsibilities, and develop a communication plan. </p><p>A Rolling Actions and Issues Log (RAIL) document will be used to track action items, record decisions, track items for information and review project risks. This is a live document that tracks tasks, the task owner, its classification, and status. Stantec's RAIL has the functionality to serve as a change management log, a decision log, and record of meetings in lieu of meeting minutes. We have successfully used this template on previous projects.</p><p></p>

Risk Management <p>The project team will implement a risk register and/or traceability matrix that documents potential risks and items that are currently unresolved and require ongoing awareness. This is developed at the onset of the project, and reviewed/updated at an agreed-upon frequency. We will also facilitate risk review workshops, which have proven extremely successful in mitigating risk on previous projects. We can also utilize RAIL (Rolling Actions and Issues Log) as a risk management tool throughout the project.</p>

Management and Technology - Water <p>Stantec brings decades of experience providing planning, design, and implementation services related to advanced process control, automation, digitization, and water system optimization. In the past 10 years, Stantec has designed and implemented over \$2 billion in digital and automation system for clients worldwide. Leveraging this experience, Stantec has formed a Management and Technology Practice which brings together water system optimization, automation, and operations and maintenance experts who are professional engineers, licensed operators, and IT professionals to deliver smart, data-driven solutions that improve operational and financial efficiency and asset performance management for our client's water infrastructure. Our team can identify quick wins that provide a positive return on investments, and leverage [client] in-house knowledge and systems. </p><p>We specialize in deploying custom, fit-for-purpose solutions for each client to improve overall system efficiency in water and wastewater treatment projects. These solutions, paired with our asset management technology and capabilities enable us to help our clients prioritize the right projects and make operational and maintenance decisions that result in maximized value for your organization.</p>

Management and Technology Services - Water <p>Financial and Economic Analysis:</p><p>Financial forecasting
Affordability analysis
Feasibility evaluations
Rate studies
Capital funding plans
Impact fees
Special assessments
Economic & fiscal impacts
Benchmarking
Project funding (grants/loans)</p><p>Asset and Organization Management: </p><p>Governance & optimization
Performance measurement, level of service & benchmarking
Communications, training, & staffing assessments
Strategic planning
Reliability and sustainability
Risk management
Life cycle management & total cost of ownership
Capital planning, prioritization, and execution improvement
O&M consulting</p><p>Enterprise Systems and Transformation:</p><p>Data audits & architecture
Business process mapping, development & improvement
Digital maturity

assessments and planning (including IoT)
Software recommendations, implementation & integration
Data/work management, analytics, & custom visualization/dashboarding
AMI analytics & implementation</p><p>Operational Systems & Technology:</p><p>Strategic automation & op. system master planning
Program delivery, including procurement support & strategy
Systems integration oversight (Delivery Center)
Application development (Digital Solutions)
Detailed design, testing, and commissioning (Delivery Center)</p><p> </p><p> </p><p> </p></p>

FAMS (Financial Analysis & Management System) <p>Stantec leverages expertise and innovative tools such as FAMS (Financial Analysis & Management System) to ensure sustainability, affordability, and funding. FAMS is Stantec’s proprietary interactive, cloud-based modeling tool that provides a full financial forecast for utilities and can be used to quickly compare “what if scenarios” to help inform stakeholders about the financial implications of different rate decisions, and to help with monitoring plans in response to changing conditions to ensure they stay on track. FAMS is the next generation of financial planning that allows for simultaneous access, version control, unlimited scenario comparisons, and seamless data integration that results in efficiencies and allows you to focus on what matters.</p>

Energy Management Optimizer - Water <p>As there are high electrical costs associated with pumping operations in water systems, and because energy prices vary both seasonally and throughout the day, Stantec has developed an energy management optimizer that can be deployed to help establish a baseline and run optimization scenarios using near or real time data. We can then schedule pumping based on an optimized scenario taking into account safety constraints.</p>

Stantec Insight Analytics (SiA)™ <p>From optimizing operational and capital expenditures to safety improvements, these applications automate maintenance activities, optimize asset capacity, and help you plan capital maintenance interventions. These tools have been used to optimize processes and improve water quality projects, positively impacting customer experience down the line. SiA applications have been built to support custom solutions for each of our client’s specific business objectives, and their flexibility in approach and data modeling creates predictive analytics that can be visualized through numerous outputs, including web-based dashboards and email/text notifications. Delivered on the Microsoft Azure platform, SiA is plug and play—compatible with most utilities’ existing IT infrastructure.</p>

Customer Insight Analytics <p>Our Customer Insight Analytics unites data gathered from traditional engagement tools (e.g. surveys, social media monitoring, and sentiment analysis), with the data you collect on your key utility or program assets. By combining these data sets and applying advanced analytics, Customer Insight enables our clients to identify not only what their customers are feeling, but also where sentiments are changing, how fast they’re changing, and which of your particular assets is the most likely cause of a sentiment shift.</p>

Crime Prevention Through Environmental Design (CPTED) <p>The demand for Crime Prevention Through Environmental Design (CPTED) strategies in pre-design stages of projects is becoming

increasingly popular, as our clients are looking for innovative ways to increase the safety and accessibility of their spaces while reducing the potential for crime and disorder. Planning CPTED recommendations into the programming and early stages of design is also a cost-effective approach compared to making modifications subsequent to detailed designs or construction, which can be costly. Our proposed team has made significant investments in professional CPTED training, ensuring that we are continually revising and adjusting our approach to align with industry trends and best practices. The following CPTED reviews were recently completed by our team and demonstrate the range of CPTED experience and lessons learned that we would bring to [the client]'s recommended projects:

- CPTED Review for the area around Central Memorial Park (Calgary, AB)
- CPTED Review for the Golden Ears Pump Station and Storage Tank (Maple Ridge, BC)
- CPTED Review for the Lions Gate Hospital Redevelopment, Acute Care Facility (North Vancouver, BC)
- CPTED Review for the BCIT Health Sciences Centre Parkade (Burnaby, BC)

Virtual Reality

It's often challenging for user groups to comment on a design that they can't visualize. The people with the most insight on how a building operates are unable to comment as they lack the technical training required to read detailed drawings. Our latest improvement to the design process utilizes virtual reality technology to bridge this gap in communication. As part of our commitment to bringing you the best project experience, we will include virtual reality design reviews at key milestones throughout each of our projects.

Virtual reality design reviews are a 1:1 virtual walkthrough of your new project before a single shovel has hit the ground. By physically moving through your new space at the design stage, all user groups will be able to inspect every inch of the design solution and identify specific changes that will greatly reduce change orders during construction. Stantec has the ability to bring 3D models into virtual reality software, which will allow your leadership, engineering, and operational teams to take a 'virtual reality' walking tour of the completed facility and to provide feedback which can be incorporated into the final design. This capability is particularly helpful in identifying design elements that need to be changed to provide ease of maintenance and operations, especially if in-person meetings are not permitted due to ongoing social distancing restrictions. There is no Wi-Fi that is required to operate the VR model, and we already have all the equipment needed to showcase the design in virtual reality.

For a confidential client, we utilized virtual reality to assess the proposed location of a work camp and saved the client \$2,000,000 by proposing a new location with fewer requirements for excavation. This is just one of many examples where virtual reality has saved time and money for our clients.

Stantec's Asset Management and Monitoring Tool (SCADA)

Stantec has a web-based, asset management tool that provides ease of operation and facilities management by making its data available over a secured web interface. Management and operations alike can remotely access near real-time information on their facilities and assets, as well as historical data. It combines:

- searchable archive database that can be updated by direct input
- Interactive WebMaps with information overlays
- Traditional SCADA monitoring of facilities
- SCADA alarm reporting
- Regulatory reporting done automatically

Our Asset Management and Monitoring tool is not hardware specific, so information can be gathered through OPC servers and any

third-party system with database information can be integrated. Sites can be added to the tool as the demands of the users change because the platform is entirely scalable. The web portal is a stable and secure environment that runs without interference or need for regular updating. The system allows for mobile monitoring of multiple sites from the convenience of a smartphone or tablet platform.</p>

Financial <p>Stantec Inc. is a publicly traded entity listed on the New York Stock Exchange (Symbol: STN) and the Toronto Stock Exchange (Symbol: STN). We are required to be financially stable to maintain these listings and we are required to adhere to the Internal Control – Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission “(2013 framework)” (the COSO criteria). We are subject to ongoing independent audits that prove our financial stability and credit worthiness. For a complete view of our audited financial statements, visit the Investors section of our web site at www.stantec.com/about-us/investors.html. </p><p>Please note that Stantec Inc.’s operating subsidiaries and affiliates (e.g., Stantec Consulting Ltd., Stantec Consulting Services Inc., etc.) are not publicly traded, but are owned and/or controlled by Stantec Inc. Stantec Inc.’s financial statements are consolidated to include its subsidiaries and structured entities that are controlled, but do not necessarily include all affiliates.</p>

Scope Control <p>For any project to be successful there must first be a well-defined scope, schedule, and budget. Before accepting and initiating any assigned tasks or projects from [CLIENT], Stantec will review all relevant support documentation with the project manager and engineers to be assigned to the work. </p><p>Stantec and [CLIENT] staff will then have a kick-off meeting with the appropriate team members (teleconference or meeting, whichever is more appropriate) to collectively review the project scope of work, area of work, anticipated challenges and any background information that may be relevant for the project. </p>

Schedule Control <p>Stantec understands the nature of the asset acquisition process and the pertinent technical due diligence services as well as the required facility audit and its time sensitiveness. At the outset of the project, Stantec will work with [CLIENT] to prepare and commit to a firm schedule for each of the project milestones. </p><p>Stantec will develop a project schedule in support of the critical completion dates of the project that identifies areas of risk and where there may be opportunity for improvement. Stantec will then review and refine these schedules on a regular basis as the project progresses. </p><p>As part of the Project Progress Report, Stantec will provide updates on project schedule performance. Stantec will also report on schedule variance by evaluating the milestone progress against plan; looking at schedule activity variances, critical path determination and amount of float available. </p>

Quality Control <p>Our business is only as good as our clients and our reputation. Stantec strives to deliver the best quality product no matter what form it may be in. As part of our project management and quality management frameworks we implement and follow the necessary checks to ensure anything that leaves our offices is up to a level of quality that we can stand behind. Each deliverable must undergo a quality check by the specialized discipline engineers, regardless of whether it’s a draft

document or final construction plans. Additionally, each project is assigned an independent reviewer who has the necessary knowledge and experience to identify potential concerns with accuracy of the proposed work. Finally, we participate in internal “lessons learned” discussions which allow us to reflect on in-progress and already executed projects and identify both positive and efficient aspects that should be repeated and negative or inefficient aspects that should not be repeated. From these discussions, we identify and implement a better process going forward to future projects. </p><p>Stantec’s quality management practices interpret the work practices in Stantec through the filter of the ISO9001:2015 standard. These practices help introduce newcomers to the organization's practices for planning, managing people, client satisfaction, practice management, managing subconsultants and for continual improvement.</p>

Cost Control <p>We recognize that cost control is one of the principal drivers to reducing project risk. Our primary requirement of cost control is to establish a traceable budget, which is developed from a detailed estimate and work breakdown structure (WBS) that integrates the scope and cost information for the project. The work scope and estimate are translated into the budget using a code of accounts which represent the various types of work involved with the technical due diligence efforts. The implementation of a standardized code of accounts with specific project scope and deliverables translates into a cost system that provides for an efficient means of collecting, forecasting, and progressing project data necessary to control the cost for the background. This combination provides our clients with a cost-effective method for enhancing their overall project delivery capability. Our solutions manage risk, control costs, and optimize schedules, while recognizing the varying interests of local business and municipal communities. </p><p>We have developed a proprietary project controls system called Integrated Project Solutions (IPS). IPS is an integrated software that combines all aspects of a project including estimating, budgeting, forecast, cash flow, earned value, scheduling, procurement, document management, resource management, RFI management and change management.</p>

Company Introduction <p>The Stantec community unites approximately [26,000] <i>[edit number to align with Corporate Descriptor</i> employees working in over [400] <i>[edit number to align with Corporate Descriptor</i> locations across 6 continents. We collaborate across disciplines and industries to bring environmental, energy, water, buildings, and infrastructure projects to life. Our work, from initial project planning and permitting through to design, construction, commissioning, maintenance, decommissioning, and remediation—begins at the intersection of community, creativity, and client relationships. </p><p>Communities are fundamental. Whether around the corner or across the globe, they provide a foundation, a sense of place and of belonging. That's why at Stantec, we always design with community in mind. </p><p>We care about the communities we serve—because they're our communities too. This allows us to assess what's needed and connect our expertise with appreciation to nuances and envision what's never been considered, to bring together diverse perspectives so we can collaborate toward a shared success. We're designers, engineers, scientists, and

project managers, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance the quality of life in communities across the globe. </p><p>We believe sustainable design can defy expectations and propel our communities into the future. We're helping clients realize the full potential of their projects in terms of life cycle cost, energy efficiency, carbon reduction, and human health and wellness. Informed by data and grounded in the market, we design to support human resilience, health, and wellness while delivering value through life cycle cost analysis and reduction of energy and carbon use. </p><p>Stantec's Values. Our core values unite us as a firm. Our commitment to the health and safety of our people and to being ethical underpins everything we do. They drive our actions and are embedded in our delivery and account management philosophy. </p><p>We Put People First. People are at the heart of everything we do. That's why we listen to the needs of our clients and their people. It's why we define fulfilling careers for our people, allowing us to discover, develop and retain the best in their fields. For [Client], this means we put your team first, too. We focus on their needs and prioritize health, safety, security, and the environment in all our projects. </p><p>We Do What is Right. We approach every project as a partnership because our work creates a lasting impact. Integrity guides what we do, which means we make the right choice even when it's the tough choice. For [Client], this means we will be a trusted advisor, willing to be a strong voice advocating for responsibility and accountability. </p><p>We Are Better Together. When smart, passionate, creative people come together, real possibilities are unleashed. Diverse perspectives will create extraordinary results. We draw on the wide breadth of project experience to build the right team for each project; because when we work together, no problem is too large or complex. </p><p>We Are Driven to Achieve. We believe that transformation, in our work and in ourselves, is truly possible. We're defined by our entrepreneurial spirit and the pursuit of not only what's next, but what's best, bringing imagination and determination to every challenge. We deliver the excellence that propels us and our clients to success. For [Client], this means talented, committed, focused teams and repeatedly successful projects.</p>

Climate Solutions Enterprise Statement <p>CLIMATE

SOLUTIONS</p><p><i>Helping clients address a defining issue of our time

</i></p><p>Do you feel the urgency? We do. Each time storm surges batter our coastlines, wildfires engulf critical ecosystems, heat domes overwhelm our citizens, floods sweep away homes and businesses, and droughts disrupt food and water supplies. </p><p>Do you also see the need to act? So do we. To design sustainable and resilient infrastructure and transportation networks, restore ecosystems and biodiversity, protect food and water systems, and provide clean energy for all.

</p><p>We recognize that to fulfill our promise to design with community in mind, we need to consider climate change in our project work. </p><p>We have been providing services related to climate change planning, mitigation, and adaptation for decades. Through this experience, we have learned that our greatest influence on improving climate outcomes stems from the creative, innovative Climate Solutions we provide to our clients and communities. </p><p>Stantec's Climate Solutions empower our diverse range of design and consulting professionals with the expertise they need to help clients see projects

through a climate lens—and then act on what they find. </p><p>Only by addressing climate change today can we create the resilient and sustainable communities of tomorrow.</p>

Climate Solutions - Why Stantec?

<p>Why Stantec?</p><p><i>Range</i></p><p>We are much more than a traditional AE firm. Our design professionals partner with our climate and environmental scientists, digital solutions developers, project economists, funding specialists, and members of our industry-leading Innovation Office to deliver integrated climate change solutions that are informed by systems thinking. </p><p><i>Accountability</i></p><p>Stantec established an emissions reduction program in 2010 and has consistently reduced operational emissions each year since. In 2021, our 1.5 °C science-based emissions reduction target was approved by SBTi. Our pledges to achieve carbon neutrality and operational net zero reflect our business commitment to a robust environmental, social, and governance (ESG) strategy into the future. </p><p>Many organizations have recognized our efforts—in 2021, Corporate Knights ranked us among the top 1% in the world on sustainability performance and 1st among our peers. </p><p><i>Impact</i></p><p>For decades, Stantec has been helping clients reduce environmental impacts and adapt to our changing climate. In the past number of years, we have mobilized our efforts around four key strategic initiatives that support our clients' climate change mitigation and adaptation goals:</p>Energy TransitionSmart CitiesEcosystem RestorationCoastal Resilience<p>We are also an industry leader in the move towards net zero and net positive energy building design. </p><p>To help the world transition to renewable energy and carbon-free economies, we are committed to helping our clients—including those in GHG-intensive sectors—identify solutions and designs that address the climate crisis.</p>

Commitment to Diversity

<p>At Stantec, we create opportunity by inviting, embracing, and celebrating differences. This goal remains at the heart of our efforts to champion inclusion and diversity throughout our organization. We're known as a company that will do what is right, put people first, work better together, and is driven to achieve. Living these values and committing to inclusion and diversity supports and enhances our employees, our communities where we live and work, and acts as a key differentiator in the market. </p><p>Supplier Diversity: Stantec is committed to doing business with companies of all sizes and backgrounds. Stantec performs services for numerous federal, provincial/state, and municipal clients who, like us, are committed to provide opportunities to all businesses, including those that fall within various categories of small and diverse businesses. </p><p>Our Results: For more than 50 years, we've proven our commitment to equal opportunity by pioneering several successful, proactive development programs for diverse business enterprises. Our overall spend on small and disadvantaged businesses accounts for 20% of our total subcontracting. </p><p>Employment Diversity: Stantec's goal as an employer is to recruit, motivate, and develop our employees with diverse ranges of talents and perspectives to ensure that we have the breadth of viewpoints, experiences, and intellectual skills needed to succeed across our global environment. To achieve that goal, we are continuing to build an inclusive workplace that empowers and inspires but also attracts and nurtures the very best talent from all over the world. We offer our employees Unconscious Bias Training to identify and overcome implicit biases, so we can continue to build a more inclusive culture that provides the opportunities and environment necessary for everyone to thrive. We

encourage employees to join or start their own Employee Resource Group (ERG) to increase our workforce's involvement and support of building a diverse workforce and inclusive workplace for all. Our Results: We presently have more than 40 ERGs across our firm, including Women@Stantec, Pride@Stantec, Latinx@Stantec, Persons with Disabilities, Indigenous Connexions, IWD@Stantec.

Commitment to Continuity Our team will remain committed to the project from start to finish. A letter of consent signed by each team member is provided in [Appendix #]. In order to provide continuity of service through short-term absences (vacations, short term illnesses) or other unforeseen events, we have included in our team and work plan a Technical Support role [INSERT] to support our Leads in the execution of our work plan. Team member substitution or additions will only be done with approval from [CLIENT]. If any of the project leaders are unavailable for an extended time due to unforeseen conditions (e.g., COVID) we have a Continuity Plan that will be enacted:

- If PM becomes unavailable, our Corporate Sponsor would step in as Project Manager. If CA becomes unavailable during construction, [Additional Resource] would also step in as Contract Administrator.

[Repeat for key roles.]

Quality Assurance Plan Delivering a quality project requires a corporate culture that focuses on the key elements that make up a quality deliverable. Utilizing a Quality Management System (QMS) (registered to the ISO 9001:2015 Quality Management Standard) that is focused on providing value to our clients drives the entire quality process. Maintaining our high standard of quality allows us to deliver on time and on budget by implementing our project plan and eliminating re-work. Key elements of our quality approach include:

- Project planning with a focus on management of risks and achievement of quality on all project components.
- Meeting [CLIENT] needs with a formal process for gathering client information/requirements.
- Structured quality assurance processes, which include continual quality control and not just milestone quality occurrences.
- Disciplined approach to conducting internal practice audits to monitor compliance with the QMS and identify best practices to share with others.

Our Quality Review Plan for all project deliverables is presented in [Figure #] showing our responsible author, quality reviewer, and independent reviewer for all deliverables. Each deliverable will follow a similar approach that incorporates all four of the key elements of quality management listed above. Planning and risk identification comprises the initial step followed by solicitation of client input and concerns. Continual quality control occurs throughout the deliverable development as the identified reviewers are involved in the initial planning and again on a periodic basis instead of just providing input at milestone completion. Each deliverable will be verified using our PM Framework two stage Quality Review and Independent Review process outlined in [Figure #]. Our PM Framework is provided in [Appendix #]. This robust, continual process will ensure a quality deliverable for [CLIENT].

Our Quality Assurance and Quality Control (QA/QC) team is made up of experts in their respective fields who have direct experience with [CLIENT].

color="#ff0000">[DISCIPLINE] work. [NAME] will lead the QA/QC efforts and will be responsible for updating the Quality Review Plan shown in [Appendix #]. He will be assisted by a roster of senior leaders within Stantec who's authority within Stantec is summarized in [Table #]. Stantec Lead Discipline Engineers are experts in their field across Stantec's [BUSINESS LINE] who guide the engineering disciplines in the advancement of skills, innovation and quality. In addition, our Lead Discipline Engineers have ready access to resources across their region to draw in specific skill sets or balance resources as needed.</p>

Cost Estimating Method for Construction Contracts <p>Controlling cost during construction requires rigid cost control methods coupled with accurate cost estimating at preliminary design, 70%, 95%, and pre-tender design milestones. We have chosen [NAME] to lead our cost estimation based on his track record of accurate estimates, including a pre-tender estimate for the [Project Example]</p><p>During design, our cost estimates will be: </p>Completed at each milestone to proactively identify and manage scope creep,Prepared using thorough and complete quantity take-offs and general management cost items,Inclusive of provisional and unit rate items for foreseen risks and unknowns,Developed in reference to unit rates from similar work at [LOCATION] facilities, andCooperatively developed with our cost estimation lead, [Name], and our design staff who will collect accurate quotes from equipment vendors during design.<p>Cost control during construction will be done in accordance with our cost control plan. Our plan will include the following: </p>A requirement for the contractor to provide construction management software for centralized document controls and tracking of project submittals, RFIs, and change management,An emphasis on effective communication with the contractor and [CLIENT] for project progress, risk identification and mitigation, and issue resolution,Consistent monitoring of important submittals, construction schedule, RFIs, Change Orders, etc., which can signal a project bottleneck or provide early notification of a project delay,Contingency plan to remedy any potential delays, andRegular review of the cost control plan to determine if changes are needed based on risks and progress during construction.

Health, Safety, Security, and Environment (HSSE) <p>One of the most important factors for our team to consider during the detailed design is how the facility is to be constructed and commissioned. The team will focus on optimising the "buildability" of the design and will take into account limitations in access for bringing in plant and equipment, the health and safety aspects of working in confined spaces, working at heights and manual handling. Our team will also consider how the plant will be commissioned and brought on line. The construction and commissioning engineers will be involved in the detailed design of the facility to ensure as many risks to the plant operation are identified and mitigated as possible. During detailed design a Hazard and Operability (HAZOP) study will be carried out. Our team will conduct a HAZOP review workshop at the 50% design stage involving operations, experts,

designers, other stakeholders to assess the health hazard of the operation or malfunction of the equipment and potential for negative impact on the environment.

3D CADD and BIM <p>To aid in reducing access difficulties and pipework clashes during construction, advanced three-dimensional CAD modelling will be carried out for the proposed pumping station. Our team will use 3D CADD for the development of detail design drawings for all parts of the work. This 3D CADD would allow the actual site conditions to replicate to check mechanical, electrical, and structural conflicts during detailed design to ensure routing and alignment conflicts during construction are minimized. Typical within Stantec, the use of the advanced three dimensional designs and/or building/facility information modeling (BIM) is the default design method. Stantec utilizes advanced design software's from Autodesk and Bentley for the development of 3D BIM models along with integrated intelligent process and instrumentation models. All design projects set up and follow a BIM execution plan in accordance with our Contracts and expected Client deliverables. Stantec has a highly skilled technical team who are experts within their given discipline for all the BIM and visualization applications we use. We maintain continuing education programs through Bentley and Autodesk and other BIM software applications with on demand learning, virtual scheduled training, and onsite classroom training. In addition, Stantec is a strategic account with both Autodesk and Bentley, both leaders in the BIM design industry. </p><p>Stantec has developed and maintains content for our BIM platforms allowing designs to be produced in an accurate and efficient manner. This content is maintained in specification format for all disciplines including civil, structural, electrical, plant, building mechanical, and architectural. Our plant and mechanical softwares are integrated with our intelligent PID's to ensure complete coordination of process elements. Stantec standards and contentment have been developed for 2 primary BIM platforms as follows: </p>Autodesk Revit for Process Mechanical design integrated with either Plant 3D PID or OPPID databases for consistency checking between PID's and the physical models. The consistency checking is done with a in-house Plug-in for Revit which allows us to import tag and element information directly from the PID data base. This plug-in also monitors missing and changed PID elements.Bentley OpenPlant Modeler for Process Mechanical design with OpenPlant PID integration, works similar as noted above via Bentley's iModel hub to insert tagging and elements directly from the PID database and monitor for missing and changed elements.<p>The above platforms are integrated with ProjectWise to provide for security and collaboration with all disciplines.</p>

Safe Work Plan <p>Stantec operates on the premise that all incidents and injuries are preventable, with the philosophy that includes completing work with no harm to people and no damage to the environment. Stantec's Health, Safety, Security, and Environmental (HSSE) policy is fully integrated throughout the company in all phases of project planning and execution, and nurtures a positive safety culture through leadership, training, and the application of management systems. To this end, Stantec is committed to promoting and continually improving a project-specific safe work plan (SWP) that complies with applicable government legislation and protects Stantec's employees, subcontractors, clients, visitors, property, and the public from loss. </p><p>For this project we anticipate a largely remote working environment for our staff. There are going to be key site visits planned as part of project kick-off, close-out, engineering investigations, to conduct field investigations and possibly more. Some

staff will be visiting the region and these sites for the first time, while others will live locally and have experience with [Client]'s sites and safe work practices. Regardless, all Stantec employees assigned to or visiting the site will review and understand the project risk assessment in an interactive session which includes the project manager and senior leadership. We will then sign off as a team, indicating that we have reviewed and understand the safety criteria associated with the site hazards. Stantec will comply with [Client]'s safety and environmental requirements and where necessary, components of the Stantec safety systems will be added if they will complement the [Client]'s safety systems. For site work, mandatory training for Stantec staff, including [Client]'s site-specific training, is tracked by Stantec's Occupational Safety and Environmental Compliance (OSEC) coordinator to ensure mandatory training is kept up to date.</p>

Quality Assurance & Control <p>Our business is only as good as our clients and our reputation. Stantec strives to deliver the best quality product no matter what form it may be in. As part of our project management and quality management frameworks we implement and follow the necessary checks to ensure anything that leaves our offices is up to a level of quality that we can stand behind. Each deliverable must undergo a quality check by the specialized discipline engineers, regardless of whether it's a draft document or final construction plans. Additionally, each project is assigned an independent reviewer who has the necessary knowledge and experience to identify potential concerns with accuracy of the proposed work. Finally, we participate in internal "lessons learned" discussions which allow us to reflect on in-progress and already executed projects and identify both positive and efficient aspects that should be repeated and negative or inefficient aspects that should not be repeated. From these discussions, we can identify and implement a better process going forward to future projects. </p><p>Stantec's quality management practices interpret the work practices in Stantec through the filter of the ISO9001:2015 standard. These practices help introduce newcomers to the organization's practices for planning, managing people, client satisfaction, practice management, managing subconsultants and for continual improvement. </p><p>Quality Assurance</p><p>Stantec has a Quality Assurance and Control Plan to make sure that the quality of output and deliverables meet or exceeds the program requirements. This may include updates with the regularity deemed as necessary by the program or project requirements. As an example, update meetings may monitor progress against the critical milestones on the schedule. The updates and reviews are also a means for the Team to work together to ensure the timing, quality, and content of the deliverables are in accordance with the overall program and project objectives. </p><p>Stantec has a formal quality management system in use across the organization which is registered to the ISO9001:2015 Quality Management standard. </p><p>The quality management system promotes quality practices across the organization with the goal of: </p>Eliminating or reducing the risk and consequences of engineering services.Tested, reliable processes to create predictable results.Improving functionality and efficiency for our clients through engineering excellence.Promoting the quality, durability, and reliability of the engineering outcome.Verifying regulatory compliance.Project planning including a strong focus on the management of risks and achievement of quality on all major projects.Focusing on meeting

the client's needs with a formal process for gathering client requirements.

- Applying a structured quality assurance processes which include formal quality reviews and internal peer reviews on project deliverables prior to issuance.
- Conducting internal practice audits to monitor compliance with our quality management system.

The Project Manager will ensure that our ISO 9001:2015 QA/QC requirements are followed. Stantec employs a strict peer-review quality assurance (QA) program that begins at project commencement and continues throughout the project.

To aid our engineering professionals in meeting appropriate standards of quality, quality control guidelines have been prepared for office practices and procedures. Our project team members recognize that our primary purpose is to serve the needs of our clients while preserving the safety and welfare of the public.

The following general policies have been established with respect to Stantec's quality control:

- Each member of our team is committed to provide a quality service to our clients. This commitment includes adequate communication with other members of our team to ensure that the accepted standards of the profession are met.
- Each member of our team is accountable for assigned responsibilities.
- Assessments will be prepared in a neat and organized manner, recognizing the importance of accuracy and format.
- Reports will be clear and concise and follow the accepted standards of the profession.
- Established checking procedures, including Peer Reviews, will be followed to ensure the accepted standards of the profession are met.
- Correspondence will be prepared following established procedure to provide adequate documentation and communication of all aspects of our services.
- Established office practice shall be followed in maintaining proper project files.

The quality of our work is demonstrated by our long list of repeat clients and the number of delivery orders we have been assigned as part of our work on retainer contracts. When we establish a professional relationship with a client, we view it as a long-term commitment for the firm to exceed client expectations. On each contract we have been awarded, we have received multiple task orders and many of our contracts have been renewed for additional years beyond the base contract year.

The informal synergies of an integrated team are not easily quantified but are very real. It generally is the informal that fosters creativity and innovation. The informal interactions between creative and talented team members, subject matter experts, stakeholders, subconsultants, and other interested parties creates that critical mass of ideas that unpredictably interact, morph, yield interesting new ideas and direction. Stantec, as an engineering firm, encourages and promotes those informal synergies and our clients, as active stakeholders, join us enthusiastically. The resulting unique solutions of the built environment continue to inspire us all.

Other critical aspects of the ISO9001:2015 registered Stantec Quality Management System include:

- Client Feedback Interview Process. Client feedback is used to improve our performance on a specific project as well as to continually improve our organizational practices and processes. Specifically, we propose to hold formal client feedback interviews on a semi-annual basis to evaluate how well [Client]'s needs have been met and to receive feedback on our performance.
- Practice Audit Process. We conduct internal practice audits to assess compliance with our company policies and procedures and with the various elements of the Stantec Quality Management System (SQMS). The other significant objective of this process is to evaluate the effectiveness of the SQMS and to look for opportunities to improve our processes and leverage best practices.
- Improvement Process. Promoting a culture of continual improvement is a fundamental aspect of successful organizations with effective quality management systems. To this

end, we have a formal improvement process to encourage suggestions for improvement and to document follow-up actions.

- Stantec has developed a series of client and project-specific procedures that we believe are congruent and complimentary to [Client]'s practices that will permit Stantec to execute our work within the larger [Client] systems. We have established guidelines, protocols, workflow charts, and detailed procedures for such items as: approvals and signoffs, communications, project controls, reporting formats and frequencies, cost control, change control, schedule control, invoice processing, document control, emergencies, health / safety / environment, meeting types and frequencies, inspections, etc.

Quality Management Plan

To support delivery of a high-quality project aligned with [Client]'s expectations, we will create, enforce, and document a Quality Management Plan (QMP) tailored to [Client]'s specific needs and requirements and that reflects our familiarity with your quality standards. A QA/QC Team Leader will be identified at the beginning of the project and will lead the development and implemented of the QMP. The QA/QC Leader will work closely with the Project Manager to confirm that the plan addresses [Client]'s needs, and with our Client Sponsor to see that all Stantec Quality guidelines are met. The QMP will address:

- Quality Planning. Identification of appropriate quality standards relevant to the project, formal acceptance, and how to satisfy them.
- Quality Assurance. Established and documented processes, audits, and independent external certification.
- Quality Control. Methodology for robust checks and reviews of project inputs, outputs, and deliverables.
- B16Quality Improvement. Audits and monitoring of performance indicators informed by client metrics.

Transmission & Distribution

We understand that transmission and distribution systems coupled with ongoing changes of the power system such as load growth, addition of new load, addition of new reclosers, regulators, distribution generation or replacement of the existing aging equipment requires periodic evaluation of the utility transmission and distribution systems to verify its continued capability to reliably maintain service continuity during peak loading conditions.

In addition, we provide the required engineering services needed to conduct transmission and distribution planning studies. This involves carefully predicting the growth of peak load and its effect on the power system during single contingency outages, as well as the economic evaluation of conductor ampacities and losses, and the capabilities of switching equipment to interrupt load and fault currents.

We are aware that the analysis, design, and construction of complex electrical transmission and distribution systems requires thorough engineering to verify safety, reliability, and continuity of service for the most critical components of a utility or industrial system. Our services range from studies of existing systems and recommendations for modifications, to improve full engineering and design of upgraded transmission, substations, and distribution facilities. We can study and optimize existing systems and provide recommendations for the operations and maintenance of older equipment. Our work is effective, timely, and compliant with regulatory standards.

How your T&D project is developed and built is just as important as how it is engineered. Our ability to manage your project and construction ensures the quality of design is maintained through the project's construction and into asset status. We design our service delivery to be flexible and responsive, and our T&D project and construction

management services reflect that. We consider your project uniquely and plan our services around your business needs. Our extensive experience working with contractors on EPC projects ensure our perfect understanding of safety, construction and budget constraints and outages as well as specific site considerations. </p><p>We work in every segment of the T&D market, including transmission lines, substations, distribution, protection and controls, and smart grid, and our ability to service every stage of any T&D project means we can be a single source for all your project needs. From addressing the concerns of those involved in your project to ensuring you get the most from your project's resources, we provide services that deliver power and advance communities.</p>

</p><p>Stantec's Competitive Advantage </p>Local knowledge, resources, and proven capabilityExtensive transmission and distribution experienceEstablished relationships with major utilities and developers across North AmericaStrong power bench in OntarioLarge company, with local offices (flexibility of services and delivery)Health and safety are our priorityFocused on delivery of technical excellence<p>Summary of Distribution Services </p>

</p><p>Our engineering design and engineering review services includes overhead and underground facility design, construction standards development, protection coordination studies, material specifications, and smart grid design for automated fault isolation and feeder tie closures. Combining engineering and design excellence, construction standard experience, and a local understanding of your business and community needs, we can offer you some of the industry's leading distribution services. </p><p>Stantec has provided engineering, design, drafting, asset management, project management, and other technical services to the electrical distribution and telecommunications industries since 1991. </p><p>Careful attention to the planning, engineering, and design of a distribution system can yield significant economic dividends. Stantec's services include design of overhead and underground systems, overhead/underground conversions, and selection and application of distribution system components. We can make economical conductor selections, choose optimum voltage ratings, and provide technical evaluations and recommendations on other system design issues. </p><p>The design and optimization of distribution systems requires careful engineering to provide safety, reliability, and continuity of service for the many private and public services reliant on a sustained supply of electricity. Our areas of expertise also include design of distribution lines, system studies, large and small utility generators interconnect studies, project development assistance, and performance evaluation and reporting.</p>

Ontario Power Team <p>Stantec has more than 1100 power staff working throughout North America. Over 70 staff work out of Stantec offices in Ontario alone. Although the core power team in Ontario work out of Barrie, Markham, Mississauga, Waterloo, and Ottawa, we frequently engage electrical engineers and subject matter experts from other Stantec offices to assist with some site reconnaissance to reduce travel expenses and to improve efficiency. For this opportunity, we will include electrical engineers in our Windsor office to provide designs and assist with field verification. These staff are familiar with the local infrastructure, clients and have existing, strong relationships with Client personnel. </p><p>Our Ontario power team began out of a manufacturing and industrial engineering team over 10 years ago as we were approached by owners to connect their new or expanded facilities to the LDC's 8kV, 13.8kV and 27.6kV distribution systems. One transformational project involved the connection of a new Research + Technology (R+T) Park in Waterloo which spanned the boundary of two

LDC's (Kitchener-Wilmot Hydro and Waterloo North Hydro) that required extensive pole-line design as well as multiple stakeholder coordination. Coincidentally, this same R+T Park is now the home to the new Stantec Waterloo office. Out of that project support team hatched the Ontario LDC team.

