

FOCUS



Stantec

STANTEC INC. 2011 BUSINESS REVIEW

STN • TSX • NYSE

One Team. Integrated Solutions.

»»» AT STANTEC, OUR FOCUS IS ON SUCCESSFULLY IMPLEMENTING OUR BUSINESS STRATEGY TO CONSISTENTLY DELIVER RESULTS FOR OUR CLIENTS, EMPLOYEES, AND SHAREHOLDERS.

From across North America and internationally, we provide our clients integrated design and consulting services in architecture, engineering, interior design, landscape architecture, urban planning, surveying, environmental sciences, economics, project management, and many other disciplines.

In simple terms, the world of Stantec is the water we drink, the routes we travel, the buildings we visit, the industries in which we work, and the neighborhoods we call home.

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*Visit www.stantec.com/InvestorRelations.html and click on Reports & Financials for copies of our 2011 Financial Review and 2011 Corporate Sustainability Report.

STANTEC AT A GLANCE



> VISION

To become and remain a top 10 global design firm.

Being top 10 means

- Recognition for the quality of our work among the top 10 firms in our industry
- Working on complex projects for top, long-term clients
- Attracting and retaining highly talented, innovative employees

TOP 10

> MISSION

To be One Team providing integrated solutions to create shared value for our clients, employees, shareholders, and communities.



ONE TEAM

> STRATEGY

To achieve our vision, we focus on

- Positioning Stantec among the top-three service providers in our geographic locations
- Delivering operational excellence
- Providing expertise and value-added services to our clients, with a commitment to excellence in project execution through an integrated management system
- Driving a client-focused culture through cross-selling efforts and account management strategies delivered through an integrated “One Team” approach.