The team continued to evolve in 2010 when we were engaged by two of the primary EPC contractors on the Toronto Hydro Power-up program where we performed design, project management and coordination of over seventy (70) O/H and U/G distribution projects. As we evolved, we began getting more involved with other LDC's such as Cambridge Hydro, Erie Thames Powerlines and Veridian Connections where the team gained more distribution and connection experience across the province. We now service LDC, developer, and EPC contractor clients in the areas of T&D and power generation including renewable energy and smart grid services (microgrids and energy storage).

LDC Experience While Stantec focuses on many markets globally, our teams here in Ontario have a key focus on providing many Local Distribution Companies (LDC's) with quality and competitive engineering services. The key personnel highlighted in this proposal specialize in overhead and underground distribution projects ranging from voltages of 2.4kV to 44kV, and transmission voltages from 69kV to 230kV. Stantec has had the opportunity to work with many LDC's within the Ontario market including [Client], Hydro One, Alectra Utilities, Hydro Ottawa, Toronto Hydro, Energy+, Kitchener-Wilmot Hydro, Guelph Hydro, Festival Hydro, Halton Hills Hydro, Wellington North Power, Oakville Hydro, Niagara Peninsula Energy, PowerStream, ENWIN, and many others. These projects ranged from large multi-year portfolios of relocations, and overhead/underground rebuilds (Toronto Hydro) to very small projects involving only one pole (Energy+). Additionally, Stantec's local Ontario team has significant experience providing engineering and construction support for privately owned distribution through customers needing utility connections including 30+ large ground-mount solar farms which were at voltages ranging from 27.6kV to 44kV, including a main substation, primary metering, and overhead tap line. These privately-owned distribution projects have provided us with valuable experience in developing our own internal standards and details as well as working with various codes and the ESA which would otherwise be handled by our utility clients by way of construction standards. We are already very familiar with [Client], USF, and various other utility construction standards and can offer individually engineered solutions when standards aren't available. We have worked with the standards engineering departments of several LDC's to develop new standards and have had them incorporated into their standards book for future use. Having worked extensively with utility contractors and LDC's we appreciate the requirement to provide reliable and constructible designs while maintaining a cost-effective approach, providing flexibility and quick turn-around on time sensitive projects and within scope and budget.

AODA Statement Stantec has developed an Ontario Accessibility Standard in compliance with the Integrated Accessibility Standards (Ontario Regulation 191/11) and as required for the implementation of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA). The standard applies to Stantec employees and all persons who are expected to deal with members of the public in Ontario, and other third parties, on behalf of Stantec. This requirement applies whether the

person is considered an employee, subcontractor/subconsultant, agent, or other, as well as all person who participate in developing Stantec's policies, practices, and procedures governing the provision of services to members of the public. The standard addresses accessibility to services and employment, and training. </p><p>Stantec is committed to ensuring that its policies, practices, and procedures provide equal opportunity to persons with disabilities as is given to others. We value continuous improvement and will regularly review our accessibility policies, practices, and procedures to identify and address any barriers to accessibility.</p>

Response to COVID <p>As we are all aware, we are working in unprecedented times as a result of the COVID-19 pandemic. The situation is fluid, though getting better. Our proposal is based on our understanding of performing these services in current conditions (i.e., Ontario lifted face mask requirements in most of the work setting and removed restrictions in April 2022). As the nature and extent of the impacts due to this outbreak cannot be fully identified or quantified at this time, we feel it would be prudent to submit this proposal based on current conditions, without accounting for possible worsening impacts that might occur as the outbreak develops further, and to discuss with you once we are able to evaluate the impacts and to work collaboratively with you on a path forward. We would be pleased to have a further discussion with you to share our respective plans and efforts to help mitigate the impact of this evolving situation on your proposed project if situation changed.</p>

Geotechnical and Materials Service Overview <p>Our Geotechnical and Materials Group has been providing expertise in testing and consulting services throughout Atlantic Canada since 1972. Our large group and range of experience allows us to provide efficient and comprehensive response and solutions to the requirements of our clients. Our engineering experience and materials testing and inspection services have been applied to many projects including roadways, bridges, embankments, rock cuts, projects with deep and shallow foundation systems, crib/caisson jetty and wharf systems, waterfront developments, industrial and municipal waste landfills, coal ash by-product storage, abandoned mine land studies, construction consultation, commercial and industrial buildings, high-rise office towers, and large above and below ground tank systems. To us, succeeding means providing creative solutions to the people we work with, on schedule and within budget. We stay at the forefront of the industry to make sure community improvements are built on solid ground.</p>

Geotechnical and Materials Lab Overview <p>Our commitment to quality is exhibited by our acquisition of specialized test equipment. To meet the demands and expectations of our clients, and to keep the firm on the leading edge of technology, Stantec has invested significantly into its equipment base. Equipment is either sourced from manufacturers or manufactured in-house to our specifications and design with contributions by local subcontractors. Examples of our custom assembled test equipment include rapid freeze thaw machines, abrasion apparatus, digital length micrometer, and high capacity creep frames.</p>

Soils and Aggregate Laboratory <p>Stantec's Aggregate laboratory is certified to both Type C, Basic Certification for Aggregate Quality Control Testing Laboratories and Type D, Additional Certification for Advanced Aggregate Quality Testing Laboratories by CCIL. The soils and aggregate laboratory carries out both basic and advanced testing, such as sieve analysis, Los Angeles abrasion, specific gravity, Atterberg

limits, sample classification, moisture content, soundness, unit weights, hydrometers, moisture-density relationship, resistivity and permeability. This laboratory is generally busy on a year-round basis completing laboratory testing to support geotechnical investigations, physical properties testing of aggregates for use in both concrete and asphalt, as well as roadway gravels. Advanced tests, such as consolidations, California Bearing ratios, triaxial tests and direct shear tests are also carried out regularly. Most of these tests are managed and controlled through a central computer which controls the limits of testing, records all data and makes data interpretation and presentation much simpler.

Concrete Laboratory The concrete laboratory is one of the most advanced in Canada certified to Type Q, Basic Concrete Certification, Type R, Concrete Aggregate Certification and Type S, Advanced Concrete Certification in accordance with Standard CSA A283-19 by CCIL. The concrete laboratory has several testing machines with a range of capacities up to 5,000 kN to support compressive strength testing and the high capacity being required for high strength concretes. To maintain the quality of test results we utilize specimen end grinding units, to eliminate sulphur capping compound for all compressive strength tests. Sulphur capping compounds are typically not as strong as high strength concrete mixtures. This commitment to quality and acquisition of state-of-the-art equipment continues to emphasize our leadership role in concrete testing. The laboratory equipment complement also includes the Rapid Chloride Permeability (RCP) test apparatus to meet ASTM C1202 and CSA A23.2-23C, rapid freeze thaw machines to meet ASTM C666, and the apparatus for air void analysis of hardened concrete to meet ASTM C457. Stantec also acquired the VeBe apparatus used to conduct tests on the consistency of roller-compacted concrete mixtures. These test methods support the confirmation of the durability of concrete, ensuring the concrete mixtures meet the requirements of CSA A23.1:19 for their designated exposure class, as well will provide an opportunity to support the Municipality should any questions arise related to concrete durability for concrete elements in place. The concrete laboratory maintains a large moist curing room with temperature control and monitoring to ensure the curing regime is maintained at $23 \pm 2^{\circ}\text{C}$, in accordance with CSA specifications. A microprocessor controlled digital chart recorder monitors the moist curing room temperature on a full-time basis.

Asphalt Laboratory Stantec's Asphalt laboratory is certified to both Type A, Marshall and Superpave Mix Design Testing and Type B, Marshall and Superpave Mix Compliance Testing by CCIL. The asphalt laboratory is equipped to carry out basic asphalt aggregate and mixtured design testing as well as additional advanced complex testing. Aggregate testing would include tests such as Los Angeles abrasion, PN, coarse and fine specific gravity, fine aggregate angularity, sand equivalency, coarse and fine soundness, flakiness index, fractured particles, flat and elongated particles, coarse and fine micro-deval and aggregate freeze-thaw. Asphalt testing would include Superpave and Marshall compliance testing, Marshall mix designs, stripping tests and testing of cores for thickness and compaction. Our staff has significant experience with the Superpave testing methodology and the Dartmouth laboratory can easily supply this service if required. The laboratory is equipped to carry out testing of asphalt cold mix and to provide mix design for both full and partial depth recycling projects.

Confidentiality We recognize the sensitivity of working with confidential client information. The consultant working with [Client] under this contract will have access to information that may be sensitive and not widely distributed. We agree that any

information or technology, such as prices, costs, data designs, drawings, blueprints etc. are considered “confidential information,” which constitute a valuable asset to [Client] and must be held in strict confidence. All materials accumulated or developed by an employee in connection with work assignments at Stantec, including those materials described above, are considered to be Stantec confidential information. Information shall not be disclosed to anyone other than those required to have access to information as part of executing the work. All Stantec’s employees and representatives will adhere to the terms and conditions to maintain confidentiality requirements stipulated by the Municipality for this project.

Workforce Development Stantec has created a comprehensive talent management program that helps staff grow and achieve success through a blended learning environment made up of both formal and informal methods. These methods include internal training courses; eLearning; attendance at conferences, seminars, and events; professional memberships; coaching and mentoring programs; and on-the-job learning.

Local Hiring – Our Discipline Team is committed to creating opportunities for the graduates from the local Universities and Community Colleges to gain experience in their chosen field. We regularly participate in the co-op programs at both University and University and have created strong relationships with the administrative bodies at both of these schools. Our goal is to provide the engineers and technologists of the future by providing opportunities to develop practical skills which can be used to further the education they have gained in the classroom. We see this as a mutually beneficially arrangement for everyone involved.

Employee Experience We consider the entire employee experience from onboarding to retirement. Our career development process starts with an extensive onboarding program that includes information about benefits and company systems, as well as training on values, ethics, health, safety, security, and the environment.

Career Development We believe in putting people first. For us, this means an ongoing commitment to staff career and personal development.

Mentoring and Apprenticeship Our coaching and mentoring opportunities provide staff with guidance and support to reach their full potential. It’s a two-way relationship with both partners gaining significant benefits, both personally and professionally.

Tuition Assistance Continuing education is a challenge for working professionals, but it’s an important part of furthering talents and knowledge. We support staff efforts and dedication with a tuition-assistance program.

Innovation Inspires Learning If you have creative ideas and want to develop staff projects further, Stantec has a Creativity and Innovation (C&I) program. Stantec allocates more than \$5 million annually to creativity, innovation, and research activities. Our programs allow us to prepare for future client needs and promote thought leadership—a key part of the value we bring to our projects, clients, and communities.

Community in mind As a company, we have a passion for creating strong and vibrant communities. In our communities, we focus on four pillars—arts, education, environment, and health and wellness. Through donations, sponsorships, and volunteering, we connect with our communities and help strengthen them in meaningful ways. As an example, we will mark our 8th annual Stantec in the Community initiative. Over the course of a week, Stantec employees across the globe will unite to

volunteer with organizations in their local communities. We choose organizations that have a particular connection to us and our employees. Some of the organizations we're proud to have volunteered with over the years in Location include the Insert.

Sustainability We advocate for sustainable development, as designers, performance is at the heart of what we do. We're dedicated to helping clients realize the full potential of their projects in terms of life cycle cost, energy efficiency, carbon reduction, and human health and wellness. Informed by data and grounded in the market, we design environments to support human resilience, health, and wellness while delivering value through life cycle cost analysis and reducing consumption of energy and carbon. We consult and design at every scale of built, natural, and organizational environment. Whether clients are exploring the value of sustainable buildings or moving forward with a green project, our team can guide them through the process. In addition to our designs and projects, at Stantec sustainability is built on the premise that positive economic results are possible when we effectively manage our environmental, social, and governance affairs. We are committed to sustainability leadership in our operations and project work. In our markets, for our clients, and throughout our Company we advance initiatives that support a more sustainable world. Our Sustainability Policy and certified management systems guide us when implementing best practices. We manage, monitor, and improve our environmental performance with a formal ISO 14001:2015-certified Environmental Management System. This system provides a mechanism for tracking and improving environmental performance that is currently focused on GHG emissions, waste, hazardous spills, paper use, and material efficiency for paper use. Stantec is a founding member of The Climate Registry and reports annually to the Carbon Disclosure Project. Reporting on our sustainability performance and goals ensures that Stantec remains transparent and accountable. Stantec's most recent corporate Sustainability Report can be downloaded from: stantec.com/sustainability, and describes our in-house environmental initiatives and disciplines, as well as appropriate regulatory compliance.

Diversity and Inclusion At Stantec we create opportunity by inviting, embracing and celebrating difference. Stantec's goal as an employer is to recruit, motivate, and develop our employees with diverse ranges of talents and perspectives to ensure that we have the breadth of viewpoints, experiences, and intellectual skills needed to succeed across our global environment. Embracing diversity of all kinds enables Stantec to provide a work environment and organizational culture that play a key role in attracting and retaining the right people with the right skills. We're known as a company that will do what is right, put people first, work better together, and is driven to achieve. Living these values and committing to diversity and inclusion supports and enhances our employees, and acts as a key differentiator in the market. Employment equity practices seek to ensure that no one is denied employment opportunities or reasons related to one's ability. Employment equity also seeks to correct disadvantages in employment experienced by four designated groups: women, people with disabilities, Indigenous peoples, and visible minorities. Stantec abides by the Employment Equity Act in Canada, which requires federal jurisdiction employers to engage in proactive employment practices to increase the representation of the aforementioned designated groups. Our policy is to provide equitable employment opportunity to all employees and applicants. Stantec policy and the law prohibit

discrimination based on race or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability or genetic characteristics.

Closure We would like to thank you in advance for your consideration of Stantec's services for this project and we look forward to serving you on this project. Please do not hesitate to contact us should you have any questions or require any further information regarding our services or this proposal.

Balance of Effort Stantec has carefully considered the requirements of this project and have presented staff with availability to work on this assignment. Our Work Breakdown Structure (WBS) in Appendix X shows a logical distribution of work among the team. The WBS includes a detailed listing of the tasks and activities with our proposed level of effort to complete the tasks for each of the project sites identified. Our Schedule in Table X below provides adequate time for contingencies and meets the milestones as outlined in the RFP.

Attention to Relevant Challenges Obstacles are a natural component of most projects. These obstacles can include unexpected weather conditions, unexpected conditions during storm events, or interactions with those potentially opposed to a project. Our approach to overcoming obstacles is to plan for problems and adapt the plan as necessary in the field. The outcomes of our work affect the rest of the project team, and we do our best to communicate challenges early, and work together to a mutually beneficial solution. [suggest following this statement with a table of Challenges / Mitigations]

Corporate Health and Safety Stantec is committed to conducting business in a way that is proactive about protecting the health and safety of our employees, subcontractors, clients, and the community. We are also committed to environmental protection, and the integration of environmental and sustainability principles into all of our business practices. We believe that excellent health, safety, and environmental performance are fundamental to our success.

Stantec operates on the premise that all incidents and injuries are preventable. Our goal is to perform our work with no harm to people and no damage to the environment. It is our policy through leadership, training, and application of our management systems to ensure that HSSE is fully integrated through all phases of our project planning and execution and nurtures a positive safety culture throughout the company. We have a comprehensive HSSE Management System that is implemented through training, use of personal protective equipment, and proactive management. Our corporate HSSE program is compliant with Occupational Health and Safety Act of Nova Scotia regulations and includes the following major elements:

- Demonstrated leadership commitment and accountability at all levels of our organization
- Occupational risk assessments and management
- Standard HSSE procedures and work practices and job hazard analyses/risk management process
- Continuous training of our employees and subcontractors
- Subcontractors' relations programs, including pre-qualification processes
- Information exchange, record-keeping, and document control
- Incident reporting, analysis, and prevention program (including modified duties program)
- Goals and objectives to promote continued improvement of our performance

Appendix B provides additional information on Stantec's HSSE program including:

- A copy of our Health, Safety,

Security and Environment Policy and HSSE Program Manual

- An Organizational Chart for the HSSE program
- An Incident Rate Summary which highlights our safety performance from 2016-2021 (year to date) in Canada
- A copy of our Emergency Preparation and Response Plan

Overview of Hazard Assessment and Control Processes & Reporting

The foundation of our HSSE program is a Hazard Recognition and Control (HRAC) process that enables employees at all levels to establish a healthy and safe work environment. We have extensive experience in following client-specific health and safety procedures and training and developing project-specific HSSE plans.

All our projects begin with the development of a site-specific RMS1 (Risk Management Strategy) plan that identifies potential risks associated with the project site. The RMS1 identifies all identifiable risks at the project on-set, but is a living document that is updated and refined through proactive risk management procedures that are implemented over the course of the project, that include but are not limited to the following:

- Prior to making any site visit at the project, a RMS2 form (Last Minute Risk Assessment) is completed to document project risks prior to completing the work during that site visit. The RMS1 form is reviewed as part of field work and, and any other risks will be identified on the RMS2 form and appropriate mitigative measures identified.
- Periodic and planned additional complementary inspections and audits are performed through Field/Office/Lab Inspections (RMS4 & RMS5), Planned Job Observations to observe/discuss/improve safety behaviors and process (RMS10).
- Continual review and implementation of improvements to the safety planning are adopted through our Management of Change process (RMS11).

Through these formal HRAC strategies, are employees are empowered to proactively identify hazards, assess risks, eliminate, or control risks, and stop work if required in order to prevent injury and illness, environmental and property damage, and other types of costly business interruptions.

Simple Cover Letter

Stantec is pleased to submit our proposal for

Stantec is a global leader in with a strong, local presence and expertise in , , and . We have carefully selected a diverse multidisciplinary team of specialists who have the skills and experience to support this project. We are excited to have the opportunity to support the achieve their objectives of .

Should you have any questions about the content of this proposal please do not hesitate to contact the undersigned.

Dam or Dyke Design Experience

Stantec has demonstrated experience in designing dykes in Nova Scotia and New Brunswick through the Chignecto Isthmus Climate Adaptation Study. This study included the design of dykes following the Guidelines for Design, Construction, and Rehabilitation of Coastal and Estuarine Dykes in New Brunswick and Nova Scotia (Wood, 2018) at the feasibility stage. Stantec has also completed the detailed design of small dams and berms in accordance with CDA Guidelines (2007, rev.2013) for a refurbishment of Governor Lake Dam for Nova Scotia Power Inc., and well as refurbishment of the West Berm at the Forbes Lake Water Treatment Facility.

In addition to the small dams and dykes listed above, Stantec has a diverse team of dam professionals who collaborate

regularly to support the design of larger structures across the mining, hydro-power, and water management sectors including the Tailings Management Facility at the Touquoy Mine owned by Atlantic Gold in Moose River, NS to the Springbank Off-stream Storage Project near Calgary, AB.

Geotechnical and Seismic Engineering Specialties Experience <p>Stantec's Geotechnical Practice has 50 years of experience across Canada. The need for geotechnical engineering services is everywhere, so we work in a variety of sectors – across all project phases, from concept, through detailed design, construction, operation and decommissioning across the globe. Working coast-to-coast, from urban cores to remote outposts, we work on complex site conditions to transform communities across the world. Our primary service lines cover all facets of geotechnical and materials testing services required from concept through construction, which include the following primary service areas: Geotechnical Engineering Analysis and Design, Rock Mechanics and Geoscience, Geohazards and Geomorphology, Subsurface Investigation, Seismic Hazard Assessment, Instrumentation and Geotechnical Forensic Engineering as well as Materials Engineering for Quality Assurance and Quality Control services during construction. </p><p>While our technical expertise and depth of resources is well known in Nova Scotia, what sets us apart from our competitors is our local knowledge. Our team understands jurisdictional design standards and regional construction practices. We have decades of on-the-ground experience and databases of local soil and rock conditions. Equipped with this knowledge, we identify the most prominent geotechnical/geological design constraints to consider in design and construction. With a better understanding of site conditions and our ability to monitor, predict, and mitigate geotechnical site challenges, we're supporting communities built on stable ground. </p><p>Notable examples of ongoing local projects our geotechnical engineering staff are directly involved in include the design and construction QAQC of the Tailings Management Facility for Atlantic Gold's Touquoy Mine; foundation design for the building currently under construction on Cunard Street in downtown Halifax (developer is Southwest Properties), and our long-term relationship through standing offer agreements with the Nova Scotia Department of Public Works. The work under these contracts ranges from new schools to bridges. </p><p>The evaluation of the stability of dams and dykes under pseudo-static (i.e., seismic) loads is performed for all stability analyses completed as part of design and dam safety reviews in accordance with CDA guidelines. Seismic events pose specific hazards to dams and dykes which may experience adverse effects due to liquefaction of foundation soils and seismic slope instability. Stantec has offered geotechnical engineering services to complete liquefaction and seismic stability assessments for work at the Blunn Dam in Colorado and Chickamauga Dam in Tennessee. </p>

Environmental Effects (including erosion and sedimentation) Experience <p>Stantec's regional environmental services team consists of more than 100 people who live in Atlantic Canada, including more than 45 in Nova Scotia making Stantec the largest regional environmental and engineering consulting company. With key field resources based in the Dartmouth, NS office, Stantec is well-positioned to mobilize the necessary resources as needed. Stantec's local personnel have completed numerous biophysical studies assessing environmental effects to coastal and estuarine landscapes in Nova Scotia and Atlantic Canada. As a result of Stantec's involvement in these projects, the Stantec team has an in-depth knowledge of regional ecosystems and local flora and fauna. Environmental effects

monitoring programs have been completed for clients across various industries within Atlantic Canada including Atlantic Gold's Touquoy Mine. Recently, Stantec completed environmental effects monitoring for several coastal projects related to bridge construction, culvert installations, wharf construction and dredging or sediment removal on behalf of Public Services and Procurement Canada and Prince Edward Island Department of Transportation and Infrastructure. The team understands the logistics of conducting sampling on and around coastal and tidal environments. This combination of familiarity with the project objectives, expertise in local environments, and extensive experience in Nova Scotia distinguishes the Stantec project team in this field.

Alternate Project Manager

Stantec understands the importance of the continuity of the Project Manager. As such, we are proposing [NAME] as the Project Manager (Alternate) to fulfill the Project Manager's role in the event that the Project Manager is unavailable due to unforeseen circumstances. The following section outlines [NAME]'s experience and qualifications as a Project Manager.

Stantec is a Leader in Safety

Stantec operates on the premise that all incidents and injuries are preventable. It is our policy through leadership, training, and application of our management systems, to ensure that Health, Safety, Security, and Environment (HSSE) is fully integrated through all phases of our project planning and execution and nurtures a positive safety culture throughout the company.

To achieve our goal of zero harm we take a proactive approach, regularly conducting audits and inspections, providing training, communicating change, and maintaining stringent hazard recognition and control. When incidents occur, we share the lessons learned to avoid re-occurrence and to improve our practices. Through training, communication, and our HSSE policy, we have created a health and safety culture at Stantec where everyone takes responsibility for their own safety and for the safety of others.

The way that we treat our people, our clients, and our neighbors reflects who we are, what we believe in, and how we do our work. At Stantec, we believe in doing what is right. We are committed to providing and maintaining a healthy and safe workplace and to ensuring that our staff return home injury-free, every day.

Introduction / Why Stantec (Globally experienced; locally present)

Stantec is a global leader. In providing engineering consulting services to the global mining sector, we draw on over 1,000 engineers, scientists, managers, and administrators in our mining business line. Our experience and depth of expertise allows us to provide creative solutions for addressing technical, regulatory, environmental, and community challenges throughout the project life. Our work for [CLIENT] is based in Atlantic Canada but extends to over 23 geographies where we draw on the best resources in the business to support this important local project.

In September 2021 Stantec earned multiple rankings on Engineering News-Record's (ENR) list of Top Design Firms. Based on design-specific revenue, the report lists the largest US-based firms both publicly and privately held and features individual architecture sector rankings. In addition to the #10 overall position among the Top 500 Design Firms, Stantec also ranked #4 in Mining.

Introduction / Why Stantec (Globally experienced; locally present)

We Live Here: Stantec has been based in Atlantic Canada since 1964 and has been providing services to the mining industry across

the Atlantic provinces for over 50 years. We are the largest Engineering Consulting Firm based in this region. Our Atlantic offices are staffed with professionals representing a broad range of technical services. We know the region, the climate, the geotechnical conditions, and we are invested in the success of local projects that benefit the region.

Introduction / Why Stantec (Globally experienced; locally present) <p>Project Team Availability: In recognition of the critical importance of team availability and concerns from Client management over the past years on this issue for the Project, we have completed a critical review of the Project's Key Team member's current workload and availability for the Project. Based on the understood project schedule with the detailed design starting in date and construction in date, our Team will be well positioned to take on the proposed roles. In the event conflicts or concerns are identified throughout the course of the work, Stantec is well positioned to draw on over </p><p>1,000 engineers, scientists, managers, and administrators in our mining business line to support the project.</p>

Introduction / Why Stantec (Globally experienced; locally present) <p>Efficiency from Experience: We have done this work before. We understand what is required, and we can build on the work product that was developed for the Project. This presents opportunities for efficiencies in communications, schedule, and delivery. Our Project Team has a technical on-the-ground knowledge of the area, the site, and the engineering requirements.</p>

Introduction / Why Stantec (Globally experienced; locally present) <p>We bring innovation: We take pride in developing innovative solutions that incorporate value-engineering evaluations and performing cost analyses to minimize overall costs and risks. An example of Stantec innovation is NetZero Mining – a holistic service offering to help mining companies meet ESG goals by reducing energy demand and utilizing clean sources of energy, including programs focused on renewable energy solutions for mine sites and energy audits and optimization programs to help mines reduce energy consumption.</p>

Key Personnel <p>We have assembled an experienced team of professionals to provide the required technical subject matter expertise required to deliver the work products associated with this RFP, combined with strong Project Management experience. The collective team provides reassurance that not only quality engineering and technical services are delivered, but the fiscal, schedule and value engineering aspects of the overall project delivery are diligently managed to provide [CLIENT] with overall value in delivery of the scope of services. </p>

Company Introduction <p>We care about the communities we serve—because they're our communities too. This allows us to assess what's needed and connect our expertise, appreciate nuances, and envision what's never been considered, and bring together diverse perspectives so we can collaborate toward a shared success. The Stantec community unites approximately [25,000] <i>[refer to Stantec's Corporate Descriptor page for current number]</i> team members working in over <font

color="#ff0000">[400]<i> [refer to Stantec's Corporate Descriptor page for current number]</i> locations across the globe. We're planners, designers, engineers, scientists, and project managers, innovating together at the intersection of community, creativity, and client relationships. While we work across the globe, Canada has always been our home and it's where our headquarters remains to this day. </p><p>From rural to urban, we lay the foundation for the creation of the communities of today and of the future. Planning is problem solving. To create careful and thoughtful options for communities, we consider site conditions, public input, client needs, and project requirements. Through a collaborative process, we listen to the ideas of the community members and the goals of the stakeholders to provide creative solutions for our most precious and limited commodity—land. It's about understanding the value of process, successful conflict-resolution, collaboration, and consensus building among all key stakeholders, while never losing sight of the goal to safeguard our natural resources.</p>

Key Personnel <p>What kind of team does it take to provide you with the right combination of local knowledge, enthusiasm, qualifications, and experience for this project? A team that works together, works collaboratively with you and your community and is driven to achieve. A team that puts people first. We are ready to be your project partner and meet your needs in a creative and personalized way. We create projects that help our communities thrive. To do that, we have assembled a team that has the knowledge and experience to undertake this project and work closely with you. </p><p>We have included brief introductions and role descriptions of our team on the following pages so you can get to know more about them and their expertise. Detailed resumes for each key team member have been included in [Appendix #]. In addition to the key project team members listed, we have a technical support team which will assist us throughout the project as needed. </p>

Relevant Project Experience <p>Stantec has a powerful mix of planning policy development and municipal advisory services, stakeholder engagement, and infrastructure planning experience. We pride ourselves on being a fully integrated team. Our planning team stays current with policy changes and can provide up to date guidance through tough policy issues. Our team also regularly works closely with engineering and technical specialists to bring projects through their lifecycle, which truly gives us a unique perspective on policy matters. Our team consists of planning experts locally and nationwide, bringing a vast range of experience and knowledge of best practices, as well as practical experience in interpretation of the new policies introduced by Provincial or Federal governments and updates to the applicable Plans, Acts and Building Codes. Recently, our team has undertaken relevant projects within location and location which are similar in nature to the work required to undertake for this assignment and showcases the breadth of our policy and stakeholder and community engagement expertise.</p>

Diversity and Inclusion <p>Stantec has a history of successfully partnering with Indigenous communities across Canada through formal business partnerships and focused Indigenous employment efforts. We have committed to attaining certification in the Canadian Council of Aboriginal Business' (CCAB) Progressive Aboriginal Relations (PAR) Program. The PAR certification shows Indigenous communities that we are a good business partner, we support a workplace that is inclusive of

Indigenous Peoples and are committed to playing a role in the growing prosperity of Indigenous communities. Stantec believes that the local Indigenous communities and groups in close proximity should be directly involved in, and benefit from, activities taking place within their traditional lands. That is why we will strive to identify opportunities for maximum community economic benefit and capacity building in our project design and implementation. We plan to engage the Indigenous workforce by:

- Hiring Indigenous Peoples. We aim to employ as many local people as feasible on the project to assist with field tasks, local coordination and information gathering.
- Hiring Local Businesses. We will strive to provide opportunities to local businesses such as: heavy equipment rental, rental of vehicles, use of local accommodations and food from local vendors.
- Building Local Capacity. We will endeavor to provide local members with the opportunity to gain training related to the work being completed.

Where possible, we encourage the community to try to identify people with an aptitude, background, or interest in the work being completed to maximize the training and skill transfer benefits. Stantec's approach for engaging project resources on a short-term basis is through subcontracting arrangements with Indigenous communities and/or businesses since it promotes capacity building and growth within. When this is not possible, Stantec will engage staff as direct employees of our organization.

Diversity and Inclusion

Procurement Approach: Stantec is an active corporate member of the Canadian Council for Aboriginal Business (CCAB) and to support our commitment to Indigenous procurement is an inaugural member of the CCAB's Procurement Champions program. Procurement Champions are a high-profile group of corporations committed to increasing opportunities for Indigenous businesses to participate in their supply chains. For procuring sub-contracting services for technical work or labor supply, if a suitable local Indigenous business cannot be sourced, Stantec will focus on selecting qualified sub-contractors that have an adequate Local and Indigenous Implementation Plan or who are committed to creating one that encompasses the elements identified in this document.

Key Personnel

Our [CLIENT] team has been carefully curated to deliver transformative solutions that will guide you forward for years to come. We have gathered a team that has deep experience with similar processes and projects, the broad expertise, and the ability to provide innovative, cost effective, and sustainable design solutions captured through an equitable and inclusive engagement process. We are ready and excited to employ our expertise for a collaborative journey with you to [DELIVER XYZ PROJECT] that will [ACHIEVE XYZ GOAL].

3D CADD and BIM

We propose using intelligent 3D model software for design development, Revit and Civil3D. Building Information Modelling (BIM) helps to improve project outcomes through consistency and coordination, and it ensures efficient design projection and early clash detection between building elements. It also enables us to produce 3D computer visualizations of the emerging design.

Across the disciplines, Stantec also makes full use of the large range of computer programs now available for design and analysis, some of which are extremely specialized. For this project we will build an intelligent 3D model of the building. This model is versatile and has many uses:

- Accurate visualization to assist the client and design team in understanding the

building structure.

- Efficient generation of drawings – the model is ‘sliced’ horizontally to create general arrangement drawings and vertically to create sections.
- Clash detection of architectural, structural, and building services elements to overcome potential of site problems at the design stage.
- Developing the construction methodology and exploring options.
- At construction stage, for example, the model can be sent directly to the supply chain such as furniture suppliers, who can use it to inform the manufacture of furnished elements.

Biophilic Design

We understand that our buildings have a long-lasting impact on the experiences of the people that use them, and in the incorporation of biophilic design can help reduce stress and promote physical and mental well-being. We have found this approach particularly beneficial in educational facilities, helping to mitigate stress and improve the learning environment for students and staff. Research studies have shown that being in nature, or even viewing scenes of nature, reduces fear and stress in humans and we can incorporate biophilia in building design to increase occupant connectivity to the natural environment. Exposure to nature not only makes one feel better emotionally, research shows that it also reduces the production of stress hormones.

Biophilia is gaining acceptance in the design industry through initiatives such as The WELL building standard, which certifies built environments that support human health and well-being. As designers we have implemented biophilic design in a variety of ways, such as:

- Accessing nature - The quickest and best way to tap into biophilia is to create direct access to nature. When all our senses interact with nature simultaneously, it helps lower our blood pressure and stress while improving mental awareness. This can be achieved through access to outdoor spaces or the provision of a secure exterior balcony, roof patio or roof garden.
- Nature in the space - Providing physical and metaphysical elements of nature in an interior space is the next best and most economical way we can give students and staff a connection to the environment. We can easily implement most of these approaches in existing learning environments to promote wellness through the provision of plant walls, window seats and areas of refuge with views to nature; natural light; and views to water / sound.
- Natural analogues - Natural analogues are representations of nature—patterns, colors, textures, geometries—which can include natural building materials such as wood and stone. Users can touch and engage with these analogues, activating human senses, as they would in nature. Natural analogues include design solutions such as creating patterns with color or textures that mimic the unevenness of the ground or other natural visuals, this can be achieved through the careful selection of finishes, carpet tile, for example. Using natural building materials such as wood, stone, bark, etc. Providing places of refuge like built-in reading nooks and similar places that appeal to our innate desire to find cave-like shelter for safety and security. Creating spatial hierarchies in spaces or furniture to mimic the hierarchy in the natural environment just like we see in plants, from bushes to large trees.
- Nature of the space - Furniture and finishes can mimic properties of natural elements without the expense of a garden or outdoor learning space. This can be achieved by providing furniture with natural shapes, arranged in forms that mimic the irregularity that nature creates. The incorporation of colour, used creatively, that evokes emotions and mimics colours found in nature. For example, blue for calming and yellow for happiness. Look for opportunities to provide organized complexity in the project by incorporating flexible, adaptable spaces and furniture.

Indoor Air Quality <p>Another area of focus and opportunity within this project is improvements in Indoor Air Quality (IAQ) which can directly affect occupants health and well-being. Organizations such as the EPA, in the United States, estimate that the indoor concentration of some air pollutants is two-to-five times higher than the typical concentrations we find outdoors. This can be caused by degradation of the building envelope which can lead to moisture and mould growth. Improper or low ventilation rates can also lead to higher levels of carbon dioxide and low outdoor air supply. Construction materials can off-gas over time and leak volatile chemicals into the breathing zone. All these allergens, dust, microorganisms, volatile organic compounds (VOCs), and more are suspended in the air in what is collectively called the IAQ. </p><p>Given that students and staff can be exposed to this captured air for more than 6 hours per day and for substantial periods throughout the year, there has been numerous studies across the globe on the impacts of a building's IAQ. These studies indicate that there is a direct correlation between poor IAQ and illness, absence, attention and reduced performance in students and staff. Conversely, improvements in IAQ led to increased attainment and retention. </p><p>IAQ can be addressed in our buildings through treating particulates and pollutants in the airstream. This can be achieved through innovative design and engineering strategies which address: dilution, deactivation, distribution, and filtration. </p><p>Dilution which is also known as ventilation, is the primary method listed utilized in ASHRAE Standard 62.1 – Ventilation for Acceptable IAQ. As you recirculate and condition the room's air, you exhaust a fraction of it to be replaced with fresh outdoor air. Over time, this fraction of outdoor air supplied dilutes the room's stagnant air filled with exhaled and off-gassed pollutants and replaces it with fresh air. As we design, our engineers can quantify and seek to improve how quickly a room is replaced entirely with outdoor air as air-changes-per-hour (ACH). </p><p>Deactivation is the treatment of an airstream through the use of active devices and chemical reactions. An example of this system would be Ultraviolet Germicidal Irradiation (UVGI), which utilizes a specific wavelength of UV light to disrupt the DNA of microorganisms in the airstream and on surfaces. Designed correctly, this disables the ability of microorganisms to reproduce, rendering them harmless, and such deactivation methods are typically used as a solution to a specific concern, rather than a whole-air solution. </p><p>The Distribution of the airstream can have a notable impact on the occupant's exposure to airborne pollutants. Utilizing the fundamentals of fluid dynamics, HVAC systems can be designed to create specific airflow patterns that minimize pollutant exposure and isolate contaminant sources. Displacement ventilation is such a system, where low velocity air is supplied through diffusers located near the floor and extracted through grilles located above the occupied zone, typically the ceiling. </p><p>Filtration is a universal strategy for improving IAQ and is rightly codified in every international building code and standard. Rather than deactivating the airborne pollutants, filtration focuses on removing the particles from the airstream entirely. </p><p>Improvements in IAQ leads us to have discussions with our clients about the demonstrable health benefits as well as how increased ventilation rates could lead to higher costs and energy usage. This is a conversation, looking at the project holistically from design through to operation, to ascertain how this can be managed and mitigated and inform our sustainable approach to buildings. This opportunity for [CLIENT] is closely aligned with social sustainability, biophilic design and the creation of a new home for the [CLIENT] which elevates the human experience to improve the overall health of the learning community and the [CLIENT] as a whole.</p>

Workload Capacity <p>When selecting our proposed project team, we considered several criteria. Project expertise and availability are two important factors that weighed in on our selections. Our team members are committed to meeting your project goals. We monitor team workloads weekly to make sure we're able to fulfill our promises to you and have design meetings 1-2 times a month and construction meetings every other week to ensure everyone is on the same page and aligned with the Owner's goals. We are confident in our ability to meet your project deadlines. At the beginning of the process, we will discuss resources and overall schedule so our project team and [CLIENT] can commit to a framework that ensures the right team members and resources are available for the duration of design and construction. Our key team members will be present and actively participate in required monthly project meetings through design, and bi-weekly project meetings through construction, unless more frequent meetings are necessary. We do not foresee any current projects impacting our proposal work plan and other commitments to [CLIENT]. </p><p>We have identified back-up resources for each discipline lead. These staff members will work closely with the design lead for each discipline on the project and will be engaged at project milestones to complete independent peer review of deliverables. Because they will be involved throughout the project, they will be capable of assuming the discipline leadership role should the unlikely need arise due to unforeseen circumstances.</p>

Connect <p>People to the Power of Technology
</p><div><p>Connect is Stantec's powerful machine learning, cloud-based science and engineering service platform that turns data into your most valuable asset. The platform supports your digital transformation by securely connecting data, people, institutions, systems, and applications throughout the project lifecycle. Connect is vendor, device, and system-agnostic, enabling standardization while accommodating flexibility and scalability for future readiness. Connect contains four integrated modules:</p>Agility helps you increase the speed and efficiency of project planning, engineering, design, and management by computing large volumes of science and engineering data and models, in parallel and at scale.Insight helps you optimize decision making by using machine teaching and learning to provide accurate, data-driven results in near real time. This is scenario planning on steroids.Operate helps you achieve total cost of ownership savings by securely connecting sensors and field devices to process data to empower our experts to detect, notify, diagnose, and, when needed, act on changing conditions.Engage helps you visualize project data and results on your own terms through Application Programming Interfaces (.APIs), multidimensional data, dashboards, digital twins, and web services.<p></p><p>[Copy and embed as an image in external content.]</p><p>Technology changes fast, to keep Stantec's Digital Engineer technically 'current' we apply traditional systems development processes to design, develop, delivery & improve our systems. The Operations process described below are the same processes we use to deliver Digital Services for our clients & projects.
</p><p>With Connect, we've helped clients:</p>Generate engineering models more than 7 times faster than traditional approaches.Achieve data-driven science and engineering answers in minutes, sometimes seconds.Rapidly deploy secure web, operational, machine-learning, and visualization

services using a DevSecOps process.

- Securely connect to Internet of Things and operational technology devices in the field.

Learn more about Connect by following the links below:

[Stantec.io Connect Overview](https://www.youtube.com/watch?v=P44HYv4xDSQ)

[Stantec.io Connect Live Demo](https://www.youtube.com/watch?v=2CDmqddDEsY)

GlobeWATCH™ Remote Sensing

See the Bigger Picture

Stantec's Remote Sensing experts have developed GlobeWATCH™, a suite of advanced earth observation technologies designed to improve data quality, increase coverage, and expedite frequency while reducing project costs and decreasing health and safety risks. GlobeWATCH™ delivers reliable innovative solutions by applying our vast experience and knowledge working with visible, near-infrared, shortwave infrared, thermal infrared, active and passive RADAR imagery as well as LiDAR and bathymetric datasets. Our analysts use remotely sensed data from UAVs, planes, helicopters, ships/boats, satellites, and the International Space Station (ISS). Our remote sensing team collaborates with environmental specialists to offer our clients new ways to detect, monitor, scan, and identify changes in the environment around the world.



GlobeWATCH™: World Leading Remote Sensing Technology

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[GlobeWATCH™](https://www.stantec.com/en/ideas/market/environment/globewatch-world-leading-remote-sensing-technology)

[: World Leading Remote Sensing Technology](https://www.stantec.com/en/ideas/market/environment/globewatch-world-leading-remote-sensing-technology)

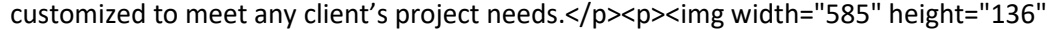
www.stantec.com

GlobeWATCH™ is a suite of remote sensing services that improve data quality, increase coverage, and expedite frequency while reducing project costs and decreasing health and safety risks.

Stantec Data Development Operations (SDO)

Stantec Data Development Operations (SDO)

Stantec uses the SDO process to deliver Digital Solutions projects – SDO allows us to tightly control quality on deliverables so we can provide the best possible deliverable with the highest possible business value all while managing risk. SDO is a process that can be leveraged to coordinate stakeholders and resources across Stantec and beyond. Each step in the process is built on the previous and is used to track the research, development, and testing of the system components. Built combining several software development methodologies the SDO process can be scaled and customized to meet any client's project needs.

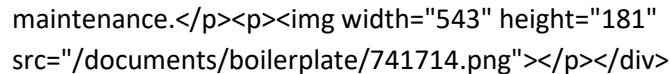


Stantec Data Development Operations

SD²O

SD²O equips our digital project teams with the tools and processes needed to execute data analytics, Machine Learning & Artificial Intelligence projects. Projects are delivered using traditional delivery methodologies and include additional deployment processes for data orchestration, monitoring and

maintenance.



Stantec.io

Stantec.io

People to the Power of Technology

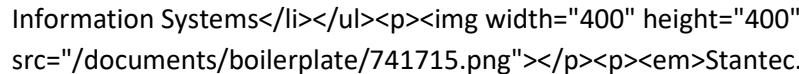
Stantec.io creates a critical intersection for clients between the real-time problems they face, our capable experts that have solutions, and the increasing speed of technology. Our strategy to fully integrate the knowledge of our subject matter experts with our digital practice teams to exponentially improve how we work is on display in the [Stantec.io](https://www.stantec.com/en/services/digital) website. It shows how we solve client and community challenges. Stantec.io documents our ability to deliver on the full promise of digital technology. Our subject matter experts—designers, engineers, scientists, planners, project managers, and more—are working with digital practice teams to develop creative, technology-forward approaches that accelerate positive outcomes.

Primary services associated with Stantec.io:

- [Computing Platforms & Advanced Analytics](https://www.stantec.com/en/services/computing-platforms-advanced-analytics)
- [Geospatial Platforms & Analytics](https://www.stantec.com/en/services/geospatial)
- [Immersive Collaboration](https://www.stantec.com/en/services/immersive-collaboration)
- [Information Management Systems](https://www.stantec.com/en/services/information-management-systems)
- [Intelligent Assets](https://www.stantec.com/en/services/intelligent-assets)
- [Operational Technologies](https://www.stantec.com/en/services/operational-technologies)
- [Project Planning, Design & Delivery](https://www.stantec.com/en/services/project-planning-design-delivery)

In addition to our primary service solutions, the following technologies are associated with Stantec.io:

- Remote Sensing
- Cloud Computing
- Virtual Reality
- Augmented Reality
- 3D Printing
- Big Data
- Parametric Design
- Artificial Intelligence
- Machine Learning
- Digital Twin
- Internet of Things
- Edge Computing
- Computational Design
- Blockchain
- Geographic Information Systems



Stantec.io website

[Copy and embed as an image in external content.]

Digital Services - Stantec

www.stantec.com

Stantec subject matter experts are working with digital practice teams to develop creative, technology-forward approaches that accelerate and improve our ability to solve the most difficult challenges facing our clients and communities.

Introduction / Expertise (US Northeast)

Stantec has successfully completed designs on requirement/on-call agreements with [client](#), as well as, many other City and State agencies, including: NYCEDC, NYCDDC, NYOPR&HP, Empire State Development

Corporation, NYSDOT, PANY&NJ, NYCT, Metro-North Railroad and Long Island Rail Road. For each contract, we have committed the staff included in our proposal to those projects, and where necessary, have supplemented our staff with qualified professionals from other Stantec offices in the New York metropolitan area. With over [insert count] staff proximate to [client]'s offices, over [staff count] staff in the Northeast, and over 26,000 persons within our company globally, we are confident that we can meet [client]'s staffing needs as well as exceed expectations on all aspects of the project.</p>

MBE/ WBE/ DBE/ SDVOB Participation <p>Stantec is committed to maximizing participation of MBE/WBE/DBE/SDVOB firms in our projects. We encourage involvement from proposal development through project award, scope development, technical design support and building capacity for their continued growth. Our program practices are structured to attract, develop, and facilitate success for our partners. We have an internal diversity and inclusion program that consists of a small/diverse subcontractor utilization policy, internal evaluation, reporting and benchmarking, online vendor profile registration, development and implementation of strategic teaming partnerships, and ongoing training for Staff and Management.</p><p>Stantec believes that small businesses are an economic engine of growth and can help us support our clients' needs. Stantec's policy is to include subcontracting opportunities, when practical, for our small and diverse business partners for meaningful roles on independent tasks that help build their technical capacity and enhance their prospects for growth. Stantec selects subconsultants based on qualifications, capability, safety performance and capacity, and proximity to the project location. We work with vendors of all sizes but encourage small business participation to meet our client's goals.</p>

Diversity & Inclusion <p>At Stantec, we create opportunity by inviting, embracing, and celebrating differences. This goal remains at the heart of our efforts to champion diversity and inclusion throughout our organization. Over the years, as we continue to evolve, so does our understanding of how we need to shift our approach to take our work to the next level.</p><p>And what does this next level look like? Stantec leading with inclusion and achieving equity, and this work starts with our internal organization around the following groups:</p>Stantec I&D Subcommittees - Women's Leadership Development (WLD) Committee, Indigenous Committee and Persons of Color Committee.Employee Resource Groups (e.g. Pride@Stantec, Women@Stantec, StanTalks, Developing Professionals Group, and other topical groups and forums) andUnconscious Bias Training.

Design-Build Experience for the Northeast <p>Stantec brings with it a 50 plus year history of successful highway, bridge and interchange design experience throughout the New York Metro area and nationwide. Many of those projects included final engineering for bridge replacements, bridge rehabilitation/retrofit, roadway and access improvements, work zone traffic control, drainage, lighting, utilities, signage and ITS systems.</p><p>Stantec has been responsible for all design work on numerous notable projects such as Route 9A in Manhattan, the Long Island Expressway/Cross Island Parkway Interchange in Queens and the Brooklyn Queens Expressway Project in Queens, the Van Wyck Expressway in Queens, the Nassau Expressway in Queens, and the Mineola Grade Crossing in Nassau

County. Stantec recently completed the design of State Highway 288 Toll Lanes Project and the Loop 375 Border West Expressway, two large Design-Build projects for the Texas Department of Transportation. Stantec is also Lead Designer on the Long Island Rail Road Third Track Expansion Project, which includes modification/replacement of 8 bridges, 7 grade crossings eliminations, complicated construction staging and maintenance and protection of traffic, extensive community outreach and accelerated design and construction schedules.

Design-Build Experience for the Northeast <p>Stantec provides professional design and consulting services to clients implementing a wide variety of transportation projects, from airports, railways, transit, and greenways, to bridges and roadways for large and complex transportation projects using Design-Build, CM at Risk, and Public Private Partnership (P3) delivery methods. We have served in roles which include lead designer, design team project manager, segment designer, Owner's Representative, and Lender's Technical Advisor. In these roles, we provide a full array of services, from transportation planning and engineering, to environmental and geotechnical services and public relations coordination. </p>

Design-Build Experience for the Northeast <p>As a result of the management of numerous transit projects across North America, Stantec has gained a comprehensive understanding of the many environmental, social, experiential, landscape, and community issues that can influence the viability of transportation solutions. Stantec has served as Lead Designer for projects such as the LIRR Design-Build Johnson Ave Yard Project in Jamaica, NY, the Design-Build South Ferry Station project in NYC, the new subway station at Atlantic Yards in Brooklyn, NY, South LRT Extension in Edmonton, Alberta and Vancouver SkyTrain System in British Columbia.</p>

Quality Assurance <p>Stantec is proud of our Quality Assurance Program, which, under the direction of a firm-wide Quality Assurance Coordinator, sets the approach and the procedures that will be used in order to ensure that all of our projects are properly monitored and reviewed. This program is established at the initiation of a project, and it has been successfully used on all of Stantec's assignments, from conceptual planning work through to contract documents and construction inspection services. This program provides a procedure that ensures quality control of all of our project's services, including programming, planning, civil/structural engineering, architecture, landscape architecture and construction inspection.</p><p>Quality assurance is the process by which the periodic reviews of a project and its related documents are undertaken at specific milestones. The purpose of Stantec's quality assurance process is to ensure that:</p>The appropriate day-to-day quality control procedures and production methods are being adhered to.All of the reviews take place in a timely manner.The project's documents are consistent with Stantec's and/or the client's standards, as well as with the client's established project goals and objectives.The project's documents reinforce Stantec's performance expectations for "sensitivity" and quality work products.The management procedures that have been established by Stantec as a firm are being followed.<p>While the quality assurance process involves periodic reviews, quality control is a day-to-day/ongoing process, from a project's inception through to its completion. Quality control comprises services provided and work completed, with the management and the documentation that are necessary in order to demonstrate that the services and the work meet the project's

contractual and regulatory requirements. It also ensures that the appropriate design features, planning features and controls are provided. Quality control, including cost control, scheduling, task definitions, communication, staffing, record keeping, production, reviews, approvals and adherence to checklists, is the direct responsibility of the Project Manager.

In order to be successful, the quality assurance process involves every level of project management, in addition to the firm-wide Quality Assurance Coordinator and the quality assurance representatives within each department. The management organization chart that is located at the end of this section illustrates a typical Stantec project, showing the interrelationships of the client, the Principal-In-Charge, the Project Manager, the Assistant Project Manager, the Department Head and the Technical Advisor/Document Reviewer.

Transition Plan

Stantec has learned through past management of large multidisciplinary teams that fostering a culture of open communication is the key to maintaining consistency and transferring knowledge. The tone is set at the program management level by promoting the expectation that the team, client, and outcomes are served best when proactive communication is occurring at all levels. For this program, we will continually reinforce this philosophy in team members that join over the course of the contract. This approach provides governance outcomes that result in consistency and efficiency while also allowing innovative ideas to be communicated, tested, and incorporated into the overall delivery process. In addition, we develop and implement formal knowledge transfer sessions, facilitated by our experts, for our clients.

To facilitate communication and exchange of information, we will utilize a web platform for team members to access that contains deliverable templates, example deliverables, client standards, program Health and Safety Plan, contact list, and a chat function to allow team members to quickly communicate relevant information that would be useful to the larger team. This collaboration site will be incorporated within our program management platform so that team members only need to access one site for collaboration and program management information. All Stantec staff have computers that are equipped with Microsoft Office for generating high quality documents, tables, and presentations. Select employees also have AutoCAD and ArcGIS software for developing maps and figures.

Stantec has developed a formal management of change process for transitioning portfolios or projects, along with an Excel spreadsheet that has a comprehensive checklist for transitioning both large and small sites. The spreadsheet is used to transition sites between suppliers, project managers, and client representatives.

Other tools or processes we have found to be helpful in managing the transition of portfolios and projects are monthly conference calls, SharePoint or FTP sites for sharing information, and periodic budget review meetings. During monthly calls, we review progress of projects, making sure to inform the client of issues that we need assistance with, and these calls offer a forum for the client PM to inform us of changes or upcoming needs. The budget review meetings are an opportunity to discuss current project budget status and site strategy with the client PM and portfolio manager.

Stantec's Project Management Framework provides the basis for how we avoid or minimize errors on deliverables. Each deliverable is subject to at least two levels of review, a quality review and an independent review. Both reviewers are involved in the project at the planning stage. The quality reviewer is responsible for making sure that the data and text are accurate and correct. The independent reviewer may not be directly involved in the day-to-day activities of the project but has sufficient knowledge of the work scope to review deliverables and evaluate if data quality objectives have been met and if the scope of work was completed in accordance with applicable

agreements. For complex multidisciplinary scopes of work, additional reviewers may be needed for specific scope elements. The project manager is responsible for assigning appropriate reviewers.

Client Technology <p>Improving business performance, reducing costs, and producing better outcomes. Stantec's Client Technology Services (CTS) team is a digital authority providing services at the cutting-edge of information technology in the A/E/C market. Our approach isn't just to implement the latest tech trend, but to understand the needs of your community and identify the right solutions to achieve your goals. </p><p>Combining our expertise in cyber and traditional consulting with the latest technology and innovative data approaches allows us to quickly understand our clients' priorities and create solutions that overcome their challenges. Our focus is helping you make informed business investment decisions and understand the impact going digital can have on your operations. That's true if we're working on the physical infrastructure and information systems or the policies and processes that determine your approach to cyber security. </p><p>This is an industry that moves at a rapid pace. That's why we use the methodologies of a start-up, developing and testing our ideas quickly in partnership with our clients and technology partners.</p>

Company Overview <p>Communities are fundamental. Whether around the corner or across the globe, they provide a foundation, a sense of place and of belonging. That's why at Stantec, we always design with community in mind. We care about the communities we serve—because they're our communities too. This allows us to assess what's needed and connect our expertise to appreciate nuances and envision what's never been considered, to bring together diverse perspectives so we can collaborate toward a shared success. </p><p>We're designers, engineers, scientists, and project managers, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance the quality of life in communities across the globe. Stantec trades on the TSX and the NYSE under the symbol STN. Visit us at stantec.com or find us on social media.</p>

mTools for Oil & Gas <p>Field reporting. Transformed. </p><p>mTools™ for Oil & Gas Construction Projects </p><p>Risk is minimized on construction projects when you have fast and easy access to relevant project information. As a decision maker, you need the results of the work in a form that you can easily digest and act upon. That's why Stantec has developed and trade-marked mTools™, an application for iPad, Smart Phone, and Microsoft Surface devices that makes field reporting possible while construction teams and field engineers are still in the field. </p><p>We provide our inspectors with handheld devices so they can access key project information such as alignment sheets and environmental protection plans, as well as capture and upload their field findings. All types of project and field information can be captured, including notes, photographs, sketches, GPS locations, and even 3rd party data. </p><p>mTools™ provides real-time, same-day reporting so you can make construction scheduling decisions with the best available information. Automated program reporting for you, regulators, and stakeholder groups provides significant cost and time savings and produces higher quality results because we avoid manual transcription of field results into reports and issues tracking databases. </p><p>Our proprietary technology also allows work to be performed offline (when data transfer cannot be accomplished) and uploaded to a project collaboration site once the team has

connectivity. </p><p>What's more, mTools™ can be tailored to meet the scope and complexity of unique projects while maintaining repeatable and efficient processes.</p>

Performance Metrics <p>At Stantec, we believe in setting SMART target metrics (i.e., specific, measurable, attainable, realistic, and time bound). Stantec's program management tools, which include a suite of customizable applications, can be applied to our clients' projects and portfolios for information management and transparent and reliable monitoring of targeted performance criteria. In general, Stantec will collaborate with you to establish key performance indicators (KPIs) during program start-up that will be used to monitor the overall performance of the program or portfolio. These KPIs will align with the program's goals and objectives and often require both the client and Stantec to provide input. Typical KPIs that Stantec has used with its clients include: </p>SafetyCost Performance Index (CPI)Schedule Performance Index (SPI)Responsiveness/CommunicationQuality of DeliverablesInnovation/Technical and Regulatory Excellence (measured by establishing a specific project/regulatory objective)Value Added/Cost Savings<p>Stantec also creates KPIs for schedule tracking and field implementation for our larger environmental remediation projects. Typical KPIs include safety, schedule performance index (SPI), excavation quantities (planned versus actual), production rates, and percent completes.</p>

Talent Management <p>Employees are core to Stantec. Employee attraction and retention are critical to the long-term success of our organization. Leaders provide direction and support for employees' work, as well as their unique interests and needs. Our people are at the core of what we do. Therefore, our success depends on our ability to attract, retain, and develop highly qualified people. We focus on developing an engaged workforce through a culture of inclusion, opportunity, and innovation. We want diversity of background, thought, and expression. Everyone is encouraged to bring their own thoughts and ideas to the table. At Stantec, different is good. </p><p>We help employees learn and grow. As we develop business objectives, we look at training and development that supports both employee growth and the business plan. We want employees to understand their responsibilities both day to day and through an annual formal feedback process. We encourage dialogue through our annual engagement survey process and participation through firm-wide and local action plans.</p>

Capacity <p>A strength of our team is the depth of our staff resources and capacity to staff multiple task orders with the right skill sets. For this project, we will draw on our team's 510 local water staff resources in the western region. </p><p>Our Systems </p><p>A key to delivering large contracts is resource loading. At Stantec, we have tools that allow our management team and project managers to predict peaks and valleys of workload and then, through strong communication and work sharing, we deliver on schedule. At the onset of each task order, Stantec prepares a project management plan that includes its staffing plan, scope of work, and schedule. This tool is shared with all team members and can be made available to the client PM if desired. </p><p>Availability of Key Personnel </p><p>We understand that the key to successful small project execution is not resources, but excellence in project management and efficiency in design. Our plan for this project is to assemble a small-focused team with recent similar project experience that have worked together on several projects. These key personnel have excess capacity to manage and design this project with the

depth of resources to deliver these projects. Stantec's key personnel are provided in the table below.

Varying Work Levels

Our approach to change management begins with a clear, concise, understanding of the scope of work and list of deliverables based upon a mutually agreed upon list of assumptions. From this baseline, we maintain a change log that documents new information, decisions made and needed, impacts to quality, scope, staffing, schedule, and budget (if any). This log is available to all stakeholders. We know that if transparent and proactive communication is conducted, management of change becomes routine and a highly effective part of the overall project delivery. We can setup and manage a joint SharePoint account with our clients to allow for transfer of documents, collaboration during workshops and review periods and to provide a document repository for access by the multiple stakeholders.

At Stantec, we are constantly assessing our staff's workload and have internal tools used to allocate the necessary resources to address peak workload. With more than 200 water professionals in the Northwest, we provide the largest pool of technical consulting resources in the area. None of the staff identified for this proposal is fully committed to other project work over the next three years. Our team is fully capable of providing all the services anticipated for this project.

Current Workload

We have the immediate and sustaining capacity to accomplish all required work through the duration of this contract. Our philosophy is to maintain a healthy backlog of work while carefully evaluating and pursuing new work. Workload for our key staff is provided in our key staff bios.

Managing Multiple Projects Concurrently

We recognize that your staff will rely upon us to manage a project's progression, meet the schedule, and produce high quality, consistent deliverables. Our priority will always be to satisfy the client's concerns and to meet your expectations.

We use standardized, scalable, and repeatable project management best practices for all work assignments. These practices are consistent with the Project Management Institute (PMI) methods and are one reason we are an ISO90001 registered firm.

Maintaining this certification requires that we document reviews and have a track record of successful project audits by designated reviewers. These robust processes for project management and quality management provides our project managers, staff, and subconsultants the tools to successfully meet your objectives.

Best practices necessitate starting with the preparation of detailed plan of the work, or project work plan (PWP). This plan is tracked as the work progresses, documenting actual costs and schedule against the plan values giving us—and you—a trend of the earned value (EV).

Communication regarding performance of each work order is rendered against the work breakdown structure (WBS) assigned and its anticipated budget and schedule curves.

Each team member has a copy of the plan—it helps to all have the same roadmap.

The plan facilitates communication regarding:

- Tasks, budgets, schedules, and changes
- Interdisciplinary coordination, quality checks, and work product delivery
- High-quality timely work products
- Progress reporting and invoices
- Fostering teamwork with numerous partners

MWBE

As we partner with our subconsultants identified for this contract, we will develop a specific subconsultant and MWBE plan. The goals to promote, create, expand, and build are germane to our Inclusion and Diversity (I&D) Program. Our I&D Program has been part of Stantec's internal initiatives since 2014. Embracing diversity of all kinds enables Stantec to provide a work environment and organizational culture that play a key role in attracting and retaining the right people with the right

skills, which allows us to offer an inclusive and diverse team to partner and serve our clients. Our team has demonstrated our commitment to I&D by cultivating long-term partnerships with our MWBE firms as well as establishing new ones.

1. Starting strong. In order to better understand how our MWBE partners benefit from our teaming arrangement, we developed a survey to get their input on integration comments. We discovered many of our team members want more involvement on the tasks they work on, but most importantly, they are excited to make a difference on projects in their communities. We are excited to incorporate these recommendations into our practices.

2. Developing “new to you” partners. At Stantec we are constantly looking for new small business and disadvantaged business enterprise (DBE) partners of all types, including MWBE. Using our national reach, we work across our offices to support all our MWBE partners as they try to grow into new markets. Introducing these partners to our clients is one of many efforts we make to expand the pool of qualified businesses with whom you can work long after our current contract expires.

3. Growing partners with established experience. Our focus for these MWBE partners will be challenging them to take major leadership roles within various elements of the project. We'll confirm their success by providing the appropriate engineering and management support to their leadership efforts. Ultimately, this effort will help position them to take on greater roles on project teams and lead even larger projects.

4. Identifying specific goals for each subconsultant and MWBE. We like to make sure everyone's goals are achievable. We will work with individual subconsultants and MWBE firms to identify the goals they hope to achieve in working on the project, and we will then help them achieve each of these goals. Because every firm is in a different place in their growth and development, it's our job to meet each firm where they are and then identify specific ways we can help get them get to where they want to be.

5. Using MWBE and small and local business suppliers. As members of the local community, we support local business. From renting office space to purchasing office supplies, we will look for every opportunity to “buy small” and “buy local.” We will work to identify and establish a database of additional minority and small business partners that can be used over the life of the project.

6. Finishing strong. We recognize strong communication builds strong teams. Upon project award, we will invite each of our subconsultants and MWBE partner firms to the project kick-off meeting. We will then meet individually with each firm to establish project goals and expectations. We'll work with them from the start of the project, through completion. The subconsultants and MWBEs will be included in regular meetings on areas that they are leading or providing support services. We will have regular meetings with each firm to share feedback with each other to continue to strengthen our teams. We have already started this process by having our MWBE subconsultants complete a survey to better understand their goals of this contract.

Stantec is truly a partner with our MWBE consultants. We place value on the expertise and skills our MWBE firms hold, as well as the importance of integrating the team so the project runs seamlessly. Stantec is continuing the relationship with several MWBE partnerships by continuing the legacy of working on successful projects, as well as adding new MWBE partnerships to further grow and expand. We make a commitment to each and every one of our teaming members that we are inclusive, open, and transparent in our communication and approach. Furthermore, we understand the impact of responsiveness, as it directly affects schedule, momentum, and collaboration. We often provide space in our office for our subconsultants to work. This more fully integrates them into the team. To this extent,

we offer full support to our MWBE partners, and ensure their allocated goals are met if not exceeded.

MWBE Communication and Outreach Efforts While preference will be given to the MWBE firms identified in our proposal, our project and task managers have access to our company-wide subconsultant directory. This database stores information on all of the subconsultants Stantec has worked with in the past or is currently working with. This database allows firms to be filtered by a variety of DBE classifications to assist our teams in identifying qualified MWBE and DBE firms to assist on our projects. Providing mentorship is a process Stantec has developed over many years. Stantec will actively investigate new partnerships within our community to assist in developing additional MWBE firms. We commit to host an open house yearly to invite new firms interested in teaming. And, while we do not have a formal mentorship with the subconsultants identified in this contract, Stantec does have a formal mentorship program as part of its I&D Program, which has been approved by the U.S. Small Business Administration (SBA). Similar to the City's Mentor-Protégé Pilot Program, the goal of our relationship is to support small firms and provide them the backing needed to qualify for federal government contracts. By creating a joint venture contract, we share in the responsibility with our team members and provide valuable mentorship.

Equal Employment Opportunity Statement At Stantec, we are committed to workplace inclusion and diversity and closely follow employment equality standards in local jurisdictions. We do not tolerate discrimination and will comply with the Client's non-discrimination clauses. Our policy is to provide equal opportunity to all employees and applicants and prohibit any discrimination because of race, color, religion, sex, national origin, age, marital status, genetic information, disability, pregnancy, protected veteran status, sexual orientation, or gender identity. Employees will be treated based on their job-related qualifications, ability, and performance. As well, our policy is that sexual harassment or any other kind of harassment, including harassment based on sexual orientation, will not be tolerated. Stantec will provide all reasonable accommodations for employees and applicants with disabilities. The foundation of these policies is our commitment to treat everyone fairly and equally and to have an unbiased work environment. In the United States, Stantec is an Affirmative Action employer.

Supplier Diversity Program Stantec has implemented a comprehensive supplier diversity program. Our program consists of a small/ diverse subcontractor utilization policy, internal evaluation, reporting and benchmarking, online vendor profile registration, development and implementation of strategic teaming partnerships, and ongoing training for staff and management. Stantec believes small businesses are an economic engine of growth and can help us support our clients' needs. To allow small/diverse companies to access Stantec, we have implemented a self-reporting supplier profile where qualified organizations can register online. This allows companies that we may not be familiar with the opportunity to be selected for future projects. For each subcontract awarded, Stantec will first reach out to each member of the specific category to determine interest in the project. If more than one firm for a specific discipline is available to assist on the project, a brainstorming meeting will be scheduled with each subconsultant. During this meeting, innovative and unique concepts that could benefit the project and the client will be discussed. Stantec will then select a team member based on

this information. If the subconsultants we have identified on our team are not available due to previous commitments, we will consult our Supplier Database to determine if additional MWBEs are available to assist our team.

Compliance Monitoring And

Reporting

Our supplier diversity group has formal systems to identify, track, report, and recognize small and DBEs. In an effort to aggressively look for opportunities to engage diverse business partners on each and every project we are awarded, we take the following actions:

- Maintaining our reporting systems providing contract-specific subcontractor utilization as well as company-wide utilization for both direct and indirect transactions by socioeconomic classification
- Monthly reporting of the progress
- Routine analysis of contract/client specific MWBE compliance and reporting requirements
- Audit of MWBE solicitation process to document compliance and fairness in selection
- Documentation of selection and debriefing for each task order
- Documentation of task assignments to prevent overwhelming our MWBE subconsultants

Quality Control

Quality Control. Stantec is dedicated to consistently delivering high-quality products on time and within budget. We follow the ISO 9001 criteria for a quality management system. We build time for deliverable quality checks into each work plan, and schedule technical and independent reviews well in advance of due dates. As an ISO 9001:2015 certified firm, Stantec implements a rigorous technical quality control process for deliverables prior to submittal. We are required to document reviews to maintain our certification and have a track record of successful project audits by designated audit reviewers. Work performed by our subconsultants are subject to Stantec's quality program.

Technical reviews of task order deliverables are completed by professionals of record and independent reviews are completed by knowledgeable experienced professionals who are not directly involved in the tasks. The PM will identify staff for these two individual reviews and incorporate them in the project plan and schedule for each task order. QA/QC requirements for construction activities will be performed by certified individuals. Following Stantec's quality management process requires each team member to take responsibility for their own work. Self-performing quality control of our own work for errors and omissions allows the quality process to be maintained throughout design development.

Quality reviews are about fulfilling our professional obligations and doing our due diligence.

Quality reviews not only help us reduce mistakes, but when done properly they invariably add value to the project, minimize financial and legal implications, avoid unnecessary work, rework, and mitigate budget and schedule overruns, construction change orders, and client dissatisfaction.

We believe in a quality control process that benefits the project, not just as a necessary requirement. We've built in a third-party review process that brings fresh eyes to the design, starting at the conception and through the final. Our promise to our clients is a final design that incorporates all the project goals, including safety, operations, and constructability.

Each project/task order is assigned a PM, deputy PM, and QC/QA manager. These three are involved in each project from concept, through kick-off, to close-out, providing ease of transition if necessary. We pride ourselves on the QC process each project is subjected to. Quality reviews will be performed by appropriate subject matter experts prior to any submittal to the client. To further enhance our QA/QC process, we've structured our team for independent reviews to be completed by a teaming partner versus internal to the firm performing the work.

The quality control plan (QCP) will identify key QC processes and reviewers who will be

responsible for the key elements and deliverables of this contract. Our QCP will formally and clearly define and address:

- Management responsibility
- Documented quality management system
- Oversight and review requirements
- Document and design control
- Evaluation and control of subconsultants
- Corrective actions
- Quality records
- Quality audits

The Quality Manager will maintain the role of auditing for compliance and provide an independent, client contact who can objectively weigh expectations to a quality product for everything we provide. Stantec is ISO 9001 certified, which requires we follow and document our rigorous QC process. All work products prepared by our team will be audited as part of our quality management plan.

Commitment to Sustainability (proposal content - Buildings Sustainability) *See attached template for content.*

Capacity of Staff projects (Buildings specific) Stantec's size, organizational structure and processes allow us the capacity and efficiencies to handle simultaneous projects. Based on Stantec's extensive experience working on Energy Retrofits [for national clients with property portfolios and issues not dissimilar to] client name, Stantec has an advanced, forward-loading project tracking system through our Oracle Enterprise Knowledge System that forecasts workloads months in advance. Senior management reviews the tracking system to assess resourcing trends. Hiring and targeted training is carried out to meet our anticipated long-term requirements. Project schedules and intermediate-term resourcing needs are reviewed weekly. Project team meetings are carried out throughout the week as projects arise. Large portfolios of projects are set up with a dedicated project team that is supported by our local, regional, and global offices. Progress and short-term resourcing needs for projects in each region are identified immediately which roll into the short-, intermediate- and long-term planning meetings. Stantec staffs approximately 25% above project workloads to provide contingency for large projects with tight timelines. This ensures that there are staff available to meet project demands.

Any unforeseen conditions or deficiencies are quickly dealt with by the Project Manager (PM) through a quick analysis of the issue and proactive communication with the local, regional, even national team as appropriate, with support from Leadership to consider how to best increase resources, temporarily transferring resources from other Stantec offices (at no additional cost to our clients) or working additional hours (at no additional cost to our clients). This collaborative approach, supported by our depth of resources across all regions, ensures that impacts to a specific project will not adversely affect others.

Indigenous Relationships - Narrative Stantec is guided by our corporate Indigenous Relations Practice and being a supportive member of the Canadian Council for Aboriginal Business (CCAB), an organization focused on driving business opportunities and advancing corporate social responsibility for the Indigenous community. We are in the process of completing our PAR certification. Additionally, we are Procurement Champions with the CCAB.

Stantec has partnered with Indigenous communities and business owners for decades to deliver our work across Canada, including through 11 formal Indigenous-owned partnerships where we are a minority owner. To support projects in areas where we do not have partnerships, we have successfully teamed or built an inclusion

program to provide meaningful opportunities for Indigenous people and businesses on our projects. This experience has developed our capacity to interact effectively with all levels of Indigenous-owned businesses and train and employ community members.
</p>

Energy Efficiency - Narrative, accredited codes and standards <p>Our team of building performance professionals, with decades of collective auditing, design and commissioning experience, are embedded within our wide buildings engineering practices across Stantec. This structure allows for natural synergies to develop between different disciplines and yields a broader perspective which brings value to our projects. We are supported by a team of creative, tech-savvy building simulation experts who excel at energy modelling. <p>We use industry standard energy analysis software -- IES Virtual Environment, Energy Plus (Design Builder and Open Studio), eQuest. These tools are used to develop whole-building simulations – which effectively become digital sandboxes upon which energy conservation measures are tested and assessed prior to recommendation. We have also developed numerous custom, proprietary tools for predicting energy savings for certain very specific design options which we have found to be more accurate based on field testing. For geo-exchange systems sizing and design, we use GLD. For mechanical equipment sizing, we use Carrier’s HAP tool and Trane’s Trace tool. For renewable energy system modelling, we use Retscreen Expert, Helioscope and PVsyst. To further support our clients in decision making and to zero in on the possible best investment, we are also well versed in financial analyses.</p><div><p>List of accredited codes and standards: Our team has knowledge of and experience with ASHRAE 90.1 Energy Standard for Buildings Low-Rise Residential; National Energy Code for Buildings (NECB); ASHRAE Procedures for Commercial Energy Analysis; ASHRAE 211-2018 Standard for Commercial Building Energy Audits, ASHRAE 62.1 Ventilation for Acceptable Indoor Air Quality; ASHRAE 55 Thermal Environmental Conditions For Human Occupancy; ASHRAE Guideline 0 The Commissioning Process; ASHRAE Guideline 1.1 HVAC&R Technical Requirements for the Commissioning Process; ASHRAE Guideline 14 Measurement of Energy Demand, and Water Savings; ISO 50001 Energy Management; Passive House; LEED; Zero Carbon Building Standard; Efficiency Valuation Organization (EVO) International Performance Measurement and Verification Protocol (IPMVP); Greening Government Strategy: Government of Canada Directive; PSPC Real Property Sustainability Handbook; Federal Sustainable Development Strategy (FSDS).</p></div>

Personnel Contingency <p><i>(Short Statement)</i></p><p>At Stantec, we firmly believe in maintaining the assigned resources throughout the life of a project. However, in the event a personnel replacement is required due to unforeseen circumstances, we will provide an equally, if not more, qualified and skilled resource for approval by [client name] and mobilize the replacement resource only after acceptance.</p><p>
</p><p><i>(Long Statement)</i></p><p>At Stantec, we firmly believe in maintaining the assigned resources throughout the life of a project. However, in the event a personnel replacement is required due to unforeseen circumstances, we will provide an equally, if not more, qualified and skilled resource. </p><p>Stantec does not foresee the need to transition the Project Manager, [name], identified in this proposal from the project in the future, as [name] is a Senior Associate within the Stantec organization. If, in the unlikely event, [name] can no longer continue on the project, Stantec will inform

[client name] in writing as soon as we are aware of this change. </p><p>In this event, [name] will step in as Project Manager. We will propose [name] meet with [client name] so [client name] can further familiarize themselves with his relevant experience and expertise. If possible, a transition phase will be developed internally to integrate [name] into the project, and the Key Personnel will be committed to ensuring there is a seamless transition into the project.</p>

Reporting & Communications <p>Effective communication and flow of information is fundamental to the success of any project. This is especially true on a collaborative project of this magnitude with project sites and teams located across the globe. To facilitate project execution, Stantec will leverage our collaborative platforms and communication technologies in all aspects of this project. This will be especially important given the current and expected disruptions caused by COVID-19 which will require us to be flexible and work remotely to the greatest extent possible.</p><div><p>Project Management Tools</p></div><div><p>Our teams have a range of tools at their disposal which they can call upon as suited to the project. These tools include:
</p>SharePoint sites – secure, cloud-based document management and editing, shareable both with internal teams and with clients as appropriate. MS Project - schedule management and oversight, tracked and updated throughout a project. MS Excel - useful for managing single site projects or shorter-term projects, accessible to many users.PM Dashboard - developed to help our team focus on the financial project drivers. The PM Dashboard has the following features: The home page highlights key performance indicators (KPIs) and predictive information on WIP and AR. This encourages PMs to invoice and focus on collections before a provision is recorded, which would reduce a project’s profitability. Tabs dedicated to project summary, project time, AR, WIP, Billing, and EVA. An “All Reports” tab with access to all Stantec Enterprise reports available to PMs and BC leaders. By using the PM Dashboard, you can simplify the project management processes and pro-actively mitigate project issues or risks. <p>Field Teams
</p><p>Every field team attending site will be equipped with a company provided iPhone with internet capabilities. Should the needs arise this allows for:</p>Real time consultation either by phone or video callImmediate sharing of photos for discussionEmail communicationIndustry leading security protocols Photographic and video documentation of the site visit<p>This ability means not only will you have an expert on site, but that expert has the ability to reach out to the wider team as needed.
</p><p>Each team will also be equipped with handheld instruments for spot measurements such as temperatures and humidity.
</p><p>Analysis and Reporting
</p><p>At Stantec we believe in community and routinely work within a wider community which extends beyond the walls of our local office. During the analysis and reporting phase of the assignment Stantec will leverage technology for collaboration between team members and [client name].</p><p>We will use:</p>Office 365 (Word, Excel and Powerpoint) and Sharepoint to share site data, site photos, analysis files and reports both internally and with Tesla. These software packages also allow team members to work within the

same file at the same time allowing for a greater degree of real time collaboration and production efficiency.

- Microsoft Teams for virtual meetings both internally and with [client name].
- Email will allow for written communication which can be a very efficient and secure means of communication.

Resilience - 10 point plan Stantec is a global leader in resiliency design and engineering. Building on a traditional hazard mitigation planning framework and integrating new elements related to climate adaptation, sustainability, and response and recovery, Stantec has developed an approach, which when deployed at the onset of initial planning and development, results in resilient solutions allowing communities, institutions, businesses and systems to endure, adapt and thrive regardless of chronic stresses and acute shocks that occur.

10-POINT

PLAN Reference

<http://marketingexcellence.corp.ads/documents/documentlibrary/10079.pdf>

(corp.ads)



Waste and Resource Management - Narrative For more than three decades, Stantec's experience in waste and resource management has developed across North America and globally and includes all types of projects, from waste management planning to the operational monitoring of activities through the development of infrastructure and programs.

Stantec's customers include commercial and industrial generators, technology providers, all levels of government, including indigenous communities, waste industry companies, legislators and recovery program managers, and users of recovered materials.

Our multi-disciplinary firm provides comprehensive solutions for waste management services including:

- Preliminary studies
- Long-term strategic planning
- Waste audits
- Service optimization studies
- Stakeholder consultation
- Information
- Awareness and education
- Economic and financial assessments
- Feasibility studies for infrastructure and programs
- Preliminary development with detailed design
- Contract preparation and administration
- Support for obtaining permits
- Construction inspection, start-up
- Operational assistance
- Long-term tracking

Moreover, Stantec provides comprehensive solutions for its clients in “resource efficiency”, waste characterization, waste reduction and circular economy. In the eyes of Stantec and its partner clients, there is no such thing as waste streams, only wasted resources. Our Waste Reduction team helps our clients uncover the origin, sources, and costs (both economic and environmental) of waste generating activities, and takes steps to reduce waste generation, while providing diversion opportunities for waste that cannot be avoided. We have conducted numerous waste audits and zero waste plans for airports, institutions, industries, offices and commercial buildings and municipalities.

We have an international waste and resource management team, based in the United States, Canada, Europe, and Oceania.

Information Security Stantec has received the universally recognized (ISO) 27001 certification from the International Organization for Standardization (ISO). The ISO 27001 certification is the gold standard in measuring how a company is managing its information security program and follows an extensive external audit by the British Standards Institute. The certification provides clients,

partners, and other important stakeholders assurance that Stantec is operating at the highest levels of security—in strict accordance with the ISO 27001 standards of best practice.

This is an important distinction for Stantec. The ISO 27001 certification recognizes Stantec’s Information Security Management System (ISMS), provides evidence of our commitment to our values, and it differentiates Stantec from other companies in our sector as the threat of cybersecurity incidents rises globally.

Geospatial Technology

Demand for the use of geospatial technologies—Geographic Information Systems (GIS), Internet of Things (IoT) and edge computing, reality capture, remote sensing, and survey and mapping —is increasing. Teams across Stantec are applying the latest geospatial technologies to capture, compute and create deliverables for clients.

Geographic Information Systems

<https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-text.aspx?source=https%3A%2F%2Fstantec.sharepoint.com%2Fsites%2FMining-comm%2FSitePages%2FForms%2FByAuthor.aspx%3FsortField%3DModified%26isAscending%3Dfalse%26viewid%3D4550dec1%252Df984%252D4278%252D983b%252Deffb7e71e13#geographic-information-systems>

Stantec’s GIS community consists of more than 270 specialists across the globe with decades of experience helping our clients solve complex problems through the collection, storage, retrieval, distribution, display, and analysis of context-specific data. Our team uses GIS (ESRI ArcGIS), programming languages, and Database Management Systems (DBMS) software and equipment to effectively analyze data and communicate results via maps and pictures, web portals, and summary tables, graphs, and charts.

IOT and Edge Computing

<https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-text.aspx?source=https%3A%2F%2Fstantec.sharepoint.com%2Fsites%2FMining-comm%2FSitePages%2FForms%2FByAuthor.aspx%3FsortField%3DModified%26isAscending%3Dfalse%26viewid%3D4550dec1%252Df984%252D4278%252D983b%252Deffb7e71e13#iot-and-edge-computing>

IoT and edge computing are reshaping the way we live, work, and play. Processing data as close to the source as possible means the data doesn't need to be transmitted to central servers. This results in real-time responsiveness, improves reliability, reduces costs, and may enhance data security. With the proliferation of connected devices and the increasing availability of cost effective IoT sensors, edge application services have great potential in the smart city realm. With Stantec's proven delivery methodology, combined with our world class industry partnerships, we can help you identify and deliver IoT and edge computing solutions that optimize your existing assets and capabilities.

Reality Capture

<https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-text.aspx?source=https%3A%2F%2Fstantec.sharepoint.com%2Fsites%2FMining-comm%2FSitePages%2FForms%2FByAuthor.aspx%3FsortField%3DModified%26isAscending%3Dfalse%26viewid%3D4550dec1%252Df984%252D4278%252D983b%252Deffb7e71e13#reality-capture>

By leveraging realistic 3D representations of our sites, we can

understand options and challenges faster, make informed decisions more efficiently, and engage with and provide solutions to our clients in a clearer, future-forward manner. Stantec's Geospatial professionals are leveraging the latest technology for reality capture including:

LiDAR (or laser scanning) takes distance measurements to rapidly capture imagery and representative 3D point-cloud surface models of whatever objects, buildings, or landscapes are within range of a specific feature. We then process these images to stitch together multiple views of the feature to generate a digital model.

Photogrammetry is the science of making measurements from photographs. This process used to be limited to high-end metric camera systems on manned aircraft but is now mainstream enough that you can use your smartphone camera to generate 3D information. The foundation of traditional photogrammetry remains, but advancements in cloud computing and computer vision have expanded opportunities for how and when we can leverage this for our work.

Unmanned Aerial Systems (UAS)

[*>*](https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-text.aspx?source=https%3A%2F%2Fstantec.sharepoint.com%2Fsites%2FMining-comm%2FSitePages%2FForms%2FByAuthor.aspx%3FsortField%3DModified%26isAscending%3Dfalse%26viewid%3D4550dec1%252Df984%252D4278%252D983b%252Deffb7e71e13#unmanned-aerial-systems-(uas))

Our team uses UAS tools—also known as drones—featuring cameras and controllers to gather data in remote or hard to reach places, including rural areas, construction sites, and existing facilities. The resulting aerial photography assists us with project tasks such as generating schematic images and models, documenting construction progress, and generating site statistics (including heat-related data using infrared cameras and thermal sensors).

[*>*](https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-text.aspx?source=https%3A%2F%2Fstantec.sharepoint.com%2Fsites%2FMining-comm%2FSitePages%2FForms%2FByAuthor.aspx%3FsortField%3DModified%26isAscending%3Dfalse%26viewid%3D4550dec1%252Df984%252D4278%252D983b%252Deffb7e71e13#remote-sensing)

With Earth observation imaging solutions, we offer clients around the world a new way to scan, detect, and identify changes in the environment. Our remote sensing analysts collaborate with our subject matter experts to use remote sensing technologies—including unmanned aerial systems (UAS), photogrammetry, LiDAR, underwater acoustics, and satellite imagery, along with ground control surveys—to generate accurate and reliable data that may have otherwise gone undetected in a scientifically repeatable and cost saving manner.

[*>*](https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-text.aspx?source=https%3A%2F%2Fstantec.sharepoint.com%2Fsites%2FMining-comm%2FSitePages%2FForms%2FByAuthor.aspx%3FsortField%3DModified%26isAscending%3Dfalse%26viewid%3D4550dec1%252Df984%252D4278%252D983b%252Deffb7e71e13#survey-and-mapping)

On, above, and below the earth's surface— we provide

surveying and mapping to define land boundaries, earth's physical features, and the built environment. Armed with tools like GPS, GIS, 3D laser scanners, and aerial photogrammetry, we deliver innovative solutions for remote and challenging environments or complex urban settings. Geomatics is the science of collection, analysis, display, and management of spatial information. The art is interpreting this information for legal matters of land definition or to support mapping, design, or construction activities. Addressing unique logistical and technical aspects of each project, our experts offer services that include boundary and cadastral surveys, topographic mapping, construction staking, residential builder layout, ALTA/ACSM surveys, 3D laser scanning, geodetic and control surveys, route surveys, as-built surveys, aerial photogrammetric mapping, water rights surveys, hydrographic/bathymetric mapping, and subsurface utility engineering.

Strategic Consulting

<https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-text.aspx?source=https%3A%2F%2Fstantec.sharepoint.com%2Fsites%2FMining-comm%2FSitePages%2FForms%2FByAuthor.aspx%3FsortField%3DModified%26isAscending%3Dfalse%26viewid%3D4550dec1%252Df984%252D4278%252D983b%252Deffb7e71e13#strategic-consulting>

Stantec has been providing Geospatial strategic consulting services to our clients for nearly 20 years. These services include needs assessment and implementation planning, application development, systems integration, asset management planning, implementation and integration, and training. Our consulting services leverage a proven process of assessment, stakeholder interviews, evaluation of current systems, document user requirements, roadmap development, review, and final delivery, working hand in hand with our clients throughout the process.

Innovating for Our Communities

Stantec's 25,000 people around the world have big ideas on how to keep you and your company on the leading edge of innovation and technology. Post-pandemic, the need for technological advancement has only increased – with the speed of change leaving companies struggling to keep up.

Innovation has a rich history at Stantec. Our innovation strategy combines proven ideas with curiosity, creativity, and digital-forward approaches to find effective ways to meet client and community challenges. Stantec's Creativity & Innovation program allows us to keep our fingers on the pulse of the market so we can respond quickly to client needs with new products and services. All Stantec employees are encouraged to share their ideas.

To foster innovation internally, Stantec employees are encouraged to share their ideas. Promising ideas are supported with technical expertise, coaching, and progressive levels of funding: Micro-grants, Greenlight grants, and Innovation Fund grants. Ideas that solve client problems efficiently and effectively are then made available to clients.

We're proud of the solutions that have been nurtured by our innovation programs, like our:

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[Environmental DNA](https://can01.safelinks.protection.outlook.com/?url=https://www.stantec.com/en/services/financial-analysis-management-system&data=04%7c01%7ccody.ryckman%40stantec.com%7c3616b949a2ee4ce5e97408d8e8bf11a9%7c413c6f2c219a469297d3f2b4d80281e7%7c0%7c0%7c637515254619246017%7cUnknown%7cTWFPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiv2luMzliLCJBTiI6lk1haWwiLCJXVCi6Mn0%3D%7c1000&sdata=eCLW%2BiyZ7JEdvXtSBw/swKybOpP5HZWvhiTFNAorlw%3D&reserved=0): comprehensive way to survey areas for biodiversity. Environmental deoxyribonucleic acid (eDNA) is DNA that is naturally shed by organisms into their environment, such as streams, rivers, oceans, soils, even in fecal matter. By sampling the habitat in which species live, we can detect their presence without having to capture, handle, or even see the organisms we are looking for. This is a low-impact and non-invasive tool to better understand a habitat's biological composition.

[Financial Analysis and Management System](https://can01.safelinks.protection.outlook.com/?url=https://www.stantec.com/en/services/financial-analysis-management-system&data=04%7c01%7ccody.ryckman%40stantec.com%7c3616b949a2ee4ce5e97408d8e8bf11a9%7c413c6f2c219a469297d3f2b4d80281e7%7c0%7c0%7c637515254619246017%7cUnknown%7cTWFPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiv2luMzliLCJBTiI6lk1haWwiLCJXVCi6Mn0%3D%7c1000&sdata=eCLW%2BiyZ7JEdvXtSBw/swKybOpP5HZWvhiTFNAorlw%3D&reserved=0): a dynamic financial forecasting system. This program offers an real-time understanding of the impacts of changing conditions and the ability to quickly evaluate options in order to take decisive actions in a climate of uncertainty. FAMS is an intelligent, easy-to-use financial modeling tool as dynamic as the times we currently face.

[GenerationAV](https://can01.safelinks.protection.outlook.com/?url=https://www.stantec.com/en/markets/transportation/smart-mobility/stantec-generation-av&data=04%7c01%7ccody.ryckman%40stantec.com%7c3616b949a2ee4ce5e97408d8e8bf11a9%7c413c6f2c219a469297d3f2b4d80281e7%7c0%7c0%7c637515254619246017%7cUnknown%7cTWFPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiv2luMzliLCJBTiI6lk1haWwiLCJXVCi6Mn0%3D%7c1000&sdata=YOC69GfPpuRBH/yMsLgyJNiEgpMH/Rq%2BUWZaStRzJWc%3D&reserved=0)TM: a methodology our clients utilize to implement automated mobility. We've compiled lessons learned and tangible project experience into a robust methodology for the safe and efficient deployment of AVs.

At Stantec, our professionals put creativity to work to make our communities better for everyone.

Innovating for Our Communities [Short]

Stantec's 25,000 people around the world have big ideas on how to keep you and your company on the leading edge of innovation and technology. Post-pandemic, the need for technological advancement has only increased. The speed of change has companies struggling to keep up.

Innovation has a rich history at Stantec.

Our innovation strategy combines proven ideas with curiosity, creativity, and digital-forward approaches to find new ways to meet client and community challenges. The Stantec Creativity & Innovation program allows us to keep our fingers on the pulse of the market so we can respond quickly to client needs by developing new services and products.

Digital Technology and Innovation (DTI) **Digital Technology and Innovation (DTI)**

Solutions for the Physical and Digital Worlds

Stantec's Digital Technology & Innovation (DTI) teams deliver innovative technology solutions to support both clients and our internal teams. DTI leads Stantec's digital transformation strategy by identifying opportunities to implement established technologies while driving value. Part of the team's mandate is to conduct cutting-edge digital research to expand

the use of emerging solutions.

DTI also supports the development and implementation of digital solutions for client project design and delivery. DTI supports projects requiring technical expertise, partners with marketing and business development, and develops digital platforms for our experts to use on projects and to provide to clients.

DTI offers six areas of expertise, each with a subject matter expert. There are always new ideas to explore. Innovative, next wave, and next generation technology keeps our clients a step ahead of the competition. Because the digital technology spectrum is so vast, we focus on the specialties that best support our clients and our business. It's all about finding the best solutions for the problem at hand.

Our six technology program groups include:

Geospatial Technology

There's a lot of ground to cover around the globe. Geospatial technology uses a series of modern tools to help us map and analyze Earth. We use the information to model, visualize, and simulate results to help make decisions about our resources and how to use them.

Data Analytics

The architecture, engineering, and construction industry produces a huge amount of data. We make it easy to use. Data analytics processes large amounts of data and represents it visually, so our clients can make informed, fact-based decisions based on relevant data.

Design & Delivery Technology

Want more time to innovate and less guesswork with design issues? Design/Delivery Technology can deliver. We use computational design—incorporating our building information modeling (BIM) and computer aided design (CAD) tools—to automate repetitive and challenging design problems.

Project Information Management Systems

Every project needs a good plan. PIMS uses technology to keep track of costs and work progress in real-time, so our project managers can identify any discrepancies and address them to stay on time, on budget, and on track.

Visualization

Bring your ideas to life. Design visualization uses virtual reality (VR), augmented reality (AR), and interactive mixed reality (MR) to enable clients to be fully immersed in design possibilities. Our visualization services connect teams and communities for better collaboration and virtual engagement.

Digital Technology Development

Sometimes, we run into challenges we can't solve using existing programs. The Digital Technology Development group develops custom solutions to solve a variety of problems. Our team of software developers and solution specialists, together with DTI business analysts and delivery managers, creates solutions that enable us to take on the most ambitious projects.

Computing Hardware and Software

Computing Hardware

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Stantec has a deep technology innovation ecosystem that utilizes a broad range of technology partners. In addition to our corporate Microsoft Azure Tenants our corporate Wide Area Network (WAN) connects over 400 Stantec offices across six continents. We take

data security very seriously – we are protected by a best-in-class firewall and remote access system. We continue to and enhance our resources in alignment with our security policies and best practices to protect and defend our corporate network, systems, and information against malicious intrusion. A variety of information exchange methods are used at Stantec. Communications flow through exchange servers, the internet, and our intranet, along with internal/external collaboration tools for coordination and exchange of large files while protecting our client's systems. We also use web-based management systems for project data. More than 2,000 servers power our corporate infrastructure. We run current versions of Windows utilizing standalone, clustered and storage area network configurations with an aggregate disk storage space of well over 20Pb (Petabyte) for our 22,000 employees. Backups are performed nightly on all servers to keep information protected. Our IT team manages web development, site management, usage tracking, reporting, and maintains our enterprise financial and CAD hosting

systems.

Computing Software

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We continue to invest heavily in state-of-the-art software tools and technology to enable our staff to provide clients with truly innovative, creative technical solutions, in the communities that they serve. These investments include agreements with top tier technology vendors such as Dell, HP, NetApp, Oracle, Symantec, Microsoft, Adobe, ESRI, Autodesk and Bentley. The objective of these technology investments is to maintain Stantec at the leading-edge of technology to meet the needs of our clients both today, and into the future. Major software applications include the following:

Microsoft

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Stantec has one of the largest Microsoft cloud investments in Canada, and we currently host several clients facing SaaS solutions in Azure, as well as several internal systems. We are designing and configuring various environments for the future, including PowerApps/Flow containers for our various Business Operating Units mobile field data collection applications, as well implementing Red Hat OpenShift, Kubernetes and Docker for rapid deployment and scaling of future SaaS applications. Stantec has company wide use of the following: Office 365 ProPlus; including Access, Excel, InfoPath, One Drive, Outlook, PowerPoint, Publisher, Word, Groups, Teams, SharePoint, PowerBI, PowerApps, PowerAutomate.

Design (CAD)

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Currently, Stantec has one of the largest and most comprehensive

Bentley and Autodesk enterprise licensing agreements in the world. Our enterprise licensing subscription and agreement provides global unrestricted and unlimited access for our designers to the entire suite of Bentley CAD, modeling, and design-based applications. We use a robust pool of Bentley V8i/CONNECT Edition versioned technologies and services in both an on-premise and hosted (cloud-based) environment, including MicroStation, InRoads/OpenRoads, GeoPak, AutoPlant/OpenPlant, OpenBuildings, Openflows, OpenGround, ProjectWise, Deliverables Management, AECOsym, Substation, AssetWise, Water/StormCAD, LEAP, STAAD, ProSteel, and more on a daily

basis.

A complete range of Autodesk technologies and services in various versions (2017 to 2021) is also part of our roster, including AutoCAD, Map 3D, AutoCAD Architecture/Revit Architecture, AutoCAD MEP/Revit MEP, Revit, AutoCAD Electrical, AutoCAD P&ID, Robot, Civil 3D, Plant 3D, InRoads, Ecotect, NavisWorks, Inventor, 3D Studio MAX, Maya, and many more that comprise our single-host pool of unlimited network licenses. Hosted services such as C4R, BIM360, etc. are also utilized across our organization

daily.

Geographic Information Systems (GIS)

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Stantec is an authorized ESRI Business Partner \(Silver\) with a 20-year history of serving provincial, state, and local government, and private industry clients worldwide with GIS solutions and information management services. The Stantec GIS team consists of more than 250 professionals around the world with decades of experience helping our clients solve complicated geospatial and temporal problems. We have a highly qualified and talented team of skilled professionals with acumen using GIS, programming languages, and database management systems software and data collection equipment. These are used to effectively analyze data and communicate the results using maps and pictures, web portals, summary tables, graphs, and charts in a clear and concise manner for our clients. We develop custom applications and workflows, or leverage common off the shelf platforms when applicable, to meet specific customer needs or increase the efficiency of repetitive tasks saving time and budget. We believe that these services increase collaboration, decrease manual effort, enhance information quality, and enable more informed and confident decision](https://stantec.sharepoint.com/sites/Mining-comm/SitePages/Mining-Innovation-Boilerplate-</p></div><div data-bbox=)

Other Software and Applications

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Many third-party vertical design application software for scheduling, estimating, project management, piping, structural, architectural, electrical, instrumentation, mechanical, civil, roads, and site design also complement our platforms. Stantec can integrate with many systems to help leverage the investments already made. Our solutions and services have integrated into a wide range of databases, asset management systems, GIS servers, identity management systems, and work order management systems. These

include:

- Lucity
- CityWorks
- Accela
- SharePoint
- TEMPO
- Active Directory
- Oracle
- SQL Server
- MapGuide
- OpenText
- Project Wise
- Apache
- Microsoft IIS
- OnBase
- EDEN ERP
- Linux
- iOS
- gINT
- GeoStudio
- GTStrudl
- Civil 3D
- EQulS

Sustainability + ESG - Mining Specific

Sustainability

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Sustainability at Stantec is built on the premise that positive economic results are possible when we effectively manage our environmental, social, and governance affairs. We are committed to sustainability in our operations and project work. In our markets, for our clients, and throughout our Company, we advance initiatives that support a more sustainable world.

Sustainability is built into our purpose, our promise, and our values. Our annual GRI-compliant Sustainability Report summarizes our progress against sustainability commitments, as well as our support of the United Nations Global Compact and Sustainable Development Goals.

In 2021, Stantec was named the fifth most sustainable company in the world and first in North America by Corporate Knights, a media, research, and financial information company based in Toronto, Canada. The annual ranking acknowledges companies that implement responsible business practices based on environmental, social, and governance indicators. Global 100 companies represent the top 1% in the world on sustainability performance. Impressively, Stantec is the only engineering and design firm in the world included in Corporate Knights' 2021 Top 100 list.

Recognized as a world sustainability leader, Stantec is taking the next big step in our continued commitment to create a more sustainable future. On February 11, 2021, CEO Gord Johnston announced Stantec is setting a science-based target and pledging to be carbon neutral for 2022 as a first step in achieving operational net-zero. Carbon neutrality is recognized as an interim step towards the net zero goal. This pledge aligns with the Paris Agreement's ambitious goal to limit global temperature rise to 1.5°C above pre-industrial levels and demonstrates the passion we have to address our impacts as we design with community in

mind.

Sustainable Mining by Design™ [Long]

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design%E2%84%A2-long"><i></i></div><p>Sustainability drives the way we approach our projects. We are committed to integrating sustainability principles, frameworks, and systems into the approach of our mining projects. How do we do that? Our teams identify and capture ways to make their projects more sustainable through engineering, planning, project management, and environmental services. We see the big picture in the context of the world's carrying capacity, shifting demographic trends, and evolving economic realities. Through this lens, we anticipate and address the long-term impacts of our design decisions and strengthen our client's social license to operate.</p><p>Globally, we have dedicated sustainability consultants who are experts in well-established industry frameworks like Envision, Towards Sustainable Mining (TSM), LEED, and WELL. More broadly, our mining professionals are in-tune with the myriad of global governing bodies and standards mine operators are following, such as the United Nations Sustainable Development Goals, the Global Reporting Initiative, the International Council on Mining & Metals' Mining Principals, and the Global Tailings Standards. To help our clients align with these authorities, we foster a culture where our team members weave sustainable thinking into the way they approach design work. We call this Sustainable Mining by DesignTM, and it's a critical component of our Stantec design DNA.</p><p>Sustainable Mining by DesignTM speaks to our philosophy of making a positive impact on a mining operation's triple bottom line by consciously keeping sustainability factors in mind throughout the engineering and design process. This means incorporating innovative solutions to improve ESG performance through our designs and all of our work. Just like employing Prevention through Design to improve safety, we cultivate Sustainable Mining by DesignTM by fostering a strong culture of sustainability at Stantec. Key sustainability concepts we keep in mind include the following: equity and fairness; operating within the limits of the world's ecosystems; leveraging circular economy strategies; having a long-term, multi-generational view; and understanding the interconnections between the economy, society, and environment. To successfully home in on sustainable design solutions, our staff consider the value of all forms of capital, including financial, manufactured, human, and natural capital.</p><p>By applying a sustainable lens early in the project, our teams can help mines use energy more efficiently, reduce greenhouse gas emissions, use water wisely on site, ensure health and safety, engage stakeholders, protect the environment and biodiversity, manage waste and tailings responsibly, and plan for mine closure. As a critical part of the broader ESG spectrum, we're here to advance clients toward their carbon neutral and Net Zero goals within the global Energy Transition. We help mine owners and operators identify their ESG risks and create actionable plans to turn these into opportunities. Ultimately, the goal of Sustainable Mining by DesignTM is to meet the needs of today without compromising the needs of the future for our clients, our communities, and our natural and built environments.</p><p>Our Sustainable Mining by DesignTM services are comprised of:</p>Net Zero Mining (Energy Transition)Water StewardshipHealth and SafetyStakeholder EngagementEnvironmental and Biodiversity ComplianceTailings and Waste ManagementResponsible Consumption and Production<p>You can read Stantec's commitment to Carbon Neutrality by

INVESTIGATIONS
 • Soil and bedrock investigation (land and marine)
 • Laboratory soil and bedrock testing and construction supervision
 • Construction materials investigation and testing services
 • Rock and soil engineering
 • Foundation and retaining system design

NATURAL ENVIRONMENT
 • Baseline studies for terrestrial and aquatic environments
 • Fisheries Act (DFO) approvals for changes to fish habitat
 • Biological monitoring or impact assessments related to wetlands, wildlife, fisheries, and the aquatic environment
 • Water and sediment quality assessment
 • Chemical speciation and water quality modeling
 • Environmental Effects Monitoring (EEM)
 • Species-at-Risk (SAR) assessments and approvals
 • Benthic invertebrate sampling and in-house taxonomy and data interpretation
 • Habitat creation, enhancement and compensation plan design
 • Fluvial geomorphological assessment and natural channel design
 • Noise and air quality monitoring, meteorology

SUSTAINABILITY, CLIMATE CHANGE & GHG
 • ESG and sustainability support and advisory services
 • GHG inventories and verification
 • Net-zero planning
 • Strategic carbon assessment
 • Climate change vulnerability and adaptation planning
 • Task force on Climate-related Financial Disclosures (TCFD) support

HUMAN ENVIRONMENT
 • Socioeconomic impact assessments
 • Consultation and public outreach
 • Open houses, public meetings and negotiations with communities
 • Aboriginal/indigenous engagement strategies and outreach
 • Human health risk assessments

PROJECT DELIVERY & EPCM SERVICES
 • Engineering and design management
 • Scoping, preliminary and detailed engineering
 • Risk and constructability
 • Operability/maintainability
 • Field engineering
 • Drawing management
 • Project management services
 • Project management
 • Project controls
 • Document control
 • Supply chain management/procurement
 • Procurement and contracts
 • Expediting
 • Logistics
 • Vendor document management and surveillance
 • Construction management
 • HSE management and monitoring
 • Quality assurance and control
 • Field inspections
 • Contract administration
 • Cost control and reporting
 • Temporary facilities and services
 • Warehousing and receiving
 • Environmental monitoring

OPERATIONS CONSULTING
 • Safety audits and MSHA training
 • Mine development
 • Equipment selection
 • Mining cycle analysis
 • Production sequencing
 • Ground support assessment
 • Operations assessment
 • Infrastructure review

ENVIRONMENTAL APPROVALS & PERMITTING
 • Regulatory support and strategy
 • Baseline studies
 • Environmental assessments (EIA, ESIA, EA, EIS, EIR)
 • Environmental permitting
 • Risk and mitigation planning
 • Compliance, auditing and monitoring
 • Closure planning
 • Socioeconomic impact assessments
 • Community and public outreach/involvement
 • Indigenous relations

MINE CLOSURE PLANNING & RECLAMATION
 • Asset transformation planning
 • Closure and decommissioning planning
 • Cost estimating
 • Resource recovery
 • Reclamation design, implementation, and

management

- Closure compliance approvals
- Cover design and landform engineering
- Ecosystem and stream restoration
- Compliance and construction monitoring
- Remediation
- Demolition and decommissioning
- Construction quality assurance and reporting
- Post-closure planning and redevelopment
- Site monitoring and reporting

TRANSPORTATION ENGINEERING & LOGISTICS

- Rail planning and design
- Access and haul roads
- Airstrips and terminals
- Parking lots/structures
- Bridges
- Transportation planning and traffic engineering
- Marine facilities and ports
- Pavement design and data collection
- Construction inspection

SITE DEVELOPMENT & SITE SERVICES

- Land use planning
- Underground and surface infrastructure
- Site and construction layout design
- Municipal infrastructure design
- Grading, drainage design and analyses for bridges and roads
- Landscaping

TELECOMMUNICATIONS

- Telemetry - SCADA and control networks
- Digital/analog A/V systems, CCTV, and camp television entertainment systems
- UPS design, and power distribution
- Microwave and cellular/radio site acquisition
- Antenna and tower specifications
- Frequency coordination, interference analysis and licensing support

WATER MANAGEMENT

- Water resource evaluation, development, storage and supply
- Water and wastewater active/passive treatment
- Water quality modelling assessments
- Treatability testing and process optimization
- Dewatering, impact prediction and management
- Water balance modelling
- Compliance monitoring
- Watershed/aquifer catchment-based management and restoration
- Managed aquifer recharge
- Hydraulic/hydrologic modeling and structures
- Stormwater management
- Water diversion and flood control
- Pumping, storage and pipeline transmission systems
- Dams/levees/impoundments design and safety inspections

TAILINGS AND MINE WASTE MANAGEMENT

- Mine waste management and containment systems
- Alternative disposal technologies
- Waste minimization and source reduction
- Reclamation and closure plans
- Site evaluations
- Feasibility and treatability studies
- Reclamation and landfill engineering
- Cover and liner systems
- Construction supervision (QA/ QC)
- Dam safety inspections and dam safety reviews
- Preparation of operation, maintenance, and surveillance manuals
- Closure planning

MINE WATER TREATMENT

- Treatability testing and process optimization
- Process water treatment engineering
- Conventional lime neutralization
- High-density sludge (HDS)
- Iron co-precipitation of metals and metalloids
- Sulphide precipitation of heavy metals
- Advanced treatment design
- Membrane Separation
- Advanced Oxidative Processes
- Biological Nutrient Removal
- Selenium Removal
- Ion Exchange
- Passive mine water treatment
- Cyanide, thiocyanate, and ammonia treatment
- Natural and engineered wetland treatment
- Residuals management

FACILITY DESIGN & ENGINEERING

- Site selection, evaluation and servicing
- Functional programming,

architecture and engineering
 • Process buildings and services
 • Fuel storage and receiving
 • Maintenance facilities
 • Accommodation complexes
 • Administration offices
 • Remote modular camps
 • Mine dry and muster facilities
 • Process engineering, modelling and optimization
 • Safety and regulatory compliance
 • Sustainable design/LEED certification

SURVEYING & GEOMATICS

Topographic mapping
 • Geodetic and control surveys
 • Construction stakeout
 • 3D laser scanning
 • LIDAR and drone service

REMOTE SENSING

InSAR ground deformation
 • Vegetation rehabilitation
 • Change detection analysis
 • Water quality properties
 • Air quality monitoring

MINE SURFACE INFRASTRUCTURE

Vehicle fueling
 • Explosives storage
 • Compressed air plants
 • Heating and refrigeration
 • Hoist house design
 • Mine backfill systems

MINERAL PROCESSING

Material handling
 • Crushing and grinding
 • Floatation/leaching
 • Concentrate dewatering and storage
 • Heap leaching/ADR
 • Standardization/modularization
 • Tailings disposal (conventional and thickened)

North American Funding Program

North American Funding Program

We recognize that securing funding is a critical component of executing projects that advance the quality of life in communities. For 30+ years, Stantec has partnered with our clients to successfully apply for grants and loans and have helped our clients secure over \$4 billion in funding.

Funding services is a natural and complementary extension of the other technical and professional services we offer as a firm. From concept to construction, Stantec provides an integrated team of resources at your fingertips—not only grant writers, but over 120 funding experts, experienced financial consultants, urban planners, engineers, landscape architects, transportation designers, and GIS analysts. We’ve compiled a team of Funding Advisors that has decades of experience developing financial plans and securing grants and loans and has successfully leveraged our technical offerings into our funding services to create robust applications that WOW funding agencies. With Stantec, you get a one stop shop!

Stantec can support you every step of the way throughout the funding process – from the establishment of funding objectives to grant administration. Following is a breakdown of our approach when providing this support:

Develop a Funding Strategy

- Identify priority projects
- Research potential funding sources
- Evaluate probability of success and return on effort
- Confirm eligibility
- Prioritize which grants and loans are worth pursuing
- Finalize funding strategy and schedule

Application Preparation

- Designate lead funding specialist and team
- Facilitate funding application kick off
- Develop and manage all elements of application (i.e. narrative, attachments, letter of support)
- Assemble application package and assist with delivery

----- SECURE FUNDING -----

Project

Management & Oversight

- Provide project management and oversight as needed
- Support funding agreement negotiations
- Refine scope and budget if needed
- Assist with reporting requirements

Funding for the Mining Sector

Canada

The federal government is focused on meeting its UN Sustainability targets, as well as targets they've committed to in their [Federal Sustainable Development Strategy](https://www.fsds-sfdd.ca/). Each department has its own sustainable development strategy which outlines their specific commitments to support thirteen areas identified under the larger federal strategy. What does this mean to mining clients? Projects that help the federal government achieve their targets and more likely to be funded, and that's why you see new funds emerging with clear SGS goals.

The [Canadian Minerals and Metals Plan \(CMMP\)](https://www.nrcan.gc.ca/sites/www.nrcan.gc.ca/files/CMMP/CMMP_The_Plan-EN.pdf), through Natural Resources Canada, is a milestone in Canada's mining history, outlining a new vision for mining that will help Canada seize the generational opportunities of this clean-growth century. Areas for action include waste reduction, mine reclamation, alternate/renewable energy, climate change adaptation, and support of a circular economy

[The National Collaboration Strategy for the Mining Industry](https://www.nrcan.gc.ca/sites/www.nrcan.gc.ca/files/emmc/pdf/EMMC_Collaboration-Strategy-Mining_E_accessible.pdf) outlines a path forward to enhance collaboration in the mining sector and drive innovation. The strategy highlights supporting a culture of communication and collaboration, sharing of resources and leveraging existing strengths, tools and organizations, and building a culture of innovation. The strategy around innovation is to help minimize risk for first movers to accelerate the adoption of green mining technologies. Funding opportunities are consistent with these calls to action.

Economic recovery is another major push, to address the COVID-19 pandemic. The leading strategy here is [Budget 2021: A Recovery Plan for Jobs, Growth and Resilience](https://www.budget.gc.ca/2021/home-accueil-en.html). In Budget 2021 and elsewhere, innovation is a key trend that we have been tracking. We have seen a significant trend towards solving key problems using Canadian innovation.

Here are some specifics about key federal funding opportunities in the mining sector:

- The [Strategic Renewables and Electrification Pathways Program](https://www.nrcan.gc.ca/climate-change/green-infrastructure-programs/smart-renewables-and-electrification-pathways-program/23566) provides up to almost \$1 billion dollars over four years to support grid modernization and smart renewable energy projects. Eligible projects include those in established renewables, emerging technologies, and grid modernization.
- The [Strategic Innovation Fund](https://ic.gc.ca/eic/site/125.nsf/eng/home) helps to ensure that Canada becomes a top destination for businesses to grow and for jobs to be created in Canada. The program includes an \$8 billion initiative in support of projects that will enable Canada to reduce domestic greenhouse gas emissions, including companies in the mining sector.
- The [Clean Growth Program](https://www.nrcan.gc.ca/climate-change/canadas-green-future/clean-growth-programs/20254) is focused on reducing greenhouse gas emissions, minimizing landscape disturbances and improving waste management, producing and

using advanced materials and bioproducts, producing and using energy efficiently, and reducing water use and impacts on aquatic systems.

In addition to the Clean Growth Program, there are other opportunities to support research and development (R&D) in the mining sector, through the [Office of Energy and](https://www.nrcan.gc.ca/science-and-data/funding-partnerships/funding-opportunities/office-energy-research-development-oerd/office-energy-research-and-development-programs/23287)

Development

There are also numerous provincial funding opportunities that may be of interest to clients in the mining sector. Given current provincial and federal priorities to support innovation and sustainability in the mining sector, there is no better time to match mining clients with these funds to support their projects.

As well, synergies are developing around innovation through the Centre for Excellence in Mining Innovation (CEMI) which aims help the mining sector achieve step-change improvement in performance by accelerating the adoption of commercially viable innovations in mines and by increasing the innovation capacity of the mining service companies that deliver techniques and technologies to the industry. CEMI recently announced their submission to the Federal Strategic Innovation Fund, Stream 5 for the [Mining Innovation Commercialization Accelerator \(MICA\)](https://www.cemi.ca/mica-national-innovation-ecosystem/) Network was successful – with the intent of the national network to support innovators with solutions for the mining sector, designed to bridge the gaps that delay commercial success.

Coming soon... United States, Australia, South America

North American Funding Program [Short]

At Stantec, we have 120+ funding specialists who have helped secure more than \$4 billion in grant and loans. Our team has experience identifying, securing, and managing regional, provincial, territorial, and Federal funding programs and has an excellent track record supporting clients across North America.

Insight Analytics

Stantec's Insight Analytics

Along with environmental and sustainability goals, the health and safety of our local communities is of paramount importance to us. Communities that host mining programs expect to share in the benefits, while having confidence that proper social and environmental protections are in place. Our aim is to help the local communities and our clients create a vibrant, inclusive relationship that all the stakeholders will respect and enjoy. Good community relations can help companies to build public trust, which can facilitate effective program management and mitigate risks associated with cost and reputation, while optimizing the return on land investment. Through this companies can obtain their 'social license to operate.'

At Stantec we try to make every effort possible to involve the local communities in our mining programs through consultation, conversation, and engagement activities. We offer a novel approach to stakeholder engagement via use of Artificial Intelligence (AI) and public conversations.

Stantec's Customer Insight application unites the data gathered from traditional engagement tools, like surveys, as well as social media, online news and more with the data collected on your key facilities or programs. By combining these data sets and applying artificial intelligence, Customer Insight enables you to identify not only what the community is feeling, but also where sentiments are changing, how fast they're changing, and what is most likely the cause of a sentiment shift.

Knowing how your community feels is meaningful – but

understanding why they're feeling that way and doing something about it? That's powerful. We built Customer Insight to arm the teams with real-time, insightful information so they can respond to the community's needs more efficiently than ever before. The 24/7 constant stream of public data has recognizable traces of social responses to situations and contexts related to the program. The ability to leverage this data to perform sentiment analysis and understand the emotions and concerns of the community related to the program can become a powerful planning tool and assist in overall management of the program. Traditionally stakeholder engagement methods have been focused on specific issues at specific times, but with Stantec's approach using sentiment analysis, you can direct your efforts and capital funds towards initiatives that the communities value and want to contribute to as partners.

Stantec Customer Insight supports:

Sustainability Goals: Enables mining companies to gauge public opinions to better monitor and evaluate their performance related to the United Nations' 17 Sustainable Development Goals

Shareholder Engagement: Enables more effective shareholder engagement through monitoring of information related to mutual understanding, trust and cooperation with their shareholders.

Communities & Indigenous Peoples: Enables mining companies to manage and improve upon stakeholders' needs across the communities and indigenous regions where they operate

Early Events and Needs Identification: Analyzing the Voice of Community, enables us to have early warning of events that might be affecting mining operations or needs of the local community

Agile Emergency Response: Customer Insight tracks how issues and emergencies are affecting your communities, then maps that data to your program so you can see the impacts of your response in real time.

Brand Enhancement: Sentiment analysis enables you to track how your organization's brand is perceived by the community and identify areas where you can enhance your brand.

Indigenous Engagement

Indigenous Engagement

The foundation of our work with Indigenous communities is lasting relationships built on mutual respect.

At Stantec, we work on the home of the First Nations, Metis, and Inuit people and we acknowledge these ancestral lands that make up Turtle Island. We respect the diverse histories, languages, and cultures of all the First Peoples of Canada. Our shared relationship with the land combined with our technical expertise and experience helps us envision a sustainable future that we can build together.

Stantec is committed to the spirit and intent of reconciliation with Indigenous Peoples in Canada. We recognize the rights and title of Indigenous Peoples and respect their traditional knowledge and connection to the land. The Truth and Reconciliation Commission's (TRC) Calls to Action guide us on this journey. We share a commitment to create a sustainable future as we walk this path together. We will achieve reconciliation through listening, being open to change, continual learning, and being accountable to reconciliation actions.

We are thankful to have decades of experience building successful relationships with Indigenous communities and working on projects in Canada. Through this experience Stantec brings a cross-cultural awareness that helps us integrate traditional knowledge with Western science and regulatory

expertise.

Throughout the life of your project, we'll work with you to confirm that your project goals and the needs of the communities are being met. We can bring local culture into the formal execution of projects by providing Indigenous community members with opportunities for employment, hand-on skills development, and capacity building when the opportunity arises.

Indigenous Services

We understand that every Indigenous community is unique which is why we take a customized approach to working with Indigenous groups in Canada. We have a long history of working alongside, and in partnership with, Indigenous people, to achieve positive outcomes. Through Indigenous consultation, regulatory services, traditional ecological knowledge (TEK) and traditional land use (TLU) studies, engagement, and training and development, we help our clients to identify potential issues in their projects and work with local Indigenous communities to mitigate potential adverse effects.

We are a minority partner in 11 formal Indigenous business partnerships across Canada that are focused on a lasting connection to deliver technical services along with the local expertise of our partners. We have maintained a presence in these areas and have worked collaboratively with our partners to identify business opportunities, deliver high-quality work, provide training and employment for local people, and contribute to community initiatives.

Our formal partnerships in Canada include:

- KAVIK-STANTEC Inc.
- Nunami Stantec Limited
- Kālo-Stantec Limited
- FMFN Group – Stantec Limited
- Stone & Arrow LP
- Stassinu Stantec LP
- Aivek Stantec LP
- Little Otter Professional Services Inc.
- KI 209 Engineering LP
- Kahsenah LP
- Oshki-Aki LP

Where we do not have established business partnerships, we work directly with local Indigenous communities and businesses to create opportunities for them to participate in our work. Below are examples of some of our relationships and other agreements we have with Indigenous communities or businesses across Canada:

- Metcor Inc. (North Slave Metis Alliance)
- Selkirk Development Corporation (Selkirk First Nation)
- Lhai Ventures Ltd. (Lheidli T'enneh, Saik'uz, Stellat'en, Nadleh Whut'en)
- Seyem Qwantlen Group Ltd. (Kwantlen First Nation)
- Wai Wah Environmental Ltd. (Kitselas First Nation)
- Metlakatla First Nation & Lax Kw'alaams First Nation
- CLAW Environmental
- Scout Engineering
- Two Row Architect

Training, Employment, and Contracting

We are committed to provide training, employment and business opportunities to enable communities to participate in opportunities in their traditional territories. Ranging from employment specific technical and health and safety training to longer accredited programs, we have the experience and tools to deliver on specific training needs.

Stantec is committed to capacity building through ongoing training and the development of transferable skills for the sectors we serve. This concept shall apply to partners and subcontractors as well. We intend to employ Indigenous persons in skilled, administrative, professional, scientific, and management positions whenever persons demonstrate the

competence and qualifications for such positions. Increasing the capacity of First Nation, Métis, and Inuit communities and persons should be part of a lasting legacy of working on the traditional lands of Indigenous Peoples across Canada.

Community Engagement Program

Creating successful Indigenous relationships requires an understanding of the intricacies of the community, common goals, and mutual respect. Our Indigenous Community Engagement program is one example of how we invest in communities and foster long-term relationships. We understand the importance of contributing to the community and making connections where we work. We intend for all our engagement to be reciprocal, where we can learn indigenous and traditional teachings while sharing our collective expertise. Through Community Engagement, we are able to support initiatives that fall under the following four pillars—Education, Health and Wellness, Environment and the Arts.

Education Activities

At Stantec, we have a passion for supporting strong and vibrant communities. In our communities, we focus our engagement on our aforementioned four pillars—arts, education, environment, and health and wellness. Stantec works with various postsecondary institutions and organizations to provide financial aid to Indigenous students across Canada. We have contributed to over 65 scholarships and bursaries across the country including, for example: Indspire, Sahtu Divisional Education Council, Red River College, Grant MacEwan University, Kwantlen Polytechnic University, Lakehead University and Nicola Valley Institute of Technology. In British Columbia, we have a bursary with Indspire designated for an Indigenous student from a remote area. Through UBCO, we have an annual scholarship for an Indigenous Student in an Engineering program.

Education is a vital component of our partnership with Indigenous peoples, which includes providing scholarships, skills-development training, internships and capacity support for small businesses. We are committed to supporting the next generation of Indigenous scientists, engineering, architects and entrepreneurs in our industry and we are focused on growing diversity within the science, technology, engineering and math (STEM) fields. Stantec's Indigenous Engagement team's efforts are focused on providing STEM opportunities and STEM career awareness/exposure. Our team is also working with EVERFI to bring STEM programming to Indigenous students in the North Coast area of BC and Yukon. We support the Indigenous Youth Engagement Program through the Faculty of Archaeology and Anthropology at the University of Calgary, which provides exposure to archaeology and field-based experiential learning for school age youth.

On our projects, we seek opportunities to engage a local Indigenous workforce and provide on-the-job training, mentoring and internship opportunities to promote skill building and increasing levels of responsibility on our teams. We have delivered formal in-class training coupled with informal field-based learning in diverse geographies, including remote areas of Canada's North.

[Indigenous Relations and Partnerships](https://www.stantec.com/en/about/indigenous-relations)

Autonomous Vehicles and Mining **An Evolutionary Step**

Forward

Mining operators long ago turned to automation to improve safety and efficiency. In the last decade, automation has moved beyond familiar uses like remote controls and tele-operation to full automation—automation of drilling, loading, and hauling—and even full equipment electrification and automation. These innovations open new possibilities for working in previously

inaccessible locations. Introducing battery electric automated vehicles (BEAVs) into these environments can be a tremendously rewarding endeavor with benefits to the owner, workers, and surrounding community. From moving people and equipment to performing such critical mining activities as drilling, loading, and hauling, BEAVs can provide a wide range of services in and around a mine, all contributing to safer and more efficient mining operations.

Accelerating Autonomy in Mining

We take pride in providing innovative solutions that balance production goals with the requirements of good stewardship, environmental sustainability, and regulatory requirements. It is this passion that has us so invested in bringing autonomous vehicle (AV) technology to our mine operations. With promised benefits of safety and efficiency, the applications within these spaces are immense. Our AV consulting arm,

[https://www.stantec.com/en/markets/transportation/smart-mobility/stantec-generation-](https://www.stantec.com/en/markets/transportation/smart-mobility/stantec-generation-av)

[av](https://www.stantec.com/en/markets/transportation/smart-mobility/stantec-generation-av)>Stantec GenerationAV™, is advancing automated mobility systems to create a safer, cleaner, more equitable world for future generations. Together with our mining professionals, we can help our clients determine the best use cases and create plans deploy AVs in a way that adds value for everyone involved.

Potential Use Cases:

Logistics & Mobility

- People Moving

- Equipment Moving

- Traffic Control, Wayfinding, and

- Signage

Operations

- Drilling

- LHD Trimming and Truck Loading

- Haul truck

Maintenance & Services

- Cleaning

- Inspection

- Security

- UG CMS Stope Cavity Surveys

- Remote Ore

- Storage Monitoring

HSSE Systems & Leadership - ANZ

Stantec's Health, Safety, Security, and Environment (HSSE)

policy is the cornerstone of our Health and Safety Management System. In turn, the Health and Safety

Management System is part of Stantec's Integrated Management System, which is ISO certified and

inspected by an independent firm. Stantec is an ISO-certified company that is compliant with the

Occupational Health and Safety Management (OHSAS 18001). Stantec holds the following certifications

including ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety

Management), ISO 9001 (Quality Management) & ISO 27001 (Information Security

Management).

Stantec's senior leadership is committed to continuous improvement

in the areas of health, safety, security, and environment (HSSE) in all aspects of our

business. Senior management play a pivotal role in the implementation, training and

management of the HSSE systems through our SaferTogether™ program. Leading by

example KPIs around HSSE targets are first and for most the most onerous to ensure that our senior

management teams are practicing what is expected of the organisation. Further, key messaging and

information is driven by this group to demonstrate the importance of the systems in place.

Every employee has an opportunity to provide continuous improvement through our HSSE systems and

processes starting with communications and consultation with our Joint Health and Safety Committee

meetings and general consultation with each offices Health and Safety Representative (HSR) and Office

Safety & Environment Coordinators. Additionally every employee has the opportunity to become a

HSR through the election process as positions become available, to have a more active role in the health, safety and environment of the organisation.

The HSSE Program's objective is designed to eliminate injuries, property loss, and environmental damage by aligning work processes, systems, and behaviours so our employees have the necessary guidance and knowledge to complete every task safely, every time. To meet this objective, the HSSE team develops practices and tools that support safe work methods by meeting or exceeding government regulations and establishing best practices and continuous improvement through our OHSAS 18001 accredited Occupational Health and Safety Management System (OHSMS).

The foundation of our safety program is a Hazard Recognition and Control (HRAC) process that enables employees at all levels to establish a healthy and safe work environment. Projects begin with the development of a Risk Management Strategy or Health and Safety Plan (HASP) that identifies potential risks associated with the project site. Based on the risks identified, additional controls are implemented, and then verified daily with a Field Level Risk Assessment process.

HRAC empowers employees to proactively identify hazards, assess risks, eliminate or control risks, and stop work if required in order to prevent injury and illness, environmental and property damage. Our Company HSSE Program is grounded in our Corporate Health, Safety, Security, and Environment Policy, the HSSE Program Manual, Safe Work Practices, and supporting programs.

The program is communicated to employees through a comprehensive communication strategy that includes regular features in our company magazine, ongoing use of the Company's intranet, e-bulletins from senior leadership, office signage, presentations, and workshops. In addition to tracking lagging indicators (workers' compensation costs and Total Recordable Injury Rate), we also track leading indicators such as site visits, file reviews, safety meetings, and worksite inspections to further gauge the effectiveness of the program.

There are a number of mechanism of communication of safety throughout the organisation including HSSE noticeboards, Joint Health & Safety Committee meeting minutes/agenda, Leader Briefings (delivered by line management to employees), office based breakfast briefings, formal company communications or even safety stand downs.

Indigenous Engagement & Supply Nation Certificate - ANZ

We are always looking for ways to build stronger connections with communities, and that includes the way we work with Indigenous Peoples. At Stantec, we acknowledge and respect the Traditional Owners of the land we work on at sites across Australia. Over time, we have participated in a number of projects with Aboriginal and Torres Strait Islander stakeholders where we have liaised to consider and preserve culturally significant sites, protection of heritage, food trees and suspected graves. We have also partnered with clients and developers with the intention to attract and engage Aboriginal and Torres Strait Islander employees.

A number of our projects were developed to specifically benefit Indigenous Australians, and these include:

- Provision of a reliable electrical supply in remote communities
- Building a centre to celebrate Aboriginal cultural heritage
- Establishing an Aboriginal Child and Family centre
- Construction of a centre for Indigenous Australian Education and Research for a university

Whilst we are proud of our achievements to date, there is always room for improvement. Our Reflect RAP, which is officially endorsed by Reconciliation Australia, reflects upon what we currently do well within Stantec to promote reconciliation and sets out goals for the coming years, with actions in the following areas:

- Building internal and external

- relationships with like-minded organisations and our sphere of influence
- Participating in and celebrating National Reconciliation Week, NAIDOC week and indigenous culture
- Investigating Aboriginal and Torres Strait Islander cultural learning and development, including employment and supplier diversity opportunities
- Investigating and providing support to Aboriginal and Torres Strait Islander community through recruitment, retention and career development opportunities
- Raising internal understanding of Aboriginal and Torres Strait Islander cultural protocols
- Investigating and providing support to the Aboriginal and Torres Strait Islander community

Wellbeing Program & Mental Health - ANZ <p>Stantec has an established wellbeing program that operates across both Australia and New Zealand. The program takes a holistic approach to employee wellbeing, with focus areas including mental health, physical health, financial wellbeing, and work-life balance, reinforcing our value of 'we put people first'. Initiatives within this wellbeing program include:
<p>Mental Health Champions: Our Mental Health Champions support and increase the number of options our people have to discuss stress and anxiety related situations for themselves or others. They work with line managers and our HR team to collectively achieve the best outcome for individuals facing challenges. Each Champion completes an accredited two-day training course to help them undertake this role. Each month Stantec employees receive a Mental Health update which acts as not only a reminder of the service but to raise awareness that 'it's okay to not be okay'. Each month's update has a theme for the duration of that month. As an example, a recent theme was How to Ask for Help. Employees were provided with a flyer providing information on how to seek help as well as a wide range of online and phone support services. </p><p>Employee Assistance Program (EAP): All Stantec staff and their immediate families have access to our Employee Assistance Program (EAP) provider, LifeWorks. Our EAP is designed to encourage employees to take the initiative for their own health and wellness. All employees (excluding casual employees) and their immediate family members are entitled to six counselling sessions annually. All counsellors are professional qualified psychologists and social workers, with peak industry body accreditation and experience. </p><p>Ilumen platform and tools: Ilumen is an online mental health platform that is designed to help our staff manage and monitor their wellbeing being over time. The app can be download to your phone through the App Store or Google Play.</p><p> </p><p> </p><p>

Leading Indicator Safety Index (LISI) - ANZ <p>At Stantec, our culture of being SaferTogether is about having the courage to communicate when you see something unsafe, as well as being receptive should others point out any unsafe behaviours of your own. It's a 24/7 mindset where you care about your safety and the safety of others, not just at work, but at home and in the community too. </p><p>Leading indicators are measures that focus on future health and safety performance with the intent of continuous improvement. They are a signal and monitor of what is being done on an ongoing basis to prevent worker illness and injury. The goal for using leading indicators is to improve our safety culture and identify opportunities to improve safety performance.
</p><p>The Leading Indicator Safety Index, or LISI, is a calibrated metric used to help us track the rate of participation and submission of leading indicators. The calculation of LISI is: (# of leading indicator activities x 1000) / exposure hours. Our goal is a score of 1.0. This number would indicate that one leading indicator activity is taking place

for every 1000 hours of work at Stantec. To reach this goal, each employee needs to complete two leading indicator activities, such as field inspections, hazard identification reporting, planned job observations, or safety opportunities, each calendar year.

Every quarter, we review all LISI submissions from the preceding three months and select an overall country winner along with honourable mentions. Each winner receives a prize, a trophy, and a certificate of acknowledgment, as well as being featured on our intranet, The Lens. for their great contribution to getting everyone home safe. At the end of the year, all quarterly winners are automatically nominated for the Annual ANZ LISI Award. In addition, our Office Safety and Environment Coordinators and Health and Safety Representatives are empowered to give out LISI coffee cards to anyone contributing to a proactive safety culture at Stantec.

Safe Driver Initiative

We've identified that driving related incidents are one of the highest reported at Stantec and represent a significant risk to both our company and our people. In order to reduce this risk and increase the safety of our staff who do a lot of driving as part of their role, we launched our Safe Driving initiative in 2021, consisting of the company-wide release of Safe Driving Guidance Notes, and the roll-out of defensive driving training to field staff who were identified as driving regularly.

Safety Pledges / Personal Safety Commitment Motivator

Traditionally, workplaces have created basic safety rules that would apply to anyone entering a workplace or worksite, including employees, supervisors, management, and visitors. These rules would outline restrictions and prohibited behaviour.

Our safety rules have been revised into Safety Pledges, which are intended to showcase the commitment we all have as individuals to our own health and safety, the health and safety of our colleagues, and those we connect with in our personal and professional communities. In our effort to be SaferTogether™, we ask employees to commit to Stantec's Safety Pledges:

- I will make sure hazards are recognised, assessed, and controlled before starting any task.
- I will ask for help when I need it.
- I will take all necessary precautions when operating vehicles and working around mobile equipment.
- I will report all incidents regardless of severity.
- I will keep my work area tidy and free of hazards.
- I will recognize and respect my limitations and only perform work I know I can do safely.
- I will be mentally and physically fit for duty.
- I will exercise my stop work authority immediately if I see an unsafe act or condition that could endanger myself or others or if I am not confident in the work plan.
- I will protect company equipment, materials, and property in my care and take steps to prevent theft, vandalism, and damage.
- I will always use the personal protective equipment (PPE) identified in my work plan and make sure I'm properly trained to select, use, and care for it.
- I will only use tools, vehicles, and equipment that are in working order and have all guards and safety devices in place.
- I will set a positive example for others and encourage safe behaviour.

Our staff are encouraged to complete a Person Safety Commitment Motivator annually to reinforce that It's about making safety a 24/7 mindset where you care about your safety and the safety of others not only at work, but at home and in the community too. Entering a commitment for each of health, safety, security and environment, from a personal or work related perspective is a great reminder of how you'll 'get home' safe, shows others your commitment to personal safety, and acts as a great HSSE conversation starter.

<http://marketingexcellence.corp.ads/documents/documentlibrary/3809.PDF>

Current LISI statistics

HSSE Organisation Chart - ANZ <p>ANZ HSSE Team Org Chart</p>

Sub-contractor Management - Asia Pacific <p>Vendors, subcontractors, subconsultants, and partners are expected to apply business practices consistent with Stantec’s standards. Our Partner Code of Business Conduct—which covers employment practices, health and safety, environment, human rights, discrimination, anti-bribery, intellectual property, privacy, and more—reduces the potential for problems in our supply chain. We expect high-risk partners to sign our Partner Code of Business Conduct to ensure they have similar values, we conduct due-diligence checks.</p><p>It is Stantec Policy, and a requirement of the Asia-Pacific Quality System that when engaging a Subcontractor that the following requirements are met;</p>A signed written contract is entered into prior to work being commenced. Where possible, we should use the applicable Stantec standard agreement. Where a Subcontractor will not sign Stantec’s standard agreement, Stantec Legal must review the proposed agreement;The Subcontractor must hold adequate insurance to cover any liability which the sub-consultant or subcontractor may have to Stantec. See “Insurance” section below for further guidance. The Subcontractor must have an adequate Health and Safety record and management procedures in place.

Modern Day Slavery Statement - ANZ <p>Stantec Australia is committed to improving our practices to combat slavery and human trafficking and this statement comprises the slavery and human trafficking statement of Stantec Australia Pty Limited. It reflects our ongoing actions on this subject and supports our account for the financial year ending 31 December 2021 in accordance with the and would also be applicable to any other Australian entity in our group that might fall within the scope of the act from time to time.</p><p>Does the Tenderer have a risk analysis process in place to identify and address the risks of modern slavery within its supply chain?
</p><p>Stantec has a requirement in our subconsultant agreement that our engaged subcontractors do not have modern slavery in their procurement chain. Furthermore, we take reasonable and practicable steps on an as needs basis to identify any breaches of our human trafficking and modern slavery and our partner business code of conduct policies and act accordingly to constantly improve for the communities in which we work. We commit to promptly investigating any reports and address any violations of these policies. Retaliation for any reports made in good faith is prohibited. We focus on the issues and relationships on which we have greater degrees of control and influence to create the greatest impact.
</p><p>Stantec stakeholders are encouraged to report any suspected violations of the policy as set out below. </p><p>Individuals who become aware of any concerns regarding a violation of human rights within Stantec should report such issues to the Company’s Integrity Hotline. If such an issue is brought to the attention of a Stantec employee, that person should refer the issue to the Integrity Hotline or to our Ethics & Compliance team. </p><p>Stantec’s Integrity Hotline is managed by an independent third party who can receive complaints in a variety of languages. The hotline is structured to receive information verbally, by a web

interface, or in writing, and all reports are treated as confidential. Requests for anonymity will be honoured to the extent possible while still ensuring a full and proper investigation.

Does the Tenderer provide employees, temporary labour and contractors with modern slavery training, (either online or face to face)?

All new Stantec employees complete a Code of Business Conduct training course which includes our policies around Stantec's requirement to follow modern slavery laws and what action can be taken by an employee should they feel a need to raise concerns. All staff annually repeat the training (compulsory) as a refresher in both Code of Business Conduct and Cyber Security. This ensures that our team remain alert and vigilant across business ethics, cultural diversity, legal obligations

The Code of Business Conduct is intended to serve as a source of guiding principles to ensure all operations and employees approach their work in a consistent and appropriate manner, regardless of location, entity, or job function

Does the Tenderer have a mechanism for employees (including subcontractors and temporary workers), or the broader community, to confidentially and anonymously report potential instances of modern slavery or human rights issues?

Stantec conducts its business in such a manner so as to support and implement a zero-tolerance policy regarding trafficking in persons and modern slavery. Any Stantec employee or subcontractor acting on behalf of Stantec, shall be reported to Stantec via an Integrity Hotline. Stantec provides global access to the Integrity Hotline (24/7) and accepts written or verbal complaints. All reports to the Integrity Hotline are treated as confidential and a full and proper investigation is conducted to close out the matter.

Buy local - Australia & New Zealand

Wherever we can, it is our policy to Buy Local. We have long had an informal policy in Australia and New Zealand of purchasing products and services in the vicinity of our office locale and this applies to our delivery of projects. We make use of the professional products and services of local businesses, including the sourcing of subcontractors when required and materials from within state whenever possible.

Our core team of nominated engineers will be personally engaged to work from our local office.

Any specialist engineering required can be provided by our interstate or global networks, through the use of technology. But we believe that local people have intimate knowledge of local issues and site characteristics, and that is our first port of call. And a local presence also allows us to establish important relationships and a favourable rapport with the authorities, consultants and contractors in that place.

Providing professional consultancy services, we sub-contract only if it is a service that we do not provide. However, we do recognise and value the appointment of suitably qualified local talent and are keen to grasp opportunities to support and liaise with them for the project duration.

The employment of local talent in the communities within which they live promotes pride and a sense of place. There are also myriad economic benefits that trickle through the entire community. Hiring locally – whether that is sub-contracting construction service companies, purchasing materials or equipment or hiring individuals – is a win-win for everyone, particularly within the Regional areas of Australia and New Zealand.

For the client - hiring locally reduces the cost of travel to site. Local people often have knowledge and information about the site, its services, its geology, history and its political sensitivity that incoming

personnel are unaware of. For the region – it brings an economic boost to the employees, their families and the community in which they live. Individuals can also benefit through up-skilling or training and development of skillsets that can be passed on. This increases economy, community and health, reducing reliance on the state for benefits and financial assistance. An engaged, purposeful community attracts investment, creates additional opportunities for growth and ongoing employment. There are also clear environmental benefits from the reduction of travel of people, materials and equipment by using resources close to site.

Inclusion, Diversity & Equity ANZ Truly transformational work is born from diversity
Harnessing the power of all the characteristics that make us who we are is vital to our collective success. We design with community in mind and to genuinely fulfill that promise, we need to be representative of the many communities we serve. It's our diversity of thought and expression that sets us apart on the global stage—our combined creativity, innovation, and expertise will always help to maximise our potential to do our best work for our clients and have a lasting impact on our world. We know we must do more to identify and address the very real consequences of systemic racism, and other forms of discrimination, that exist in society today. Building on initiatives we've had underway for many years, our actions will continue to remain focused on outreach in mentoring, education, sharing knowledge and resources.

Corporate Social Responsibility ANZ As a company, we have a passion for creating strong and vibrant communities. In our communities, we focus on four pillars—arts, education, environment, and health and wellness. Through donations, sponsorships, and volunteering, we can connect with our communities and help strengthen them in meaningful ways.
Along with our four pillars, we also put our focus on equity and diversity partnerships, scholarships, Dollars for Doers, and Stantec in the Community (SITC) Week. Through these initiatives, we aim to make a difference in the places where we live and work.
In ANZ, during SITC week, we have helped our local communities with some great volunteering programs and during 2021/22, 481 volunteers gave 962 hours of their time through activities such as planting trees and collecting litter in public spaces.
Overall, Stantec is committed to investing in the communities where we live and work. By 2030, we aim to invest a further \$30 million into community organisations around the globe, taking our total to \$60 million since starting this initiative in 2007.

Accounts Payable Contacts Use the accounts payable contact list to find an accounts payable contact in your local area: <https://stantec.sharepoint.com/sites/HelpCenter/SitePages/Accounts%20Payable/Accounts-Payable-Contacts.aspx>
<https://stantec.sharepoint.com/sites/HelpCenter/SitePages/Accounts%20Payable/Accounts-Payable-Contacts.aspx>
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For questions or more information, contact the Marketing Information Management team.

Innovation Strategy - ANZ

As part of a connected global business, having Stantec as a delivery partner means our clients benefit from our technology-forward and collaborative approach. As our business continues to grow through our strategic investments, we also encourage our staff to challenge the status quo and, as a consequence, Stantec supports and funds innovation through our global Stantec Innovation Office.

Innovation is more than employing experimental technology however – setting the right culture is also key. To establish the right culture, the following is considered:

- A framework that stimulates innovation and links the elements that drive innovation
- A Leadership Team to drive the cultural mindset and encourage curiosity
- Leadership, people (competency development and training), and alignment between rewards and innovative behaviours

We consider the implementation of innovation can be categorised as either a push or a pull process. A push process is where an innovative idea is conceived, tested, evaluated and rolled out. A pull process is where a particular need arises that requires an innovative solution. The team members either formulate an innovative solution or pull in an innovative solution from elsewhere.

Our Innovation Framework supports both types of process.

In order to **push** innovation, we:

- Develop an idea bank based on the latest developments across industries and sectors
- Screen, test, evaluate and, identify opportunities to implement selected innovative ideas
- Roll out suitable ideas to appropriate areas

In order to **pull** in innovation, we:

- Ensure rigorous challenges at each stage to examine areas for improvement
- Facilitate (but not get in the way of) project teams

And, by empowering our teams and listening to our partners and suppliers too - we believe innovation and better processes are discovered. There is no more important role at Stantec than the role of delivering work for our clients, and by our innovative approach and working together with our clients, Stantec delivers excellent results for everyone.

TEST This is only a [test]. Do not use.

infomgmt@stantec.com

nicole.hargrove@stantec.com

CHPS Green Building Rating System for Education

Our approach to school project design is to combine broad and authentic stakeholder engagement with research + benchmarking to achieve a high-performing facility. Our goal for every school is to provide a safe, healthy, effective, and inspiring learning environment and a long-term community asset that is a model of sustainability and resilience.

At Stantec, we know taking a sustainable approach isn't just smart practice, it's essential. Sustainable design is not about scoring points or certification levels, it is about making the right and necessary design decisions for the District, building occupants, and the community. Our integrated design process engages critical constituents to review the opportunities of the project and establish performance goals. Throughout the design process we use simulation tools like energy modeling, life-cycle cost assessment, and lighting analysis to track our progress and help you evaluate the impact that design decisions will have on occupant comfort, building performance, and life-cycle costs.

We have supported nearly one hundred K-12 school projects throughout North America

with sustainability targets. Our team of experts has experience with CHPS design and verified projects, as well as rating systems with similar requirements to CHPS, including LEED, WELL, and Net Zero Energy Design (NZEB) standards. A few of our most notable K-12 projects include:

- Paul W. Crowley East Bay MET School, located in Newport, Rhode Island, exceeded NE-CHPS requirements by 21 pts, achieved Green Ribbon School status and is Net-Zero energy ready facility.
- Robert R. Shaw Center for STEAM in Katy, Texas is a CHPS design facility, providing a healthier and more efficient learning environment, improved student performance, and reduced environmental impact and operating expenses. The district-wide facility received a Citation of Excellence from Learning by Design, an annual juried awards program featuring the nation's most engaging and enriching learning environments.
- Kathlyn Joy Gilliam Collegiate Academy in Dallas Texas is certified CHPS and incorporates several sustainable features, including daylighting, low-VOC paint, geothermal and recycled materials.
- Sandy Spring Friends School, located in Sandy Spring, Maryland, is the first WELL Gold certified high school in the U.S. and is designed as a Net-Zero energy ready facility.
- Elaine E. Thompson Elementary School in Sterling, Virginia achieved Designed to Earn the ENERGY STAR certification by meeting EPA criteria for reducing energy and CO2 emissions. is intended to perform in the top 25% of the nation's most energy efficient buildings.
- Meridian High School in Falls Church, Virginia is LEED Registered – Targeting Gold under LEED v4 BD+C: Schools and is a Net-Zero energy ready facility.
- Richard Lee Elementary School in Coppell, Texas is LEED Certified Gold and was the first Net Zero Energy Elementary School in the state of Texas.
- Cele Middle School in Pflugerville, Texas is designed to the CHPS rating system and is winner of the Livable Buildings Award (by Center for the Built Environment for the highest user satisfaction and the lowest energy usage).

W9s and W8s **NOTE:** W9s are for the US and W8s are for Canada. If you require this for your proposal submission, please contact [Marketing Information Management](#) team and provide submitting entity and office location.

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For questions or more information, contact the [Marketing Information Management](#) team.

FAMS FAMS is a secure, easy-to-use digital financial planning tool powered by thousands of studies for hundreds of municipalities. Stantec's Financial Analysis & Management System (FAMS) helps you forecast and model the “what ifs”, understand the impacts of changing conditions, evaluate options quickly, and take decisive actions, all in a convenient cloud-based planning tool. Access to FAMS includes updates so you are modeling with the latest innovations and features available.

Financial planning isn't one size fits all. We created FAMS and FAMS Pro so you're covered—no matter your organization's size or complexity. With hundreds of years of financial consulting experience embedded, FAMS and FAMS Pro address all financial planning needs and skill levels.

Looking for a quick start to financial planning?

FAMS is ideal for small and mid-sized municipalities and those looking to be up and running in just a few short hours using higher-level data. FAMS features a self-guided set-up and requires little to no customization.

Looking for a custom-fit financial planning solution?

For large

entities or those looking to take a closer look, FAMS Pro offers a high degree of customization to deal with complex and unique situations. It supports additional key performance indicators, supplemental calculations and analysis, expanded level of detail, and more robust functionality.

Insight Analytics: A Stantec Innovative Business Opportunity Analytics that advance your business
Stantec Insight Analytics is a digital consulting and Software as a Service (SaaS) business that uniquely combines an analytics toolkit with Stantec's subject matter expertise to enable transformational asset operation, management, and decision-making in real time. When you need to make technically sound economic decisions, understanding where you can achieve safe and affordable engineering, maintenance, and operational efficiencies is critical. The insights we provide can be displayed in your native environment – be it GIS, your industrial control system (SCADA, DCS, etc.), or a web dashboard—our solutions are flexible to meet your operational and business needs. Our Insight Analytics team has been helping utilities and municipalities solve tough problems for more than 60 years. We apply our ever-increasing knowledge of engineering, operating, and maintaining infrastructure assets to our digital products and associated consulting services so you get expert, accurate, industry-leading insights you can trust.

Stantec GenerationAV™: A Stantec Innovative Business Opportunity Stantec GenerationAV™ was formed in 2020 by global consulting firm Stantec to accelerate the adoption of autonomous vehicles (AVs). With a goal of creating a safer, cleaner, more equitable world, we guide clients through the safe adoption and operation of AVs. We are building an automated future through focused solutions built to educate, engage, and advance mobility.
The Journey to Autonomy There are many paths on the road to automation. GenerationAV aims to safely accelerate that journey. Our experience with automated mobility has given us a deep perspective on what lies ahead for the industry, and what that future means for clients and communities everywhere. Over the last couple years, we've worked to bring AV technology solutions to communities across the world, from California to Dubai to Australia and everywhere in between.
We recognize the many gaps that exist in the market today and are focused on developing products, processes, and partnerships that can help our partners and clients implement this world-changing technology. Guided by our proven methodology and bolstered by our best-in-class industry partners, we help clients deploy AVs safely, for the good of their communities.

Does Stantec have a Corporate Sustainability program with a focus on ESG metrics? Yes. At Stantec, sustainability is built on the premise that positive economic results are possible when we effectively manage our ESG activities in our operations and for our stakeholders. Stantec's sustainability program meets the requirements of various frameworks, including:

- Global Reporting Initiative Sustainability Reporting Standards (GRI)
- Engineering and Construction Services of the Sustainability Accounting Standards Board (SASB)
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- United Nations Global Compact
- United Nations Women's Empowerment

Principle<p>Our program considers the impacts and influences of our operations, our clients, our investors, and the communities in which we live and work. </p></div>

Does Stantec publish a Sustainability or Corporate Responsibility Report? <p>Yes. All reports can be found on Stantec.com/sustainability.
</p>

Is Stantec a verified active participant to the United Nations (UN) Global Compact? <p>Yes. Stantec has been an active participant in the UNGC since 2015. Our commitment is publicly available on the UN Global Compact website.</p>

What are Stantec's sustainable purchasing guidelines? <p>Stantec actively looks to select vendors, subcontractors, and partners who practice sustainable behaviors. We influence our supply chain with our Partner Code of Business Conduct, which details our values, standards, and expectations. Stantec suppliers are managed by a corporate Procurement and Real Estate team and include providers of building leases, vehicle fleets, IT equipment, and office supplies. Subcontractors and specialty partners are managed by geographically dispersed subcontractor management teams.</p>

Has Stantec established a mechanism for quantifying and reducing emissions to the atmosphere? <p>Yes. </p>Stantec is committed to achieve net zero through a four-phase approach that includes 1) reducing emissions according to a validated science-based target, 2) becoming carbon neutral through the purchase of high-value carbon credits for residual emissions, 3) transitioning toward net zero through a shift from credits to Stantec-driven projects that provide additionality, and 4) further reducing emissions to near zero and balancing residual emissions through credits focus on permanent removal and carbon storage.</p>

Does Stantec have net-zero targets in place and established mechanisms to achieve them? <p>Yes. </p>Stantec is committed to achieve net zero through a four-phase approach that includes 1) reducing emissions according to a validated science-based target, 2) becoming carbon neutral through the purchase of high-value carbon credits for residual emissions, 3) transitioning toward net zero through a shift from credits to Stantec-driven projects that provide additionality, and 4) further reducing emissions to near zero and balancing residual emissions through credits focus on permanent removal and carbon storage.</p>

What are Stantec's sources of direct Scope 1 greenhouse gas emissions (GHGs)? <p>Our Scope 1 emissions consist of energy usage for all buildings we occupy (whether leased or owned) and corporate vehicle fleet. We calculate associated greenhouse gas emissions and energy use following the GHG Protocol.</p>

What are Stantec's sources of indirect Scope 2 greenhouse gas emissions (GHGs)? <p>Our Scope 2 emissions consist of electricity use for all buildings we occupy (whether leased or owned). We calculate associated greenhouse gas emissions and energy use following the GHG Protocol.</p>

What are Stantec's sources of indirect Scope 3 greenhouse gas emissions (GHGs)? <p>Our Scope 3 emissions consist of indirect emissions for procured goods and services, business travel, line loss, and employee commuting. We calculate emissions following the GHG Protocol.
</p>

Does Stantec track and report its energy consumption? <p>Yes. We annually track our energy consumption and annually report to CDP. Our CDP submittals are available on stantec.com/sustainability.</p>

Does Stantec track and report its renewable energy consumption? <p>Yes. In 2021, Stantec made the use of renewable energy a priority and is actively tracking usage. We have numerous locations that self-generate, we work with utility companies to purchase green tariffs, and we purchase certified wind and solar energy attribute certificates. We annually report renewable energy consumption to CDP. Our CDP submittals are available on stantec.com/sustainability.
</p>

Does Stantec track, report and reduce its water use? <p>No. Stantec is a professional services firm working primarily in multi-tenant, leased office space. Our water usage is primarily bathrooms and kitchens, so we have very little influence and control. Accordingly, we have determined our operational water use is non-material. Even so, we work hard to conserve water and minimize our office water use where possible. Through the services we provide, we do positively influence the water withdrawal, recycling, and reuse practices of our clients.</p>

Does Stantec track, report, and reduce its waste? <p>We do not track and report, but we do actively reduce our waste. As a professional services firm working primarily in multi-tenant, leased office space where landlords control custodial services, Stantec has very little control over waste management. Our waste generation is primarily paper and kitchen wastes. Accordingly, we have determined our operational waste generation is non-material. </p><p>We have active recycling and composting programs in place to minimize waste generation. We maintain a few internal laboratories that responsibly dispose of waste materials and follow comprehensive spill prevention processes. Through the services we provide, we help minimize the waste produced by our clients and communities.
</p>

Does Stantec track and report its recyclables? <p>We have active recycling programs in place, but we do not track and report. As a professional services firm working primarily in multi-tenant, leased office space, Stantec produces minimal materials that can be recycled. The recycling waste we do produce is comingled with that of other tenants in our buildings. Contracts with recycling providers are managed by our landlords, making them very difficult to influence. We have therefore determined this is a non-material topic and is not currently tracked. Through our services, we help clients setup and execute recycling programs and design associated facilities.
</p>

What impacts do Stantec's operations have on the environment? <p>Stantec's pledge to protect the environment is reflected in our Sustainability Policy and Environment Policy. As a professional services firm, our operational environmental footprint relates primarily to office energy consumption,

business travel, and office supply use. We manage, monitor, and improve our environmental performance with a formal ISO:14001-certified environmental management system.
</p>

What third-party verification does Stantec have regarding sustainability? <p>Our greenhouse gas emissions inventory is independently verified by Apex Companies and our Sustainability Report is reviewed by ISOS Group, Inc.</p>

Does Stantec hold any ISO certifications? <p>Yes. Stantec's centralized Integrated Management System consists of global ISO certifications for Quality Management (ISO 9001), Occupational Health and Safety Management (ISO 45001), and Environmental Management (ISO 14001). Additional certifications are held for IT Service Management (ISO 20000) and IT Security Management (ISO 27001). Learn more at www.stantec.com/en/about/integrated-management-system. </p>

What impacts do Stantec operations have on the environment? <p>Stantec's pledge to protect the environment is reflected in our Sustainability Policy and Environment Policy. As a professional services firm, our operational environmental footprint relates primarily to office energy consumption, business travel, and office supply use. We manage, monitor, and improve our environmental performance with a formal ISO:14001-certified environmental management system.</p>

How often is Stantec's environmental compliance evaluated? <p>Stantec is committed to minimizing the environmental impacts of our business operations and complying with legal and other requirements. Annually, Stantec's environmental compliance is evaluated by our Corporate Environmental Manager as part of our ISO:14001-certified Environmental Management System (a part of Stantec's global Integrated Management System). </p><p>Our management systems deliver a disciplined and accountable framework that defines Company procedures, monitors risks and hazards, reduces inefficiencies, maximizes Company resources, enables sustainability program implementation, and provides the framework for our pandemic preparedness and business continuity planning. The management system is certified against ISO-standards and verified through internal and third-party audits. </p><p>The integrated management system is monitored, evaluated, and enhanced regularly by executive leadership, with regular reporting and communication on the status and effectiveness across the organization. We report on our environmental performance against our environmental goals in our annual Sustainability Report. For more information, visit www.stantec.com/en/about/integrated-management-system.
</p>

How does Stantec seek to avoid, minimize, mitigate, and/or mediate negative impacts on the environment and proactively manage risk (i.e., controls, performance reporting, EMS, hazard reporting, etc.)? <p>Stantec embraces responsibility to reduce our own environmental footprint, operating under ISO:14001:2015, a certified environmental management system. We work hard to minimize the impact of our operations, conserve resources on corporate programs and client projects, and incorporate environmentally friendly practices to engage and motivate employees.
</p><div><p>We deliver environmental awareness in our daily execution through a set of Standard Operating Procedures

(SOPs) that provide guidelines and acceptable practices for our employees in conducting field work and the way we conduct our office work. Annual communication of expectations with regards to reviewing SOPs are part of our career development process. The SOPs are reviewed by Stantec employees on a pre-set frequency as part of our compliance program and taken to the field for execution to help guide our teams and provide the resources and references to complete safe and environmentally aware field work.

Our SOPs are also reviewed and updated as part of our commitment to continual improvement of our practices. Furthermore, Stantec has a rigorous internal auditing program where we evaluate projects in the office at the desktop level, as well as field audits to evaluate how work is being conducted, that it complies with our SOPs and safe work practices, and that safeguarding the environment is prioritized along with quality and safety when undertaking work for our clients.

Has Stantec had any penalties or fines imposed for non-compliance of environmental laws in the last five years? <p>No.</p>

Buildings Signed Commitments to Sustainability <p>Commitment to Buildings

Sustainability</p><div><p>To support Stantec’s commitments specific to Architecture, in April 2022 we introduced Stantec Buildings BOU 2030Now Sustainability Action Plan (SAP). The SAP serves as a roadmap for collaboration between all practitioners within Stantec Buildings and provides the goals and actions we must take today to transition to a low carbon, resilient, and sustainable society.</p><p>With discovery and accountability in mind, the SAP asks that every member of every discipline within Stantec Buildings commit to design solutions that make meaningful progress towards carbon neutral buildings and landscapes and prioritize materials that have a positive impact on the environment, climate, human health, and society. Our approach and goals are detailed on Stantec’s internal

SAP.</p><p>Commitments
</p><p>Stantec Buildings is focused primarily on three commitments addressing operational carbon, embodied carbon, climate change mitigation and material health impacts of our projects.</p><p>1. AIA 2030

Commitment
</p><p>We are committed to achieving savings in the energy use intensity (EUI) and operational carbon emissions of new construction buildings, major renovations, and tenant interiors.</p><p>2. AIA Materials Pledge</p><p>We are committed to specifying materials that address 5 areas: human health, social health & equity, ecosystem, health, climate health, and circular economy.</p><p>3. SE 2050 </p><p>We are committed to transforming the practice of structural engineering (SE) in a way that is holistic, firm-wide, project based, and data-driven, to reduce the embodied carbon of our structural design and material choices.</p><p>To support our goals and commitments, Stantec Buildings practitioners have access to relevant tools, guidance documents, and subject matter experts. We continue to increase awareness of these resources, accountability in their use, and advocacy for the design approaches and conversations that drive change.</p><p>Stantec’s promise to design with community in mind drives our commitment to helping clients and communities reach a carbon neutral, resilient future.

About Buildings Carbon Impact Team <p>Commitment to

Sustainability
</p><div><p>Stantec is home to one of the largest dedicated Sustainability

& Building Performance practices with specialized teams located across North America. We draw on this network of experts to deploy the right resources for each assignment. These team members are specialists who focus only on sustainability, energy, and Greenhouse Gas (GHG) reducing projects.

We are global leaders in sustainability.

Stantec's promise to design with community in mind drives our commitment to helping clients and communities reach a carbon neutral, resilient future. Stantec's Carbon Impact team, a cross-disciplinary team of specialists, applies building science and design solutions to rapidly reduce the generation of carbon emissions in the built environment, increase resilience against climate risks, and have a positive impact on the socio-ecological health of our communities.

Our sustainability services include:

- High-performance and zero carbon building designs
- Sustainability certification systems, targets, and implementation strategies
- Energy modeling
- Energy auditing
- Life cycle costing and environmental life cycle assessments
- Climate change analyses
- Climate change adaption and resiliency
- Corporate ESG reporting

We apply science and design to mitigating the interrelated crises of carbon, climate, health, and justice.

Can Stantec demonstrate that its labor practices consider the prevention of discrimination (based on sexual orientation, age, gender, marital status, level of education, political, ideological or religious convictions, origin or social status, physical capacity, or intellectual)?

Yes. Stantec's labor and hiring practices are guided by our Code of Business Conduct, as well as our Anti-Discrimination Policy, both of which explicitly prohibit discrimination when it comes to our employees and new hires. Moreover, we are committed to the United Nations Global Compact and have been an active participant in this commitment since 2015. Our commitment is publicly available on the [UN Global Compact website](https://www.unglobalcompact.org/what-is-gc/participants/54101).

Does Stantec promote wellness, active living, or work-life balance programs to all employees?

Yes. Focusing on well-being brings out our best, personally and professionally. A holistic approach to employee well-being that addresses both mental and physical health is imperative as we compete to recruit and retain a highly skilled workforce. We provide resources to help employees assess their mental health and minimize stress. To make it easy to keep mental health top-of-mind and find tools and resources, we have a Mental Health Guidebook, a dedicated mental health blog, an annual mental health awareness campaign, and we openly promote and support Mental Health Awareness Month, World Mental Health Day, and Time to Talk Day. Country-specific mental health programs give employees culturally appropriate tips, services, and resources. In many locations we have official mental health first aiders—individuals formally trained by an accredited institution to recognize the signs of a person who might be struggling with mental health issues—and individuals are assigned as “confidants” so that individuals know who they can turn to if they need help addressing bullying or harassment.

Stantec also wants employees to attend to their physical health—more exercise, improved nutrition, and better sleep. Through our wellness programs in the United States and Canada, employees can complete health and wellness activities, earning them discounts on medical premiums or funds to spend on extended healthcare. In the United Kingdom and Continental Europe,

we have campaigns that include activities like health assessments, fitness challenges, inspired role model communications, and workshops. In Latin America, we have “Pausas Activas” (active breaks) that include activities such as yoga and mindfulness. In the Middle East, our focus includes health risk assessments and awareness seminars.

What educational programs does Stantec have to develop employees? Stantec’s approach to organizational development includes a defined career path (under a Global Career Framework), a robust learning platform (helping employees grow through education, exposure, and experience), multidimensional performance feedback (evaluating successes and areas of improvement while setting clearly defined goals for future career progress), and succession planning (offering mentoring for career progression).

Does Stantec have a documented policy to prevent corruption, bribery, or fraud? Yes. Stantec’s anti-corruption policy explicitly prevents corruption, bribery, and fraud. This document can be found on [stantec.com/en/about/corporate-governance](https://www.stantec.com/en/about/corporate-governance).

Has Stantec received sanctions or fines for non-compliance related to aspects of corruption, money laundering, terrorist financing, unfair competition and / or data protection in the last five years? No.

Does Stantec have a written code of ethics and business conduct policy? How are the requirements and expectations of this policy communicated to employees? Yes. Stantec’s Code of Business Conduct (COBC) can be found at [stantec.com](https://www.stantec.com/en/about/corporate-governance) and is reviewed by leadership regularly to ensure it meets the highest standards of ethics. All Stantec employees are required to complete an annual Code of Business Conduct training to maintain a uniform level of understanding and adherence to the Code. Regular internal communications are distributed both on the training, as well as updates to the COBC.

What mechanisms does Stantec have to measure the success/effectiveness of performance in business conduct, community, environmental, human rights, and supply chain risk? Stantec sets targets to guide our Environmental, Social, and Governance (ESG) programs and assess our performance. ESG-related key performance indicators are connected to executive compensation and are disclosed annually in Stantec’s [Management Information Circular \(MIC\)](https://www.stantec.com/en/investors/stantec-financial-information), which includes a detailed list of all targets. In addition, we publish an annual [Sustainability Report](https://www.stantec.com/en/about/company-overview/sustainability) which discloses our progress on the targets referenced in the MIC. Our Sustainability Report also details performance assessments and scores from external rating systems such as CDP, SASB, and GRI, which are based on our public disclosures.

Stantec becomes a United Nations Decade on Ecosystem Restoration Partner! Nicole: do you think I need all this fluff in the front? The United Nation’s (UN) Decade on Ecosystem Restoration (2021 -2030) is a global compact signed by 70-plus countries that aims to prevent, halt, and reverse the degradation of ecosystems around the world. In

support of this global call-to-action, the UN developed a [partnership framework](https://www.decadeonrestoration.org/partners) inclusive of eight different participation categories, that play a critical role in achieving the UN's 17 Sustainable Development Goals (SDGs).

After seeing a video developed by our Ecosystem Restoration team in celebration of the Decade's official kickoff, the UN contacted Stantec about becoming a formal partner. Stantec was recently approved by the UN as an "Actor" partner in this framework. This is **BIG NEWS** as we are honored to be the first A/E/C consultant accepted into this framework to-date!

Below is key messaging for external and internal communication surrounding this partnership, including the UN Decade partnership logo and other supporting materials.

EXTERNAL PROMOTIONS

Wire release/social media language: Social media language included below + social media tile attached.

LinkedIn: It is an honor to be named a partner with the United Nations Decade on Ecosystem Restoration, making us the first design and engineering firm to do so. Join the #GenerationRestoration to reverse the degradation of ecosystems around the world. + Link to wire release coming soon!

Twitter: We're proud the UN Decade on Ecosystem Restoration has named us a partner in the global effort to address ecosystem degradation. #GenerationRestoration #EcosystemRestoration + Link to wire release coming soon!

Facebook: We're proud to be named a partner with the United Nations Decade on Ecosystem Restoration, the first design and engineering firm to do so. Learn more here: #GenerationRestoration #EcosystemRestoration + Link to wire release coming soon!

Website: Scroll approximately halfway down the Ecosystem Restoration page <https://www.stantec.com/en/services/ecosystem-restoration> to view key messaging and the UN Decade partnership logo.

Logo use: Stantec has permission to use the official UN Decade partnership logo. It is suggested to use this logo with the accompanying text below. Stantec has signed a UN visual identify waiver, so it's imperative we follow their branding guidelines when using the UN logo and the UN logo with the Stantec logo. Please see attached for more information.

Messaging for proposals, presentations, and other client-facing marketing materials: In conjunction with the UN logo, you can use part, or all, of the key messaging found on Stantec's Ecosystem Restoration webpage for proposals, presentations, and other marketing/BD materials. However, please do not significantly alter

the meaning of this messaging in any way.

For more information: [UN Communication Toolkit](https://www.decadeonrestoration.org/communication-materials)

INTERNAL PROMOTIONS

There was a story posted on The Lens with more information about this partnership. Feel free to use all, or part, of this messaging when communicating the good news to our internal teams. However, please do not significantly alter the meaning of this messaging in any way.

Link to The Lens story coming soon!

For questions or more information, contact: Ashley Kocourek, Ecosystem Restoration Marketing Lead (ashley.kocourek@stantec.com)

Does Stantec's Corporate Sustainability Program report under the CDP, GRI, SASB, TCFD, or UNGC standards and frameworks? **Yes.** Stantec reports under CDP (formerly known as the Carbon Disclosure Project), the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) standards, Recommendations the Task Force on Climate-Related Financial Disclosures (TCFD), and the United Nations Global Compact standards. Our CDP disclosures are available via stantec.com/sustainability, under the "CDP Disclosures" section of this page. Our GRI, SASB, TCFD and UNGC disclosures can be found in the appendixes of our Sustainability Report.

Does Stantec participate in the United Nations (UN) Global Compact (UNGC) and support the UN Sustainable Development Goals (SDGs)? Stantec has been a participant of the UNGC since 2015 and our Company strategy directly aligns with the SDGs. These two UN programs provide a framework for what it means to truly design with community mind. While Stantec operational programs and project work has a positive touch on all of the 17 SDGs, we put our focus on core SDGs that relate to our greatest area of influence. These core SDGs are 6 (Clean Water and Sanitation), 7 (Affordable and Clean Energy), 9 (Industry, Innovation, and Infrastructure), 11 (Sustainable Cities and Communities), 13 (Climate Action), 14 (Life Below Water), and 15 (Life on Land).

To learn more, please see our Sustainability Report. To learn more, please see our [Sustainability Report](https://www.stantec.com/en/about/sustainability).

Credit Facility **PLEASE PROVIDE THE INFORMATION IN THIS Error! Hyperlink reference not valid.**

[Stantec Credit Application](https://stantec.sharepoint.com/:b:/r/sites/HelpCenter/Accounts%20Payable/Stantec%20Credit%20Application%20Letter%20-%20EN.pdf?csf=1&web=1&e=ks8ibA)

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For questions or more information, contact the [Marketing Information Management](mailto:infomgmt@stantec.com) team.

Accounts Receivable Contacts or Collections Assistants Use the Collections Assistant Contacts by BC in your local area:

Assistant-Contacts-by-BC-EN" target="_blank"><https://the-lens.stantec.com/documents/preview/59520/Collection-Assistant-Contacts-by-BC-EN>

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For questions or more information, contact the [Marketing Information Management](mailto:infomgmt@stantec.com) team.

Banking Information <p>PLEASE PROVIDE THE INFORMATION IN THIS **Error! Hyperlink reference not valid.**

<https://stantec.sharepoint.com/:b:/r/sites/HelpCenter/Accounts%20Payable/Stantec%20Credit%20Application%20Letter%20-%20EN.pdf?csf=1&web=1&e=ks8ibA> Stantec Credit Application

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[Financial]

For questions or more information, contact the [Marketing Information Management](mailto:infomgmt@stantec.com) team.

Certified Public Account (CPA) Contact <p>PricewaterCoopers LLP (PwC)</p><p>Phone number: 403-509-7500</p>

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ISO 20000-1 Certificate (IT Service Management) <p>PLEASE PROVIDE THE CERTIFICATE FOUND IN THE INTEGRATED MANAGEMENT SYSTEM SHAREPOINT SITE: Integrated Management System - IMS Certificates Page on The Lens (sharepoint.com)</p>

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href="https://stantec.sharepoint.com/sites/IntegratedManagementSystem/SitePages/0002_IMS_Certificates_STN.aspx">DO NOT DISTRIBUTE THE CONTENT BELOW</p><p>[Quality]</p><p>For questions or more information, contact theMarketing Information Management team.</p>

Test123<p>Testing please ignore</p>

ISO 14001 Certificate (Environmental Management) <p>PLEASE PROVIDE THE CERTIFICATE FOUND IN THE INTEGRATED MANAGEMENT SYSTEM SHAREPOINT SITE: Integrated Management System - IMS Certificates Page on The Lens (sharepoint.com)</p><hr><p>DO NOT DISTRIBUTE THE CONTENT BELOW</p><p>[Sustainability]</p><p>For questions or more information, contact theMarketing Information Management team.

</p>

ISO 45001 Certificate (Occupational Health & Safety Management) <p>PLEASE PROVIDE THE CERTIFICATE FOUND IN THE INTEGRATED MANAGEMENT SYSTEM SHAREPOINT SITE: Integrated Management System - IMS Certificates Page on The Lens (sharepoint.com)</p><hr><p>DO NOT DISTRIBUTE THE CONTENT BELOW</p><p>[Health, Safety, Security, and Environment]</p><p>For questions or more information, contact theMarketing Information Management team.</p>

Test <p>Test</p>

Test 2 <p>This is a test. Do not use.</p>

US Safety Program Overview for Proposals <p>Overview
</p><div><p>At Stantec, we believe in doing what is right and being SaferTogether™, which includes addressing the physical, psychological, and social wellbeing of our employees, and sending people home injury-free, every day. We strive toward an interdependent safety culture, one in which safety is a team effort where we work together to identify hazards, discuss controls, and communicate our plan for how to work safely with everyone involved. Safety 100% aligns with our company values: we put people first, we do what is right, we are better together, and we are driven to achieve.</p><p>Our HSSE Program is a cornerstone of Stantec’s ISO 45001-certified Occupational Health and Safety Management System (OHSMS), which is part of Stantec’s global Integrated Management System. The HSSE Program hinges on a Hazard Recognition and Control (HRAC) process that gives every employee the authority to establish a healthy and safe work environment. We have more than 60 Safe Work Practices to help our teams identify hazards and implement controls. </p><p>These practices add up to an experience modification rate well under the industry average for the last five years running. We also keep track of other lagging indicators (injury and incident rates, motor vehicle statistics, etc.) and leading indicators (site visits/safety observations/office/field inspections, project reviews, and safety meetings) to measure our

success.

Regulatory Compliance

Stantec meets ISO 9001:2015 Quality Management, ISO 45001:2018 Occupational Health & Safety Management, and ISO 14001:2015 Environmental Management standards. We subscribe to a regulatory update service for worldwide HSSE regulations.

Occupational Health & Safety

The ISO 45001 OHSMS outlines the requirements for compliance with Occupational Health & Safety legislation. We maintain a critical task inventory matrix for all work-related activities, which provides employees with measures to mitigate risk and achieve regulatory compliance.

Environmental Regulation

The ISO 14001 Environmental Management System outlines the requirements for compliance with environmental legislation. We engage and motivate employees to be good stewards of the environment and keep an environmental aspects and impacts matrix for all work-related activities to achieve regulatory compliance.

Mandatory Compliance Training

At Stantec, every employee completes annual business compliance training, and all levels of leadership undergo health and safety leadership training. Staff also complete state-, provincially, or federally mandated training as required, and we use our Learning Management System to maintain these training records.

Project Safety Procedures and Safe Work Plans

Using practices, tools, resources, and training, we help our employees manage risks in dynamic work environments. Stantec's HSSE resources are available to all staff on our company intranet, including safe work practices and forms, regulations and requirements, a collection of safety moments to inspire staff in starting off meetings, and a repository of lessons learned on real projects.

We integrate HSSE into the entire project lifecycle—from the proposal phase through to planning, training, risk assessment, engineering and design, procurement, mobilization, execution, and debrief. Project managers develop a risk management strategy or health and safety plan to identify potential risks—a mandatory practice for any field work. They also conduct a daily field-level risk assessment review. Project managers are responsible for communicating the health and safety plan to team members and updating the plan if project conditions or the scope change. Additionally, our Stop Work Authority gives all employees the right to stop work immediately if there is an unsafe action, behavior, omission, or non-action of any party potentially leading to injury or damage.

Safety and Subconsultants

Risk Management and HSSE developed a system to assist in prequalifying organizations or individuals that may provide work for Stantec. Prequalification verifies that they meet Stantec's minimum HSSE and insurance requirements and provides an option to initiate a subcontractor agreement. All Stantec subcontractors performing onsite project services must be prequalified through this program.

Minimizing Risk

Being SaferTogether™ and thinking proactively helps us minimize risks. We train our personnel in design risk reduction strategies and maintain a repository of "Prevention through Design" ideas for reference. This gives us additional opportunities to eliminate safety risk in manufacturing, delivery, construction, and ongoing use and maintenance of the projects we deliver. In 2021, we continued to demonstrate safety excellence with 83,000+ leading indicators, zero employee fatalities, and a total recordable incident rate of 0.32. Minimizing risk is a key component of our project process and safety vision.

Before we even pursue a project, our Project Risk Review process enables the project team and project risk committee to evaluate the opportunity. This forum candidly discusses risks and potential impacts, our capabilities to perform the work, mitigation measures for the risks, and a go/no-go recommendation.

Stantec HSSE Team

Stantec's senior leadership is

committed to continuous HSSE improvement in all aspects of our business. Led by our Senior Vice President of HSSE, the HSSE team includes directors, regional managers in North America, and international country managers. Support services include over 200 office coordinators, dedicated workers compensation claims coordinators, as well as systems and administrative support staff around the globe. By supporting our leaders, clients, and employees, our HSSE team is helping them see that safety is a value of what we believe in and not just a function of what we do.

Incident Management

We investigate and report all incidents or near misses through our HSSE Incident Investigation and Management Protocol. Reporting health and safety incidents allows us to inform all relevant personnel and communicate the course of action taken (e.g., we followed regulatory requirements or implemented a control). By determining the causes of near misses and incidents and documenting corrective actions, we reduce the possibility of recurrence and continuously improve our OHSMS.

Internal Resources

One of the most significant components of Stantec's HSSE culture is the SaferTogether™ internal employee training initiative, which began in 2016. The goal is to shift our safety culture to one where everyone works together to be safe; at work, at home, and in the communities we serve. Stantec shares HSSE information with employees through a comprehensive communication strategy that includes regular features in our company magazine, company intranet articles, e-bulletins from senior leadership, office signage, presentations, and workshops.

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[HSSE]

Author: Brooke Stevenson

Developed in collaboration with Randy Jones, HSSE Manager US – South. Approved for use in proposals. Other safety-related library entries exist, but this document was developed specifically for South Region Marketing.

For questions or more information, contact Brooke or a HSSE staff member: <https://the-lens.stantec.com/sites/hsse/SitePageModern/51868/health-safety-contacts>

Autonomous Vehicles and Airports

Airports carry a lot of weight, both literally and figuratively. There's an expectation that they're safe, that they're not just a place people or goods pass through, but a destination themselves. Introducing autonomous vehicles (AVs) and connected AV (CAV) systems into the airport environment can be a tremendously successful endeavor with benefits to the airport client, workers, and passengers.

From autonomous wheelchairs and baggage loaders to robotic cleaners and security drones, AVs can provide a wide range of services in and around an airport, all contributing to a safer and more efficient experience for everyone involved.

For more than 40 years, Stantec has delivered successful projects at more than 200 airports worldwide.

From roadway to runway, full terminal design to retail tenant, our deep understanding of airport operations drives us to create airport destinations that are more efficient, more memorable, and safer than ever before. It's this passion that has us so interested in bringing AV technology to our airports. With promised benefits of safety, efficiency, and accessibility, the applications at airports are immense. Our AV consulting arm, [Stantec GenerationAV™](https://stantecgenerationav.com/), is advancing automated mobility systems to create a safer, cleaner, more equitable world for future generations. Together with our airport planners and engineers, we can help airport clients determine the best use cases and create and implement a plan to deploy AVs safely and smartly, for the good of the airport

community.

Potential Use Cases:

- Logistics & Mobility
- Luggage Moving
- Equipment Moving
- People Moving
- Security
- Indoor
- Outdoor Terminal Area
- Outdoor Full Property
- Inspection
- Markings, Signs, and Lighting
- Pavement Condition
- Wildlife (Part 139: Movement Area Inspection)

Quality Assurance and Quality Control (Buildings) 7-Point Plan

Our Quality Assurance/Quality Control Process (QA/QC) provides guidelines, requirements and check lists for each phase of a project including planning, design, contract documentation (production of drawings for permit and construction), bidding and negotiations, and contract administration in a single document.

The QA/QC Process document allows all of our architects and managers to track the progress of a project and predict consistent and effective results. The QA/QC document is supported by numerous firm-wide procedures, practices and forms. The process addresses potential issues at the earliest possible stages of design, when changes or corrections in strategy have the potential to be most cost effective.

The QA/QC checklists for each phase are organized around the critical path elements of each phase of the project, with each successive phase building upon the previous phase. The Project Manager and the Project Architect are the two team members who are ultimately accountable in confirming each team member, including consultants, demonstrate completion of the QA/QC activities in the checklist and our team members sign off on the tasks at their regularly scheduled coordination meetings as the project progresses.

Starting at the concept / schematic design phase, our design team will internally present the entire project to the QA/QC team. At this time, technical considerations, including MEP systems integration and sustainability, will be discussed along with broader design concepts.

This process is repeated at the design development phase and includes a more detailed review of constructability reviews and multi-discipline integration of systems. Our most extensive quality control effort occurs toward the end of construction documentation (approximately 80%), when most of the project decisions have been set but with enough time remaining to make revisions if they're warranted.

The QA/QC team will do a thorough review of the documents in each discipline for completeness, accuracy, coordination, and code and regulatory compliance.

In addition to these independent QA/QC reviews, Stantec has a rigorous process for interdisciplinary coordination that occurs throughout the project. Using a combination of BIM and enhanced design communication software tools, such as Navis Works and Design Review, the project team leaders perform regular coordination checks to verify design integration and conflict resolution throughout the design process.

Finally, as with any QA/QC program, the only way to ensure success is for the system to be auditable. As a part of our ISO 9001 certification, Stantec audits all projects monthly with reviews by the Practice Leader and Project Manager, quarterly by the Practice Leaders and Regional Leaders and yearly by an outside agency.

These audits include reviews of budgets, schedules and documentation quality during both the design and construction phases of the project. By mandating compliance with our QA/QC program and holding all teams accountable for this compliance, our protocols invoke a sense of pride for performing a job well and fosters relationships that can extend well past the end of the project.

We have used this QA/QC process for several years and our consultants are in agreement and fully participate in the multidisciplinary coordination

review. Stantec's QA/QC is a 90-page document that addresses each milestone phase of the project from the beginning stages of design through the completion of contract documents.

We have implemented a 7-point plan for ensuring the accuracy and quality of our documents. The design does not start with working drawings, but starts at the earliest stages of design:

- 1. Design Pin-Ups** - In addition to regular meetings with the Owner during the design phase, the design staff conducts regular internal meetings to review all projects currently in schematic design through design development. During these pin-up meetings, the designer presents the concept for the project and how the proposed design fits the program. This meeting is attended by a cross section of the Plano office and other leaders within Stantec collaborating together at the best time, to benefit the client.
- 2. QA/QC Checklist** - We have developed an extensive quality control checklist that is utilized for each project. The Project Manager and the Project Architect are responsible for management and development of the checklist. It is reviewed at the end of each phase and regularly throughout the planning, design and documentation phases.
- 3. Senior Eyes** - Each project is reviewed by one of our most senior people in our office. This person views the documents with the same limited knowledge of the project that a bidding contractor would have to help find any discrepancies in the documents. These detailed reviews take at least 1-week for a new high school, and a minimum of 2-days for an elementary school. The red-lined set that is generated by the detailed check is then reviewed with the project architect and the project team.
- 4. Red-Lined Check Sets** - The Project Architect brings the current redline documents to the weekly coordination meetings for review and discussion. The red-lines are highlighted in yellow when the edits have been picked up. At the end of each project, a "lesson learned" meeting is conducted with the project team as part of our continuing education process and allows for each member of the team to learn from our most senior staff.
- 5. Coordination Meetings** - In addition to on-going weekly team meetings special coordination meetings are scheduled by the Project Architect at project kick-off, 50% and 95% completion. These meetings are attended by consultants, designer, specification writer, Principal-in-Charge, Project Manager, Owner and the Construction Manager (for CM at Risk projects).
- 6. Reference Details** - Our senior technical advisor is responsible for developing and updating the drawing details that the teams reference for all projects. As the senior technical advisor also produces the specifications for the project, his involvement confirms that the details are accurate, current with industry standard, adhere to the District's construction standards, and are coordinated with the drawings.
- 7. Specification Writing** - Specifications are not typically "outsourced" and we do not rely on "canned specifications" without significant editing based on field experience and the specific needs of the Owner for each project. An important part of our process is the production of an abbreviated set of specifications at approximately 50% of project completion. Owners find that they have the time to read these abbreviated specifications and can quickly identify proposed products and procedures.

Author: South Region Buildings Practitioners
 Developed in collaboration with: South Region Buildings Marketers
 Approved: During Plano ISD 2022 submission
 For use by: South Region Marketing and BC2140

Philosophy and Methodology (Buildings) With a long-term commitment to the people and places we serve, Stantec has the unique ability to connect to projects on a personal level and advance

the quality of life in communities. Our vision is to collaborate with clients like Plano ISD to tap architecture's potential and create environments that provide users with every advantage possible. At Stantec we always design with community in mind.

Firms Added Value to [School System Name] Projects: Stantec is recognized throughout Texas as the leader in educational facilities design. This reputation has been earned through our long history by providing ongoing value to the clients we have served. This added value is delivered through the following:

Depth of Team and Services Available: Stantec has long been a leader throughout our 75 plus year history in Texas of providing design services for educational facilities. Today our Stantec team is larger and deeper than ever before and the services that we provide our clients are far more diverse than our base architectural design services. Stantec services include being the first firm in Texas to offer full time Bond Campaign Strategic and Communications services. Other services include educational planning services for the development of education specifications, standards, and master planning; facility assessments; full engineering services including civil, structural, mechanical, and electrical engineering; full interior design services that include furniture and equipment selection, procurement, and installation services; graphic design and branding services; and many more. As a result, Stantec delivers value through each of these services allowing us to provide our clients with a fully integrated team from a single source.

Thought Leadership and Innovation: Our experts at Stantec have dedicated their careers to bringing true thought leadership and practical innovation to our clients and their projects. We approach each project with the intent of delivering design solutions that address our client's needs and exceed their expectations. The design solutions that our teams present are not only practical, but our designs also consistently utilize innovative thought to improve functional and operating performance that are at the forefront of our profession, delivering facilities that provide value to their communities today and for decades to come.

Efficient and Compact Design Solutions: No part of a building is more expensive than the area that is underutilized. By producing compact and efficient designs where flexibility of function is emphasized, we can deliver design solutions that reduce overall building area, resulting in reduced initial construction cost and eliminating ongoing maintenance and operational cost associated with space saved in the building program.

Sustainable Design and Construction Standards: Stantec is recognized throughout the A/E construction industry as one of the USA's top sustainability design firms. Our approach to sustainability is not merely to reach a green certification but is to implement sustainable measures that deliver continual value to our clients by reducing ongoing operational and maintenance cost. Our design solutions utilize energy efficient systems and incorporate durable and lasting materials that reduce or eliminate ongoing maintenance and lifecycle replacement. Further, it is always our intent to provide facilities which create healthy and safe interior environments that promote educational engagement and active lifestyles for all building occupants.

Partnership with the Educational Community: Stantec has always valued our partnership with our educational clients, and we take great pride in being able to support their objectives through sponsorships, donations, and in-kind services to the organizations which promote and support public education throughout Texas, from your local neighborhood school to statewide leadership organizations. Typically, this support totals to more than \$750,000 annually and is distributed among organizations such as TASA, TASB, TASBO, The Visioning Institute, Friends of Texas Public Schools, and thousands of local education foundations and school activities and events. At our

core, we believe that nothing is more important to the ongoing strength of our communities than a strong public education system, and we will always be your partner in meeting that objective.

Author: South Region Buildings Practitioners
Developed in collaboration with: South Region Buildings Marketers
Approved: During Plano ISD 2022 submission
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Controls & Cost (Buildings) It is our belief that project budget limitations must be acknowledged and accommodated from the outset of the project. We aim to maximize the scope and quality of the project within the established construction budget. We employ value engineering processes throughout the design process and phases to balance scope, quality and quantity with the established budget.

Therefore, our approach to value engineering is focused on identifying alternates early on within the program rather than planning on cutting out components of the design later in the process. The success of this method is in its proactive approach to planning, which avoids “sacrificial” cuts in design after the selection has already been made. We understand that the costs associated with building design and construction can be volatile, budgets can change, and other factors can affect the final price tag of the building at any point. We work with the client early on to identify multiple alternates in the program, that can be used in case of budget fluctuations.

As part of the programming process, we work with the District to establish goals and priorities to guide design decisions throughout the development of a project. When the project proceeds through schematic design, cost models and estimates are performed and tested with formal milestone estimates issued at completion of schematic design, design development, and 50% and 95% completion of construction documents. The detail of the estimates will be commensurate with the level of detailed development, and contingencies will be scaled appropriately at each level of development. As more information is documented, the estimates will contain more detail and the contingencies will be reduced. During design development, the estimates shift from overall systems cost models to material/labor takeoffs. Owner costs will be monitored at each milestone, and adjustments to the construction budget are made to accommodate any changes and keep the project on target as a whole. At each milestone review, we will reach consensus with the district as to whether and how to make adjustments to the project before proceeding to the next level of development.

To further enhance cost controls during bidding, Stantec works directly with the district to identify deduct alternates to incorporate in the contract documents that can be drawn upon in the event of unfavorable bidding conditions.

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Schedule (Buildings) Stantec believes that the success of a project depends on the collaboration between the client, architect and general contractor. Our focus is to collaborate with Plano ISD and work with all the team members to meet YOUR educational, functional, and design goals; and see that the schedule and the budget are adhered to.

Developing a critical path approach is built around understanding the ‘end result’ or ‘finish line’ for the appropriate phase of the project timeline

and to work backward from that point to identify the “milestones” that need to be met, in the appropriate sequence, to achieve the end result. We have broken this strategy down into the following “big picture” phases of a project delivery timeline.

Programming
Stantec has educational planning experts as well as workplace experts on our team that can assist in the development of the program (or) verification of Plano ISD’s project. Our extensive project experience in this project type allows us to bring Plano ISD the “best practices” from around the nation to create the facility that will meet your needs in the near- and long-term future. Our team will work with your staff to conduct programming sessions, tour comparable facilities, benchmark neighboring facilities and find ideas that your team may consider. While that is only a first step (or two), Stantec is prepared to move forward quickly.

Design / Documentation
The critical path for this phase of the project delivery timeline falls into three categories:
Design: The approval of the Schematic Design (SD) and Design Development (DD) steps in the project typically requires approval by the Owner. The objective of the SD phase is to take the program and translate design ideas into a graphical solution (plans, elevations, sketches, etc.) and into narratives for building systems that show how the design solves the criteria set for the project (size, budget, scope). The outcome of the DD phase is to fully describe how each space and its casework and equipment will work, and to describe architectural character, building finish materials, and other building system criteria (civil, structural, MEP, etc.) to verify compliance with code requirements and standards. A budget review occurs at the end of each of these phases.
Documentation: The critical path for this phase revolves around the percentage of completion level for the contract documents (drawings and specifications) that the general contractor will ultimately provide pricing from. The typical percentage completion time frames are 50%, 75%, 95% and/or 100%. At our initial meeting we will establish these dates on the project timeline, including the appropriate amount of review time required by the client.

Management - Schedule/Cost: The management of the project is critical and requires the project team to balance the project scope, budget, and schedule throughout the entire design and documentation phases. By rapidly identifying the stakeholders and including their input throughout the entire process, we streamline the experience, reducing the likelihood of delays based on miscommunication and subsequent redesign.

Construction
The critical path for this phase of the work transitions to the General Contractor establishing project delivery milestones. Stantec will work collaboratively with the GC and proactively monitor the construction milestone activities that include: RFIs, Submittals, Pricing review, Construction observation, Punch list, Substantial completion and Warranty components of the overall construction of the project included in the capital improvement plan. We believe that clear, open, timely and appropriately documented communication between all parties is essential on all projects and will work closely with contractors to ensure the construction schedule is maintained.

Author: South Region Buildings

Practitioners

Developed in collaboration with: South Region Buildings Marketers

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Delivery Methods (Buildings) <p>Stantec is very familiar with all types of project delivery methods. However, since the inception of Senate Bill 583, the construction management at risk and competitive sealed proposal methods have been the chosen delivery methods for most school districts and public entities.
</p><div><p>Currently, approximately 65% of our work is done using the Construction Manager at Risk project delivery. Of course, the traditional competitive bid was used for years, and we have been involved with hundreds of projects constructed that way. It has been our experience that CM at Risk is the best method for ensuring a quality project at the best price. This process also allows the contractor to become involved in the cost-estimating process as well as performing constructability reviews. </p><p>Additionally, this process will typically allow the construction manager to get an early start on construction, thus ensuring that your schedule is met. The real bonus to your District, however, is the Guaranteed Maximum Price (GMP) provided by the contractor, which reduces your risk of budget overruns.</p><p>Highlighted below are the most frequently used current methods in the industry and the benefits and disadvantages of each process. </p><p>Competitive Sealed Proposal - Advantages</p><p><p>Because the contractor gets involved during the bidding process, there is a defined project scope to be bid on. </p><p>This method allows for selection of a construction firm to be based upon not only the bid proposal but also the quality of the contractor's service and construction record. </p><p>Should the accepted contractor's bid be higher than the budget, there is an opportunity to work with the contractor to redefine the scope without having to take new contractor proposals. </p><p>This method allows for a single point of responsibility for all phases of construction. The contractor is bonded and is responsible for all subcontractors in a manner very similar to the conventional competitive bid process. </p><p>This method allows for a traditional relationship between the owner, the architect and the contractors with all checks and balances still present. </p><p>The final cost of the project will not exceed the agreed upon construction price that is submitted by the contractor unless the scope of the project changes. </p><p>Competitive Sealed Proposal - Disadvantages</p><p><p>Since the contractor is not brought on board until after all documents are complete, the construction timeline is typically longer than that of the CM at Risk method. </p><p>Unlike the CM at Risk method, there is no opportunity for the contractor to provide cost and quality analysis during the design phase. </p><p>Because all savings and costs affect the contractor's bottom line, there tends to be a more adversarial relationship between the contractor, owner and architect. </p><p>This method does not allow for potential opportunity to identify costs early in a project. </p><p>Because of the bid process, all savings go directly to the contractor rather than the owner.</p></div><div><p>CM at Risk - Advantages </p><p><p>This method allows for selection of a construction firm based upon the quality of its service and construction record rather than upon the submission of a low bid on the construction project. </p><p>The CM at Risk is selected early and becomes a member of the team in the planning phase. The construction manager can assist in preparing estimates and quality control. </p><p>The architect and the CM at Risk are selected separately, giving the owner complete control over the selection of the design-build team. </p><p>This method allows for fast-track construction. The CM at Risk is free to accept bids or proposals from subcontractors before drawings on the remaining portions of the building are complete, and construction can begin immediately on the site work. This can save the district several months without the disputes that often arise from two to three general contractors working at the same time.

This method allows for a single point of responsibility for all phases of construction. The CM at Risk is bonded and responsible for all subcontractors in a manner similar to the conventional competitive bid process. This method allows for a traditional relationship between the owner, the architect and the contractors with all checks and balances still present. The method fosters a team approach between these entities and often results in fewer disputes. The construction manager, architect and owner can invite subcontractors to submit pricing based upon their performance in the past. Subcontractors sign with the CM at Risk giving the district more input into the subcontractor selection process than traditional methods have allowed. The CM at Risk process does not require the District to enter into separate contracts with all of the subcontractors and does not require the issuing of 30-50 checks to subcontractors each month. All of that is handled directly by the CM at Risk. The guaranteed maximum price is submitted by the CM at Risk and the District is given assurance that the price will not exceed that amount unless the scope of the project changes. This price is often submitted as plans are complete and decreases budget risks to the owner. Any savings under the guaranteed maximum price normally are given back to the district.

CM at Risk - Disadvantages

It is difficult for many school districts to understand that the guaranteed maximum price is not substantially higher than the competitive price under the old method of project delivery. Some districts are just more comfortable with competitive bids. If a guaranteed maximum price is prepared before documents are completed, there can be a lot of confusion between design intent and what was considered in the contractor's quote.

Author: South Region Buildings Practitioners

Developed in collaboration with: South Region Buildings Marketers

Approved: During Plano ISD 2022 submission

For use by: South Region Marketing and BC2140

Why Stantec (Buildings, Texas, Education)

The value of working with Stantec as a leader in educational facility design is that you are assured of innovative design and exceptional results. We are experts at delivering our clients' projects on-time and in-budget. We also value the importance of providing facilities that facilitate productivity while being spatially and energy efficient and easy to maintain.

Unique Qualifications

Since 1945, we have worked with over 1/3 of the Texas school districts (350+ School Districts). We know that education buildings provide unique challenges and opportunities. We believe we are qualified to address these challenges and opportunities due to our:

- Local experience and project leadership paired with national and international thought leadership
- Expertise in Sustainable Design: Over 1/3 of our Education Design Staff are LEED Accredited Professionals
- Over 150 LEED certified projects, ranging from Certified to Platinum levels
- 20 LEED Platinum certified project
- In-depth educational design experience and, in addition, some of our key interior designers have a strong background in workplace design which is applicable to this project.

Stantec is a proven leader in educational design "FIRSTS":

- 1st time TASA/TASB named three projects (all Stantec projects) to the Caudill Class in the same year (2015) - Lee ES, Coppell ISD; Lytle ES, Lytle ISD; and Shaw Center for STEAM, Katy ISD.
- 1st public elementary school in Texas designed to achieve Net Zero - Stantec designed Coppell ISD's Lee Elementary School to not only incorporate the environmentally friendly elements required of a Net Zero building, but also made those elements

accessible teaching tools.1st comprehensive sustainable focused Texas school in 2000 - Roy Lee Walker ES, McKinney ISD.1st Project Based Learning Elementary School - Gloria Marshall ES, Springs ISD. 1st Net Zero Prototype in Texas - Dearing Elementary School, Pflugerville ISD.<p></p><hr><p></p><p>Author: South Region Buildings Practitioners
</p><p>Developed in collaboration with: South Region Buildings Marketers</p><p>Approved: During Plano ISD 2022 submission</p><p>For use by: South Region Marketing and BC2140</p><p></p><p></p><p></p><p></p></p>

Regret / Decline to Bid / Regret Commercial Discount Options to review and select from:

1. Stantec would like to thank [Client] for the opportunity to review the bid documentation. After a careful evaluation, we regret to inform you that at the current time we are not in a position to submit a proposal. Please accept our best wishes for the successful management and delivery of this project.

2. After careful review, we decided not to participate in this specific tender as the project/contract was outside of the acceptable risk profile for Stantec. We are always interested to receive inquiries and will carefully review any future invitations on their specific merits.

3. We would like to thank you for the opportunity given to review the bid documentation. After a careful evaluation made of the subject RFP, we regret to inform you that we are not in a position to submit a proposal for the following reason/s:

[State your own reasons for declining or modify the reasons listed below, as per your need]

1. Although the bid is within the scope of our business, our specialist engineers in the relevant fields of work are currently engaged with ongoing commitments. In the interest of delivering the utmost quality and value, we must regretfully decline to participate in this tender.

2. Our estimate of the budget required to deliver the quality results you expect is substantially higher than your stated budget.

3. Although this project is within the scope of our business activity, the specific requirements for [this could be the T's and C's or other constraints] are outside of the acceptable risk profile for Stantec. Given to understanding that, as per the RFP that not meeting such mandatory criteria will render the bid non-compliant.

4. Due to the time allowed to prepare the proposal, the nature and scope of the design work required, and resource availability to look at this.

However, we look forward to working with you on future projects in the area of [insert]. Accordingly, we hope that you will include us in future RFPs of similar engagements.

Thank you for your understanding.

Commercial Discount Regret

Thank you for your fax reference [Enter Fax Ref # or email] dated [date], requesting a [discounted/best and final offer]

In preparing our original commercial proposal Stantec carefully examined the scope of work and the tender clarifications issued and has provided [Client] with our best offer to ensure that we complete the scope of work to your requirements. We would like to highlight that there are many anticipated complexities associated with the nature of this project, and there are also many stakeholders, internal and external

to [Client], involved. [or state your own reasons] For these reasons we are unable to submit a counteroffer or discount.

Queries / EoT <p>Queries Intro</p><p>We have carefully studied the tender documents, including the format for submission and the detailed scope. Please find [listed/attached] clarifications that we would appreciate answered in order that we may submit a proposal that is compliant with your requirements and that represents the best value to deliver on the project intent.
</p><div>
</div><div>EoT </div><div>The logistics of preparing a responsive and well-considered proposal for this important project require a longer tender period. We would appreciate it if [client] could consider an extension of time of [x weeks] until [date]</div>

Staffing / Organization Caveat <p>
</p><div>The named team proposed for construction supervision services represents the caliber of personnel Stantec is able to assign to such projects. Should Stantec be successfully awarded this project, the availability of these staff will be based on the timing of contract award /construction start dates. </div><div> </div><div>The named team proposed for design services represents the caliber of personnel Stantec is able to assign to such projects. Should Stantec be successfully awarded this project, the availability of these staff will be based on the timing of contract award/start dates.</div>

Request for Personal Information CVs <div></div><div></div><div></div><p>

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History of Stantec in the Middle East <p>Founded in 1954, Stantec is a fully integrated multi-disciplinary planning, architecture, interior design, and engineering firm with a rich history of designing for communities around the world. Stantec is well regarded and well established in the Middle East with over five decades of project delivery experience and a strong presence in the region. The regional head office was established in Dubai in 1969, followed by our Abu Dhabi office in 1997, and Qatar in 2011. We have been operating in Bahrain since the 1970's as a joint venture with Ismail Khonji Associates. While our office in Saudi Arabia was registered in 2019, we have been delivering projects in the country as an international consultant since the 1980's. Similarly, we have a project office in Kuwait and have been delivering as an international consultant since the early 1990's. Through strategic regional acquisitions in various sectors, buildings; Burt Hill, water; MWH, and community development; RNL, Stantec Middle East further expanded and diversified its project portfolio and talent pool. Presently, Stantec has approximately 450 employees in the Middle East and over 26,000 employees globally (always check latest numbers) . Our project portfolio in the Middle East is diverse and our competitive advantage is reflected in the recognition of our projects through various awards and accolades. (should always substantiate this).</p><p>
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Stantec Services Summary - Middle East <p>Stantec is an international professional services company in the design and consulting industry. Weoperate across five business operating units, namely; buildings, water, environmental services, energy and resources,and,infrastructure. A total solutions provider, offering services at every stage of a project, fromfeasibility through master planning, all stages of design, tendering support and construction supervision. We can serve as a

design engineers, owner's engineer, project manager and program manager. We're designers, engineers, scientists, and project managers, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance the quality of life in communities across the

globe.

We are guided by our values and ethos in putting people first, doing what is right, the belief that we are better together, and we are driven to achieve. The 3 pillars of our enterprise, Community, Creativity, and Client Relationships have enabled us to build valuable communities through creative solutions and lasting Client Relationships. Our clients span all market sectors; buildings, water, infrastructure, and energy, and our project portfolio includes various regionally high-profile and significant projects. Stantec delivers competitive international standards of consultancy at the local level providing clients with the assurance that all work is performed in accordance with internationally recognized standards and management systems. Further, our extensive experience in the Middle East region; government and private, enables us to provide culturally deep-rooted solutions that respect, reflect and embody local principles.

Global Collaboration on Projects

As an organization, we have experience running various large projects, programs, and portfolios; all of which require different structures and techniques. This is where our global pooling of resources with more than 400 offices around the world, effectively collaborating can provide innovative and efficient solutions.

Effective communication and flow of information is fundamental to the success of any project. This is especially true on collaborative projects of this magnitude with project sites and teams located across the globe. To facilitate project execution, Stantec will leverage our collaborative platforms and communication technologies in all aspects of this project.

- Office 365 (Word, Excel and Powerpoint) and Sharepoint to share site data, site photos, analysis files and reports both internally and with [CLIENT]. These software packages also allow team members to work within the same file at the same time allowing for a greater degree of real-time collaboration and production efficiency.
- Microsoft Teams for virtual meetings both internally and with

[client name].

We can also reference consistent PM tools

Having various offices in different time zones has also proven to be an advantage in many instances when workflows are planned and scheduled with the time differential included as part of the sequencing. Through efficient program scheduling and a well-defined communication protocol, these time differences allow one office to start a work sequence, then hand it off at the end of the day to the next office at the start of its day and continue this process. In some instances, it has permitted Stantec to work on an issue continuously around the clock.

Buildings Net Zero Narrative

LONG

VERSION

The approaches, markets and tools for

sustainability are evolving. Net Zero is the goal.

An expanding tool kit of approaches, materials and systems is making it possible for designers to respond to a growing buildings market: Net Zero Energy and Net Zero Carbon. What was once a niche for government clients is now emerging as a must-have for many educational institutions, and private developers, and fast becoming a baseline upon which to layer innovative energy solutions such as micro-grids, virtual power plants, and on-site energy storage.

Global organizations are beginning to recognize the carbon emissions attributed to the built environment are a significant contributor to climate change and must be addressed immediately. The urgency is reflected in agenda-setting documents such as the United Nations' 2030 Agenda for Sustainable Development and the Paris Agreement. New targets by government, public sector institutions and private sector leaders outline goals for reducing the carbon footprint of the built environment. Achieving the magnitude of change required starts with understanding the science, consensus on definitions and metrics, optimizing fundamental design principles, leveraging innovative technologies, and long-term monitoring and adaptation.

Net Zero Carbon (NZC)

When designed properly, a net zero carbon building prioritizes energy efficiency to first minimize loads, then leverages carbon-free renewable energy (e.g. solar PV) to offset the remaining fossil-fuel use and hit the net zero equation. The cleaner the utility grid serving the building, the fewer renewables are needed to reach zero carbon. Net Zero Carbon has global consequences but is subject to local conditions. If the building is served by a grid with a high carbon content, the relationship between energy efficiency, renewables, the grid, and the net zero carbon goal changes significantly. With NZC, the factors to consider go beyond the scope of the building - the design team must consider the context of the local and regional utility infrastructure, the impact of long-term climate action plans, and the rapidly increasing energy transition. NZC truly involves designing with the broader community in mind.

Net Zero Carbon has traditionally referred to operational carbon only, however this is only part of the equation. New certifications are turning their attention to the embodied carbon of construction materials and processes. Stantec has formed a multidisciplinary internal task force to address the embodied carbon of our design strategies and material selections.

Stantec's experience with achieving net zero carbon on new buildings and existing building retrofits means we understand the various design, infrastructure and operational considerations in achieving this critical goal.

Net Zero Energy (NZE)

Net zero energy buildings are designed, built and operated to generate as much energy as they consume, when measured on an annual basis. NZE buildings are typically connected to the electricity grid to draw energy when needed, and supply energy back to the grid when they have produced a surplus. Over the year, if the amount of energy generated on-site is equal to or greater than that drawn from the grid, the building has achieved NZE. On-site generation is typically, though not always, achieved by solar photovoltaics (PV) mounted on roofs or solar carports, and are ideal candidates for micro-grid systems.

As energy costs continue to rise, investment decisions are more and more influenced by long term operating cost versus upfront investment. Investment in systems and building features that will offset future energy cost risk which translates into energy security and long-term savings.

Designing and constructing a building to achieve net zero energy requires attention to this goal throughout the entire design process. First, the team prioritizes passive design strategies such as daylight and thermal mass. Then, we look at high-performance building systems—the envelope, HVAC and equipment—to minimize the building energy

use as much as possible before looking into on- or off-site renewable energy options. While the initial strategies may require more investment, associated inflation costs, and can have a favorable payback in the long term.

Stantec's team has the longest and most wide-ranging net zero energy portfolio in the industry, spanning buildings sizes, types and geographic locations. For each project we understood the unique needs of the client and delivered a building with the long-term benefits in mind.

SHORT VERSION

Path to Net Zero

Global organizations are recognizing buildings are responsible for nearly 40% of the global emissions—a significant contributor to climate change and must be addressed immediately. This urgency is reflected in agenda-setting documents such as the United Nations' 2030 Agenda for Sustainable Development, the Paris Agreement and the Pan-Canadian Framework on Clean Growth and Climate Change. New targets outline goals for reducing the carbon footprint of the built environment and a focus on net-zero energy ready as early as 2030 and net-zero by 2050. Achieving the magnitude of change required starts with understanding the science, consensus on definitions and metrics, optimizing fundamental policies and design principles, leveraging innovative technologies, and long-term monitoring and adaptation.

Our Experience

Stantec's experience with achieving net zero carbon and net zero energy on new buildings and existing building retrofits means we understand the planning, design, infrastructure, and operational considerations in achieving this goal to address embodied and operational emissions. The roadmap to achieving a low carbon future starts with buildings that prioritize energy efficiency to first minimize loads, then leverage carbon-free renewable energy (e.g. Solar PV) to offset the remaining fossil-fuel use and hit the net zero equation. In addition to emissions, we address holistic sustainability often helping beyond the walls of the building. Our design team considers existing local and regional utility infrastructure, the impact of long-term climate action plans, and the rapidly increasing energy transition to design with community in mind.

Whole Building Life Cycle Assessment (WLCA)

Short Description

Whole Life Cycle Assessment (WLCA) is a method to quantify embodied and operational carbon emissions of an asset over its life cycle. Working within a whole lifecycle framework allows accurate judgments about how to balance savings in operational and embodied carbon. Without a whole life perspective, achieving a net zero building is not possible. We help our clients impose limitations on embodied emissions by understanding the key factors, the major contributions, and the necessary actions to lessen their carbon footprint.

The Whole Building Life Cycle Assessment (WBLCA) covers every phase of the building's life. Operational emissions and embodied emissions are the two main parts of the built environment's greenhouse gas (GHG) emissions that we strive to measure and investigate. The ratio of operational emissions to embodied emissions has been altered over time as buildings have become more energy efficient. In the built environment, embodied emissions currently account for a larger portion of emissions than operational emissions.

The life cycle of the building is separated into various life cycle stages:

- Product Stage (includes raw material sourcing, transport to facility, and manufacturing)
- Construction Stage (includes transport to site and installation at the site)
- Use Stage (includes the use, maintenance, repair, replacement, refurbishment, operational energy use and operational water use, or scenarios for these life cycle stages)
- End of Life Stage

(includes demolition of a building, transport to end of life, waste processing, and final disposal or scenarios for these life cycle stages)

Benefits and loads beyond the system boundary (supplementary information beyond the building life cycle or scenario for this life cycle stage)

LANGUAGE FOR ADDITIONS & RETROFITS

Existing building additions and renovations can have a significant impact on a building's energy use and embodied carbon emissions. When a building is first constructed a large amount of embodied carbon emissions is released into the atmosphere. Avoiding or limiting the amount of new construction is the first step toward reducing these emissions. To further limit the life cycle environmental impacts, and in particular, the embodied carbon emissions from additions and renovations, careful consideration of the addition design and material choices and their environmental impacts and service life needs to take place.

With just a few hours of modeling and the use of the whole life cycle carbon calculator, we can assess, change, and optimize all these factors before the design is finalized and materials are procured. Not only can we produce the required report, but we can also create a sleek, dynamic, mobile-friendly, and interactive document that demonstrates how the carbon footprint can be reduced and how decisions on the above parameters influence sustainability.

LONG WLCA DESCRIPTION

(SEE ATTACHMENT)

Life Cycle Costing (LCC, LCCA) Narrative

Stantec firmly believes that Life Cycle Costing (LCC) is the best way to identify the financial viability of various design options. It is an integral process within our designs and sustainable consulting services to keep the client informed and on-budget.

The Life Cycle Cost Analysis (LCCA) factors in capital investment, carbon costs, O&M costs, equipment life expectancy, and replacement costs. Through our experience on Carbon Neutral Studies, Stantec has completed over 40 in-depth life cycle costing analyses where options to reduce energy use and carbon emissions were integrated into a life cycle costing analysis to arrive at an optimal solution for our client. We are leaders in the LCC field and have presented and published on the topic to further the industry in Canada and beyond.

Firm Information (Texas Education)

Years in Business: 77+

Since 1945 Stantec has been delivering service to our Texas Educational Partners. We are a fully integrated architecture, planning, and engineering firm dedicated to education. We have eight local Texas offices (4 of which are focused on educational architecture) and a history rich in public education support. Not only have we worked with more than 350 districts in the State of Texas, but we have successfully helped secure over \$17B bond dollars for our educational partners. While many architectural firms occasionally design schools, few can draw on the rich experiences and invaluable lessons learned by designing schools and working with educators each and every day. Stantec takes pride in designing the best schools the nation has to offer its children as we truly believe that education is the foundation to society.

Our Purpose

We are architects, engineers, landscape architects, and interior designers who are also students, parents, and teachers. As members of the Houston community, we're personally invested in its future and strive to create learning environments that inspire and move it forward.

We work to deliver inspiring and functional designs

that stimulate intellect and motivate students, while positively contributing to the greater community.

National Experience, Local Expertise

The value of working with a leader in educational facility design is that you are assured of innovative design and exceptional results. We are experts at delivering our clients' projects on-time and in-budget. Further, as specialists in education we focus our resources on developing innovative design solutions that draw upon the most successful strategies in K-12 education. These innovations support your efforts to more successfully advocate for students, deliver effective education, and operate your schools in a cost effective and efficient manner.

Education - Additional Qualifications and Uniqueness **The Stantec**

Advantage

The value of working with Stantec is our dedication to the communities which we serve. Not only are we global education design leaders but we are local individuals invested in the **(Client Name)** community. We thrive on strategic relationships and take our partnership seriously. Our team possesses an entrepreneurial spirit which means that **(Client Name)** will always get forward thinking innovative designs that are right for **(Client Name)**. We are experts at delivering our clients' projects on-time and in-budget. We are active community members and lifelong learners.

Research + Benchmarking (R+B):

A key part of the learning process is our Research and Benchmarking (R+B) program which supports individual groups, each focusing on a particular building type or function. Whether it's planning work environments for teachers or designing flexible high-performance schools, we gather best practices and brightest ideas across multiple markets and apply them to education. The efforts of our R+B groups include:

- Researching best practices and new trends across the nation
- Benchmarking at schools and colleges through data collection, interviews, and in-depth campus tours
- Actively participating in relevant professional organizations
- Presenting our research through speaking engagements and round table discussions with our peers, clients and organizations
- Applying what we have learned to the planning and design process of new facilities and renovations for our clients

Safety & Security in our Schools

As partners to educators, Stantec understands the critical nature of safety and security in our schools. It is a complex topic that requires a holistic approach which includes administrators, local law enforcement, architects and more, to be effective. Our team brings a depth of experience and best practices that can help your community determine a solution that works best for you.

The expertise in Stantec is deep due to the diversity of our company. Our Stantec School Safety Task Force is made up of educational architects from across the firm, as well as physical security experts, and CPTED experts. The purpose of this group is to share best practices across sectors and to learn from our team members who deal with security in other project types, such as government buildings and aviation. Our team has also partnered with the College of Education at Sam Houston State University to research this topic and work to find a solution that addresses physical security but does not lose sight of our main goal in a school campus which is educating kids.

In addition to the internal task force, our team is part of the Houston AIA (American Institute of Architects) School Safety Committee, and the state level TxA (Texas Society of Architects) School Safety Work Group, both of which are working with the Texas School Safety Center to help define best practices for K-12 schools across the state of Texas.

Diversity &

Inclusion
At Stantec, we create opportunity by inviting, embracing, and celebrating differences. This goal remains at the heart of our efforts to champion inclusion and diversity throughout our organization. To achieve that goal, we must continue to build an inclusive workplace that empowers and inspires— but also attracts and nurtures the absolute best talent from all over the world.</p><p>We champion inclusion for two reasons. First, because it is the right thing to do; everyone deserves the freedom to bring their whole selves to work without fear of judgment or discrimination. And second, because an inclusive workplace culture attracts and invites the full spectrum of talent into the organization. As an iconic firm, we recognize the importance of the distinct experiences and perspectives our people bring to the workplace each day and every day. Inclusion means valuing the distinct talent flourishing within, and that is a key component to building a more innovative and prosperous Stantec.<p>We want our community to be inspirational—a place that attracts the best and brightest, where everyone feels free to be true to themselves. Harnessing the power of all the characteristics that make us who we are is vital to our success. We design with community in mind, and to genuinely fulfill that promise, we need to be representative of the many communities we serve.
</p></div>

Explain your firm’s approach to the design process. <p>Programming and Design Process
</p><div><p>Integrated Design</p><p>The Stantec team will use an integrated design approach that involves the planning and design teams collaborating throughout the entire process of the project. This collaborative process ensures a seamless transition from planning to design. Our design process also ensures that ideas and directions that are worked out in the planning process are not lost in translation between the project team and the client.</p><p>Design Your Plan</p><p>We have developed a framework for our planning process in which your participation and feedback is critical in sculpting what this process will look like for (Client Name). Who will be involved? How long will it take? What will we accomplish? These are all some of the questions that you will answer to help define and shape the planning process. Stantec calls this process “Planning the Plan.”</p><p>Project Design Kick-Off</p><p>The design kick-off meeting establishes a clear understanding of the goals, organization, responsibilities, and direction of the project moving forward from the planning portion of the design process. A work plan for the project will be developed and implemented as part of our overall project management process. All team members, including (Client Name) and the Construction Manager, are included in conception of the plan to assure buy-in. This provides the team with a common direction and establishes expectations, milestones, and assures the entire project team understands the project goals.</p><p>On-site Design Charrette</p><p>This multi-day charrette allows all team members (Owner, Design Team, & Contractor) to participate in an integrated design approach to develop conceptual design ideas built on the initial ‘concept’ phase of the planning process where the team developed the initial design direction and evaluated various concepts and ideas. The result of this activity is a clear building design which all team members can continue to develop into a full schematic design package.</p><p>Schematic Design</p><p>With a conceptual option chosen, we will have working meetings to hone the planning and design concepts and engineering approaches, reaching an agreed upon schematic design which describes the size, scope, arrangement, and

appearance of the project. We will validate the programmatic cost model with the schematically defined project scope to ensure the project is within budget and present the full package to **(Client Name)** for approval. Graphic representations, physical models, and virtual reality imagery and walkthroughs are used to describe the project fully to all stakeholders as well as guide the team throughout the entire design process.

Design Development

Once the schematic design is approved the Stantec project team will continue the design process to integrate mechanical and electrical system requirements into the architectural design, confirm equipment and furnishing layouts, and develop architectural features, materials, details, and finishes. Throughout this phase, we will continue to involve **(Client Name)** personnel in the design process through regular progress meetings.

Construction Documents

Construction documents are produced based on decisions made during the design development phase. In this phase, we produce drawings and specifications required for bidding, permitting, and construction. We provide progress documents and have interim review meetings with **(Client Name)** staff at regular intervals during construction document production and implement detailed review comments and feedback from **(Client Name)**.

All the project documentation developed by our in-house architectural and engineering team will be 100% completed in REVIT, a Building Information Modeling (BIM) tool. Over the past several years, Stantec has established us as industry leaders of the use of BIM technologies. BIM creates a “virtual structure” constructed digitally and three dimensionally.

Bid

We will fully support **(Client Name)** in the bidding and negotiation phase by participating in a pre-bid meeting, answering bidder questions, evaluating substitution requests, evaluating bids, attending post-bid conferences, and making recommendations for award of contract(s).

Construction Administration

During the construction phase, we provide services in accordance with the Owner-Architect Agreement, including participation in regular construction meetings and site visits to observe construction. Construction administration services are led by our project architect, who is intimately knowledgeable of the project and documentation. They will attend progress meetings and respond to contractor inquiries. Project engineers also attend progress meetings at appropriate stages of construction.

Additionally, we conduct bi-weekly meetings and respond to issues of a pressing nature that may arise in the field between the scheduled site visits. We understand the importance of carefully coordinating our efforts to ensure a timely response as well as maintaining clear communication. We will review submittals and answer questions from the construction manager or general contractor and review and approve pay applications. At the conclusion of construction, we will create a punch list in coordination with the contractor.

Construction Administration - Describe your firm’s philosophy during the construction administration phase.

Construction Documents

Educational clients require highly professional representation and on-site observation of the construction process; therefore, Stantec’s Project Manager and On-site Construction Observation Representatives perform the construction administration and observation. We do not “hand off” the project since it is critical that

the personnel who were there with you during planning, programming, and design follow your projects into the field ensure that all that planning is conducted.

A pre-construction conference is held at the beginning of the construction phase. Representatives of Stantec, the Contractor, key subcontractors, the district, and the testing laboratory are generally present at this meeting. All points of construction are covered in detail, stressing the contractor's responsibilities and how they are to be coordinated with the District and Architect during construction. Additional pre-construction conferences will also be held prior to key construction phases, such as roofing, exterior wall construction, major mechanical work, and interior cover-up.

(Name of PM), the Senior Project Manager and the project team continue their administrative control and documentation of the project throughout the construction process. Regularly scheduled job meetings (Bi-weekly or weekly, depending on the amount of work being constructed or the complexity of the project) with written meeting minutes will occur throughout the construction of the project. RFIs generated from the contractor will be responded to quickly and accurately.

Stantec's project manager and key consultants (such as our mechanical, electrical, plumbing, and structural engineers) will make periodic visits to the construction site to observe construction and check for general conformance with the construction documents.

Observations will also be made to check actual construction progress against the construction schedule.

If necessary, the project manager will require the contractor to produce a recovery schedule that will be monitored to ensure that any construction time that was lost is recovered so that the project is completed on time.

Observation reports will be produced during each site visit to document construction progress and communicate any questions or concerns to the contractor for corrective action.

Throughout the construction phase monthly progress reports summarizing the current project status are provided to the district.

(Name of PM), will coordinate review of submittals such as product data, shop drawings, and finish samples for conformance with construction documents and design intent.

The appropriate action to be taken for each submittal will be noted and coordinated with the contractor.

The project manager will lead the review and certification of the Contractor's Application for Payment, coordinate the review process with our project consultants, and review final edits with the Owner.

Net Zero Buildings Healthcare Design Narrative

With a growing focus on the decarbonization of buildings, Stantec's Carbon Impact Team has been pivotal in designing net zero energy, net zero carbon, and net zero carbon-ready solutions for our key clients in the healthcare sector.

Our team assists clients throughout North America with an understanding and ability to design to minimize operational carbon and the embodied carbon of the construction. Through our Net Zero Embodied Carbon inventory and parametric design tools, we can rapidly evaluate hundreds to thousands of design and construction options to track and minimize embodied carbon for the building, while still managing capital construction cost constraints.

CANADA

SPECIFIC:

Stantec has been a trusted partner in delivering net zero healthcare designs throughout Canada. Our experience includes:

- In Western Canada, Stantec has worked closely with the Vancouver Island Health Authority over the past five years to bring low carbon solutions to their new and existing facilities. Our team was able to reduce the CO2 equivalent emissions from over 750,000sqft of acute care facilities by 73%, which also resulted in over \$1.7M in incentive

funding from the local utilities and an 11-year simple payback on the capital investment, by leveraging exhaust air heat pump heat recovery technology. Working with Interior Health Authority, we designed a 100,000sqft low carbon acute care facility with only 26kgCo2e/m2 emissions.

- In Central Canada, we designed a 120,000sqft net zero-ready acute care facility for Saskhealth. Given the current carbon footprint of the Saskatchewan electrical grid, this design solution required a hybrid natural gas and electric heating plant to allow for future fuel switching.
- In Eastern Canada, Stantec works with multiple health authorities in master planning, functional programming, and Planning, Design and Compliance (PDC) roles to develop new net zero carbon acute care facilities. These buildings leverage electrification, coupled with ground source and air source heat exchange, and innovative humidification strategies, to achieve the carbon emissions targets. The design of these electrified buildings are capital and operationally cost-efficient and include mitigation of arc flash hazards, right-sizing the emergency power plants, and intensive high voltage transmission and distribution design care.

Alternative for last bullet, Ontario specific:

- In Ontario, Stantec works with multiple health authorities in Stage 1.2 Master Plan, Stage 1.3 Functional Program, and Planning, Design and Compliance (PDC) roles to develop new net zero carbon acute care facilities. These buildings leverage electrification, coupled with ground source and air source heat exchange, and innovative humidification strategies, to achieve the carbon emissions targets. The design of these electrified buildings are capital and operationally cost-efficient and include mitigation of arc flash hazards, right-sizing the emergency power plants, and intensive high voltage transmission and distribution design care.

Experience with Net-Zero Carbon design and analysis

Stantec is a leader in sustainable design and design for occupant wellness. We were the first to design a certified zero carbon building in Canada (evolv1, Zero Carbon Building Standard: Design certified in 2018), the first to design a certified Passive House higher education building in Canada (University of Northern British Columbia Wood Innovation Research Laboratory, Passive House certified in 2018), and have over 50 LEED Platinum certifications (among hundreds of other LEED certifications.) We are also working as the planning, design, and compliance consultant for what will be Ontario's and Canada's first WELL certified healthcare facility (South Niagara Hospital). We are leaders in building energy modeling, with proprietary tools developed for parametric simulations, enabling building system optimization for any performance metric based on thousands of design permutations.

Design of a net zero carbon building prioritizes energy efficiency, to first minimize loads, and then requires electrification of all systems, eliminating sources of carbon emissions on the site. Fossil fuel combustion is generally only permitted for emergency usage, such as powering emergency generators, and is otherwise not used for space or water heating. Net zero carbon buildings typically operate air-source or ground-source heat pump systems in lieu of fossil-fuel-fired equipment and rely on high-performance building envelopes, passive heating via solar gains and air-side, and water-side energy recovery. To guide design decisions around energy efficiency and compliance with energy code benchmarks, our design teams involve building energy simulation specialists to support this design process.

Net zero carbon has traditionally referred to operational carbon only. However, this is

only a portion of the building's lifecycle carbon emissions. As we work to reduce the operational carbon emissions of buildings, the embodied carbon footprint – which can be significant – cannot be ignored. Embodied carbon refers to the building's upfront carbon (emissions during the production of building materials and building construction), use-stage carbon (emissions associated with the replacement of key building systems), and end-of-life carbon (emissions associated with building demolition).

Zero carbon building certifications on the market today set limitations on the maximum permitted embodied carbon. While concrete and steel manufacturers are taking steps to reduce the embodied carbon of their products, a lot of attention in recent years has been given to engineered wood, or mass timber, construction. Through photosynthesis, trees sequester carbon dioxide as they grow. Wood is, in fact, 50% carbon by mass. By using wood in construction, carbon absorbed by these trees (known as biogenic carbon) remains 'locked up' for the life of the building and even longer if mass timber elements are salvaged and re-used in new construction. Replacing concrete and steel structural elements with mass timber elements can greatly reduce the net embodied carbon of a building. By coupling this with innovations like the mineralization of carbon in concrete and structural steel made via the cleaner electric arc furnace (EAF) process, buildings can be designed and specified to have low (and even negative) embodied carbon, thus greatly reducing their impact on the climate.

Stantec's experience with achieving net zero carbon on new buildings and existing building retrofits means we understand the various design, infrastructure, and operational considerations in achieving this critical goal. Our experience in net zero carbon design includes:

- Evolv1, Waterloo, Ontario | Zero Carbon Design and Performance Certified
- Varennnes Net-Zero Library, Varennnes, Quebec | Net Zero Energy
- Parcours Gouin Reception Pavilion, Montreal, Quebec | Net Zero Energy
- National Renewable Energy Laboratory, Golden, Colorado | Net Zero Energy
- California Military Department Headquarters, Rancho Cordova, California | Targeting Zero Net Energy
- Denver Water Administration Building, Denver, Colorado | Net Zero Energy
- Richard J. Lee Elementary, Coppell, Texas | Net Zero Energy
- UC Davis Student Housing: West Village and Orchard Park, Davis, California, Targeting Net Zero Energy
- Sandy Spring Friends School, Sandy Spring, Maryland | Net Zero Energy Ready
- Meridian High School, Falls Church, Virginia | Net Zero Energy
- University of Northern British Columbia Wood Innovation Research Laboratory, Prince George, British Columbia

Middle East Health and Safety

Draft

Provide information related to Respondents or any of its proposed team members' failure to complete any contract awarded and an explanation. If Respondent and its proposed team members have never failed to complete a contract awarded, please include a statement affirming this.

Stantec performs work on thousands of discrete projects annually. All but a very few of these projects are completed successfully. Occasionally, issues arise on a project that prevents Stantec from completing an assignment. Such issues include failure of the client to secure or maintain financing; failure of the client to pay consultant invoices; and disagreements over scope of work. Stantec takes great pride in and places a high value on its long-term ongoing relationships with its clients. This is evident by the fact that the majority of our clients are repeat customers. Where issues arise on a project, Stantec makes every commercially reasonable effort to resolve matters in dispute amicably in the mutual interests of the

client and Stantec. This serves both Stantec and our clients

well.

Author: Information Management (Meredith Mauricette)

Used in: San Antonio Airport Terminal A Ground Loading Facility RFQ (Feb. 2023)

Stantec Insight Analytics Altitude: Stormwater

Digital Transformation – Stantec Insight Analytics (SIA) Altitude

Utility owners and operators are looking for better ways to achieve their many—and often competing—goals. May it be assessing the health of their assets to optimizing the use of resources, more and more utility operators are turning to the power of data to help them make informed decisions. To help our clients meet their operational and services challenges, we have developed Stantec Altitude.

At its core, Stantec Altitude applies advanced technology and analytics, backed by our industry-leading domain knowledge, to unlock the power of your data that helps solve your critical operational problems in days, not months. Using the power of AI/ML and Digital Twins, Stantec Altitude helps diagnose operational issues before they become long standing problems and further suggests strategies to realize hidden operational efficiencies.

Stantec Altitude is designed to provide data-driven decision support and automation, focused towards improving asset performance, all while meeting the regional compliance requirements, and mitigating risks. With Stantec’s long standing association with [insert client/company name] and understanding of your assets, we are confident of securely acquiring data from your Operations Systems and Sensors to further process it using the Altitude platform to deliver real-time operational insights and forecasts directly to your authorized personnel.

As part of this project, we propose to use Stantec Altitude platform for:

- Storm Pond water level predictions
- We intend to deploy our predictive analytics through the Stantec Altitude platform that will help you understand the predicted level of water in your stormwater pond as a result of a forecasted storm event
- Stantec Altitude will be deployed with predictive analytics that take in to account the physical and operational characteristics of your storm pond to provide you reliable insights
- Stantec Altitude will use its default data connector for acquiring rainfall data from the weather service and then process it using the Altitude analytics engine.
- This will allow us to predict the potential water levels in your stormwater ponds and deliver these insights to you in timely manner
- Stantec Altitude will be setup to provide you with real-time data on an intuitive and secured dashboard as well as will be geared to send alerts in case of an emergency
- Optimizing Stormwater Lift station operations
- We intend to deploy Stantec Altitude to help understand the health and optimize the operations of your storm water lift station by studying operational parameters, storm forecasts, energy usage and more
- Stantec Altitude will be deployed to show you real-time information about the operations of your lift station
- Stantec Altitude will be further configured with analytics consisting operational and design data that mimic the operations of your lift station
- Using this set of analytics to process multiple data points such as rainfall, storm water flow, and other operational parameters, we would be able identifies hidden in-efficiencies in your lift station operations
- This would help us in devising optimization strategies such as dynamically changing set points, updating pumping schedule based upon energy usage and charging patterns
- These different data points would further be compiled into an asset health report card that will provide you with real-time insights into the health of your lift

station assets

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Stantec Altitude is part of Stantec Insight Analytics, an emerging digital business from Stantec, that brings state of the art data and technology solutions directly to our clients, that are safer, affordable, and effective.

CommunityHQ <p>Knowing how your community feels is meaningful but understanding why they're feeling that way and doing something about it? That's powerful. Stantec's CommunityHQ is built to arm you with real-time, insightful information so you can respond to the needs of your community faster and more inclusively than ever before. High visibility infrastructure and environmental projects get the attention of the community; hence it comes as no surprise when members of the community want the opportunity to provide their opinions and comment on projects that impact their lives. Receiving, analyzing, and responding to comments, feedback, posts from multiple communication channels can sometimes be burdensome—Stantec's CommunityHQ makes this process easier and delivers valuable insights from the data you collect.
</p><div><p>Stantec's CommunityHQ Technology Platform is

designed to help you engage with your community at various stages of your project and service delivery from planning to design to development till implementation. It augments with your community engagement activities by providing novel ways to educate your community about the developments in their areas through interactive web portals, social media campaigns and more. Further it is equipped to leverage the voice of your community to gain social feedback about your programs and policies, valuable design insights or even identify any hidden service issues in the area. </p><p>The platform can deploy public engagement websites with interactive visuals and multimedia that would be beneficial in educating and engaging the community with the programs. Next, you can use the platform to gather active community feedback using its built-in comment management and digital survey tools as well as for social listening on social media, news and other client communication systems. The feedback, comments and social-listening data is processed using our unique AI based Natural Language Processing and Clustering algorithms, which enables you to identify not only what the locals and visitors are talking about, but also where and when their sentiment is changing, how fast it is changing, and which of your programs, events or assets is the most likely cause for the sentiment shift.</p><p>We have developed CommunityHQ as a modular platform that can be customized to suite your various use cases ranging from community engagement, data driven governance, crisis management, design insights up to market and community research. Despite CommunityHQ's incredible analytical power, it's interactive and intuitive web-portals make it easy for anyone to use. The platform is quick to deploy and configured with the relevant cyber-security protocols. Most installations take only a few weeks. The tool is highly customizable and is built to operate on all major platforms.</p><p>Methodology & Experience</p><p>In addition to public engagement strategies discussed above, our team intends to use cutting edge technology developed by Stantec to educate the community through interactive web-portals and efficiently collect public input through social media, web-based news, 311 data feeds, and call center comments. Built using machine learning, our CommunityHQ platform processes this data in real-time and delivers it to a web-based dashboard securely accessible to registered users. The system is designed to automatically scan communication platforms for relevant data, extract it and further process it to understand community sentiment, general topics being discussed, identify operational issues and find relative location of the issues mentioned by the community. The team will have access to the information as will the public since a link will be live on the

project website. We propose to use the dashboard throughout the project lifecycle to be able to receive routine updates on the community's sentiments about the project, process, our design charrette meetings, and recommendations once they are made public.

The CommunityHQ technology is being recognized and deployed in North America, where it is currently in use by the Government of Canada to monitor supply chain disruptions, the Tennessee Valley Authority to manage public and stakeholder engagement, the City of El Paso to utilize public feedback in the infrastructure re-design projects, the University of Arizona to gain wider social, economic, demographic and geographic needs of the community residing in the cities on the i-10 corridor, as well as numerous business sectors within Stantec.

Stantec Altitude: Energy Management

Utility owners and operators are looking for better ways to achieve their many—and often competing—goals. May it be assessing the health of their assets to optimizing the use of resources, more and more utility operators are turning to the power of data to help them make informed decisions. Hence to help our clients meet their operational and services challenge today, we developed Stantec Altitude.

At its core, Stantec Altitude applies advanced technology and analytics, backed by our industry-leading domain knowledge, to unlock the power of your data that helps solve your critical operational problems in days, not months. Using the power of AI/ML and Digital Twins, Altitude helps diagnose operational issues before they become long standing problems and further suggests strategies to realize hidden operational efficiencies.

Stantec Altitude is designed to provide data-driven decision support and automation, focused towards improving asset performance, all while meeting the regional compliance requirements, and mitigating risks. With Stantec's long standing association with you and understanding of your assets, we are confident to propose strategies for securely acquiring data from your Operations Systems and Sensors and further process it using the Stantec Altitude platform to deliver real-time operational insights and forecasts directly to your authorized personnel.

As part of this project, we propose to use the Stantec Altitude platform for:

- 1. Water Demand Prediction**

We intend to deploy our predictive analytics through the Stantec Altitude platform that will help you forecast the water demand the region at a time in future

Stantec Altitude will be deployed with predictive analytics that do take in account the historical water demand pattern couple with seasonal changes in usage patterns and events such as concerts or sports happening in that region, to provide you reliable insights

This will allow us to predict the potential water demand at a given time in a given region ponds and deliver these insights to you in timely manner

Stantec Altitude will be setup to provide you real-time data on an intuitive and secured dashboard as well as will be geared to send alerts in case of an emergency

- 2. Optimizing Pumpstation operations**

We intend to deploy Stantec Altitude to help understand the health and optimize the operations of your pump station by studying operational parameters, water demand, energy usage and more

Stantec Altitude will be deployed to show you real-time information about the operations of your pump station

Stantec Altitude will be further configured with analytics consisting operational and design data that mimic the operations of your pump station.

Using this set of analytics to process multiple data points such as current and forecasted water demand, current supply rate, reservoir levels, energy rates, pump schedules and other

operational parameters, we would be able identify opportunities to improve efficiencies of your pump station operations

- This would help you in devising optimization strategies such as dynamically changing operational set points, updating pumping schedule based upon energy usage and charging patterns.

These different data points would further be compiled into an asset health report card that will provide you real-time insights into the health of your pump station assets

Stantec Altitude: Reuse

We understand your needs around identifying better ways to achieve your many—and often competing—goals from design, construction, operations and maintenance. It may be a quick and efficient way of selecting the right process train for your operations or assessing the health of your assets to optimizing your operations and use of resources. To help you meet your planning, operations, and services challenges, using the power of your asset’s data, we developed Stantec Altitude.

At its core, Stantec Altitude applies digital twin technology and advanced analytic models, backed by our industry-leading domain knowledge, to unlock the power of data that helps solve your critical design and operational problems in days verses months. Stantec Altitude is designed to provide data-driven decision support and automation, focused towards improving asset performance, all while meeting the regional compliance requirements, and mitigating risks.

With Stantec’s long standing association with [insert client/company name] and understanding of your needs, we are confident to propose effective and efficient strategies developed and then monitored using the Stantec Altitude platform. As part of this project, we propose to use the Stantec Altitude platform during the design, commissioning, and operations phase of your treatment plant.

1. Re-use treatment process train optioneering (Design)

Stantec Altitude provides an easy drag and drop configuration canvas with a library of assets that can be configured and connected to develop various options for the process train. Each option can be evaluated by the team for multiple performance indicators and choose the most appropriate process train. The process train can be exported with its preliminary design ready.

2. Operations scenario analysis (Operations)

Stantec Altitude would setup a digital mimic of your process units and further allow your operators to analyze various scenarios and diagnose operational issues before they become long standing problems.

3. Optimizing treatment operations (Operations)

Stantec Altitude will be setup to capture data from the sensors and inspections to further analyze it and recommend the most optimum setpoint for the equipment that will meet regulations but also keep the operations running optimally. The analytics would use digital twin of the process train and couple with process modelling and data analytics models. These models can run on the edge devices, cloud or even within the ICS as per your requirement and can send the setpoint recommendations to an operator on their working HMI screens.

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test test

Flood Manager

For more than 40 years, Stantec has supported hydraulics and hydrology modeling and floodplain management throughout the United States. For the past decade, we've leveraged that

knowledge as one of FEMA's national providers, delivering quality flood hazard data to increase the public's risk awareness and inspire mitigation actions to increase community resilience. We understand that traditional flood modeling is a time-consuming and labor-intensive process due to the manual efforts required to gather data, manipulate the information, run physics-based models, and tweak parameters to obtain optimal results. This, coupled with the challenge of modeling flash floods in basins with limited data or gauges, has hindered engineers from producing timely data that can be used for near-term forecasting and disaster preparedness.

Introducing Flood

Manager

For the floodplain modelling community, who need science and engineering to quickly process computationally intensive models, Flood Manager is a cloud compute product that provides parallel processing of models and quality reporting. Flood Manager enables users to easily offload traditional computationally intensive engineering programs to the cloud. Unlike traditional modelling, Flood Manager's Azure-based, highly scalable architecture allows simultaneous processing of multiple models at increased speed, opening up modeling workflows not possible previously. Via a simple drag-and-drop interface, users can combine traditional engineering programs with a rich and growing library of pre and post processing operations. This includes workflows for Surface & Ground water engineering with as well as access to a Quality Reporting output for each model simulation.

Flood Manager offers:

- The ability to move the workload off the user's desktop, freeing them up to continue working on other models or other projects.
- The ability to run a single model on a cloud machine with more compute than a user's desktop reducing the turnaround time for that single model. The output of a model run is often used as the basis for adjustments to the model, followed by another run. Any reductions to the model run time result in this cycle being more efficient.
- The ability to run multiple models or plans concurrently in the cloud, allowing a user to work on more than one model or model variation at a time. This presents the largest opportunity for a reduction in processing time as the turnaround time is reduced by a factor equal to the number of runs executed concurrently. If a model has 100 variations, the run time can be reduced by a factor of 100.
- Quality Reporting notebook that is intended to identify global issues in a model simulation that may require follow-up responses from the modeler before the model can be used. Global issues currently implemented include Plan Information, Percentage Error (Volume Accounting), Plan Parameters, Boundary Conditions, Computational Summary, Depth Plots, Domain Extents and High Velocities at cell faces.
- HEC-RAS v5.0.7, v6.0 and v6.1
- Ce-Qual

This product does not replace the local interactive modeling package use and model development currently done on the desktop. The user will continue to use the modeling package locally both to create a model and (depending on the nature of the model data) view the results of running the model. The typical and simple workflow is as follows:

- Work locally with the modeling package to interactively develop and configure a model.
- Upload the model into this system.
- Run the model in the cloud.
- Review Quality Reporting and save for model documentation.
- Download the model run result data and view the results locally.

Does Stantec have a Reconciliation Action Plan (RAP) Our Innovate Reconciliation Action Plan has been drafted and is currently being reviewed by an Aboriginal and Torres Strait islander external advisory cohort.

Stantec's RAP

Reconciliation Action Plan (RAP) Working Group has been organising a range of events, education and outreach opportunities focused on supporting First Nations engagement. We have been working hard to prepare our next RAP moving towards an Innovate RAP. With recent acquisitions, we have had different parts of the legacy businesses on different RAP journeys, so we are actively engaging across the business and hope to submit our RAP for review with Reconciliation Australia in the coming month (March 2023).

Some activities for 2022 included:

- In person events for National Reconciliation Week, including presentations from the Boonwurrung Land and Sea Council in Melbourne, Barangaroo Cultural Tour in Sydney
- Reconciliation Film Club screenings across our national offices
- Purchased books written by First Nations authors as part of a NAIDOC library
- Attended Cultural Walking Tours and presentations throughout the year
- Continued our partnership with Supply Nation, Kinaway, Engineering Aid Australia and Career Trackers

Indigenous Business Procurement In partnership with [Supply Nation](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fsupplynation.org.au%2F&data=05%7C01%7Cnyree.callaghan%40stantec.com%7C1e76aff394de4d3d07a208db15739a3a%7C413c6f2c219a469297d3f2b4d80281e7%7C0%7C0%7C638127358504957491%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=IDeFU00t%2Bi%2FdTRf0V9ozG2AC1XScxq9eglMEUagjNH4%3D&reserved=0) and [Kinaway](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fkinaway.com.au%2F&data=05%7C01%7Cnyree.callaghan%40stantec.com%7C1e76aff394de4d3d07a208db15739a3a%7C413c6f2c219a469297d3f2b4d80281e7%7C0%7C0%7C638127358504957491%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=cS8%2BdFiN239K%2BPr7KQIFvN4v5g%2F63XqGH1iAg95qglY%3D&reserved=0)

[Kinaway](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fkinaway.com.au%2F&data=05%7C01%7Cnyree.callaghan%40stantec.com%7C1e76aff394de4d3d07a208db15739a3a%7C413c6f2c219a469297d3f2b4d80281e7%7C0%7C0%7C638127358504957491%7CUnknown%7CTWFpbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCi6Mn0%3D%7C3000%7C%7C%7C&sdata=cS8%2BdFiN239K%2BPr7KQIFvN4v5g%2F63XqGH1iAg95qglY%3D&reserved=0), Stantec is working on increasing our Aboriginal and Torres Strait Islander supplier diversity. Through reviewing our existing spend, identifying and developing opportunities to increase procurement of goods and services from Aboriginal and Torres Strait islander business, and exploring project partnerships, we hope to continue to develop our relationships. Our partnership with Kinaway, has included consulting services and review of our current practices, providing opportunities to collaborate with our RAP working group, providing training and exploring mentoring opportunities.

Does Stantec have outreach partnerships and scholarships? (ANZ specific) Stantec STEAM Scholarship

We recognise the importance in providing meaningful opportunities for First Nations students to realise their potential and career opportunities within Engineering. Stantec has a global Equity & Diversity Scholarship committed to providing a platform and support for the next generation of science, technology, engineering, arts and maths leaders. Through this scholarship, Stantec will award \$200,000 annually to students from historically underrepresented groups (including Indigenous students) in pursuing higher education. Engineering Aid Australia Partnership

We are an industry partner with [www.engineeringaid.org](https://can01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.engineeringaid.org%2F)

2Fabout-

us%2F&data=05%7C01%7Cnyree.callaghan%40stantec.com%7C1e76aff394de4d3d07a208db15739a3a%7C413c6f2c219a469297d3f2b4d80281e7%7C0%7C0%7C638127358504957491%7CUnknown%7CTWFpbGZsb3d8eyJWljoIMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiI6IjEhaWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=Yb5iqJyo9a2uKQ%2BxmpdemaHwnAWDK3NYmeC12FnaWUQ%3D&reserved=0">Engineering Aid Australia, a not-for-profit organisation that supports Indigenous high school students with an aptitude for maths and science to complete high school, study at university, and become professional engineers. They provide Indigenous high school students from across Australia with the opportunity to learn about engineering, meet engineering role models and gain insights into engineering businesses, projects, and career opportunities. We have participated in and will continue to participate, in a range of activities as part of Engineering Aid Australia's Indigenous Australian Engineering Schools (IAES) in Perth and Sydney, including mentoring, networking and upcoming 'think like a designer' workshops. We are providing work experience in Perth for a Year 11 student we met at IEAS in 2022. </p><p><u>Clontarf</u>
</p><p>We have recently become an industry partner of The Clontarf Foundation. The Foundation exists to improve the education, discipline, life skills, self-esteem and employment prospects of young Aboriginal and Torres Strait Islander men. By doing so we equip them to participate more meaningfully in society. Clontarf helps young men to attend school, finish Year 12 and enter employment. </p><p><u>Career Trackers</u>
</p><p>We have a continuing partnership with Career Trackers, who supports pre-professional Indigenous university students and links them with employers to participate in multi-year internships, around Australia. </p></div>

Abu Dhabi Authority Experience <p>Stantec has been delivering infrastructure solutions in Abu Dhabi for >over 40 years. > >We've >worked directly for Abu Dhabi utility service >providers on major infrastructure projects and delivered major >developments such as Sheikh >Shakhbout >Medical City, from concept >through to construction. We understand all the local design codes and >standards and >we've >established long-standing working relationships >with the key stakeholders for infrastructure design approvals. > >
</p><div><p>
</p></div>

MEPS - TAMM Process <p>To be updated - refer to diagram for now</p>

What is Flood Predictor? <p>For communities and individuals who need to identify flood hazards, Flood Predictor is a machine learning flood hazard product that can help optimize the way they make decisions about flooding. Unlike traditional modelling, Flood Predictor provides powerful data-driven, science-based results in much shorter time spans for when and where a flood is likely to happen.</p><p>In short, Flood Predictor is a first-of-its-kind methodology that helps communities predict when and where the next flood event will occur.</p>

Flood Predictor <p>For more than 40 years, Stantec has supported H&H modeling and floodplain management throughout the United States. For the past decade, we leveraged that knowledge as one of FEMA's national providers, delivering quality flood hazard data to increase the public's risk awareness and inspire mitigation actions to increase community resilience. We understand that traditional flood modeling is a time-consuming and labor-intensive process due to the manual efforts required to gather data, manipulate the information, run physics-based models, and tweak parameters to obtain optimal results. This, coupled with the challenge of modeling flash floods in basins with limited data or gauges, has hindered engineers from producing timely data that can be used for near-term forecasting and disaster preparedness.
</p><div><p>Flood Predictor can be used to provide high-quality probabilistic flood predictions to support disaster preparedness and hazard mitigation planning. Flood Predictor is based upon machine learning derivatives, informed by more than 30,000 hours of engineered flood modeling. This powerful solution can give states and local officials and entities, the ability to analyze flood risks without the need for complex hydrology and hydraulic (H&H) modeling. With these advanced insights, we can better understand which areas are at the highest risk for impacts ahead of extreme events.
</p><p>Flood Predictor is a machine learning flood-risk technology that delivers rapid, high-quality flood predictions across a defined area for any given storm event. This innovation provides flood predictions in shorter time spans as compared to the days or months traditionally needed. The core intellect is a data-driven engineering model that is combined with statistical simulations and machine learning to create two primary outputs: a probability of flooding and predicted geographic extent at a resolution equal to the best available digital elevation model (DEM). The internal data driven model is trained on physically based two dimensional (2D) hydraulic models, run on publicly available or user provided data, and then compared against existing FEMA (or user supplied) models as well as imagery to verify accuracy. Flood Predictor is achieving 85-95 percent H&H model correlation when compared against FEMA data or other physics-based results, creating a foundation upon which to apply professional engineering services.
</p><p>To further expand on how Flood Predictor can enhance state resilience, it is important to understand that flood modeling is a complex science based on numerous variables that impact rainwater as it accumulates and flows across various surfaces. Traditionally, engineers modeled flood events using complex physics-based equations, run on desktop computers, that take hours, even weeks to complete. However, Flood Predictor leverages the availability of cloud-based computing technology to expedite the processing time. Furthermore, it breaks the traditional method of time-consuming data collection (e.g., field survey, stream reconnaissance, etc.) and utilizes readily available information, analyzing all the statistical variables of that data, and applying machine learning that is supported by parallel processing, to learn how all facets of each variable impact potential flood scenarios, resulting in rapid flood predictions that replicate real-world events. This is the future of rapid, predictive

engineering.

The value of Flood Predictor is how quickly it can generate predictive data with a high degree of correlation to engineering models that aid in planning and disaster preparedness. Flood Predictor can even predict flash flooding events in areas with limited historical information, providing data that can save lives. This was accomplished by developing the analytical theory for merging the science and engineering of flood modeling into a single data layer that captures the similarity of the flooding process across different terrains in varying climates. This engineering data allows a machine learning algorithm to rapidly identify the flood risk and can then be consumed and displayed within a GIS environment to display how various storms will impact their community or property. The output information will allow for more proactive public awareness as high-risk areas can be identified sooner, thereby informing citizens to better prepare.

Although Flood Predictor provides consumable outputs, the engineering theory and modeling parameters are extremely complex. The inputs include engineering features, derived watershed characteristics, and dimensionless features coupled with machine learning and user-defined hydrology to predict the event probability. The main inputs are rainfall runoff data, which is used for flow accumulation for pluvial (i.e., flooding from extreme rain events that are independent of an overflowing water body) flood predictions, digital terrain, and land use data. Other modeling inputs are derived from terrain data, including Manning's velocity (e.g., based on the velocity component of the Manning's equation), slope, elevation from stream, distance to stream, topographic wetness index, and flow accumulation. The features are synthesized into dimensionless flood indices that represent components of the shallow water equations (i.e., hydraulic indices) and water table dynamics (i.e., hydrologic index). Flood Predictor uses the indices, along with existing study information relating to hydrologic conditions (i.e., runoff or flow) and resulting data to train the prediction engine. This is accomplished by creating a logistic regression algorithm that relates the flood indices to the ground truth (i.e., existing flood hazard data). Once trained, the predictor engine can be applied to new locations or new hydrologic conditions based on the dimensionless indices. The result gives Flood Predictor the ability to rapidly produce data-driven flood probabilities and predictions across an entire HUC-12 watershed area. Stantec is currently working on developing a technical paper with the goal of being published in a peer-reviewed professional journal this year.

Flood Predictor carries tremendous social, economic, and environmental considerations for future development as well as mitigation actions. These output results can assist in highlighting new, previously unidentified areas of flood risk as well as providing the data in a cost-effective manner that will allow more municipalities to plan for future impacts that are being driven by climate impacts. By creating highly correlated data in an efficient, cost-conscious manner, ECD is democratizing flood hazard identification. Flood mapping results could rapidly be leveraged at a low cost to identify flood risk in rural or underserved areas that are often cost prohibitive.

The output data from Flood Predictor provides communities and entities with valuable data for sustainable development and land use planning to prevent both physical and economic damages from future flood events. Additionally, the output data is valuable for emergency management and hazard mitigation planners to accurately plan evacuation routes, protect critical infrastructure, safeguard assets, and reduce economic impacts ahead of major storm events. The goal for Flood Predictor has always been to leverage publicly available data to better predict the possibility of flooding in a specific location, thereby saving lives and minimizing or even eliminating impacts to property. The cumulative result is a better understanding of the potential hazards as well as the

ability to assess and visualize new risks at a fraction of the time and cost of traditional engineering methods. </p></div>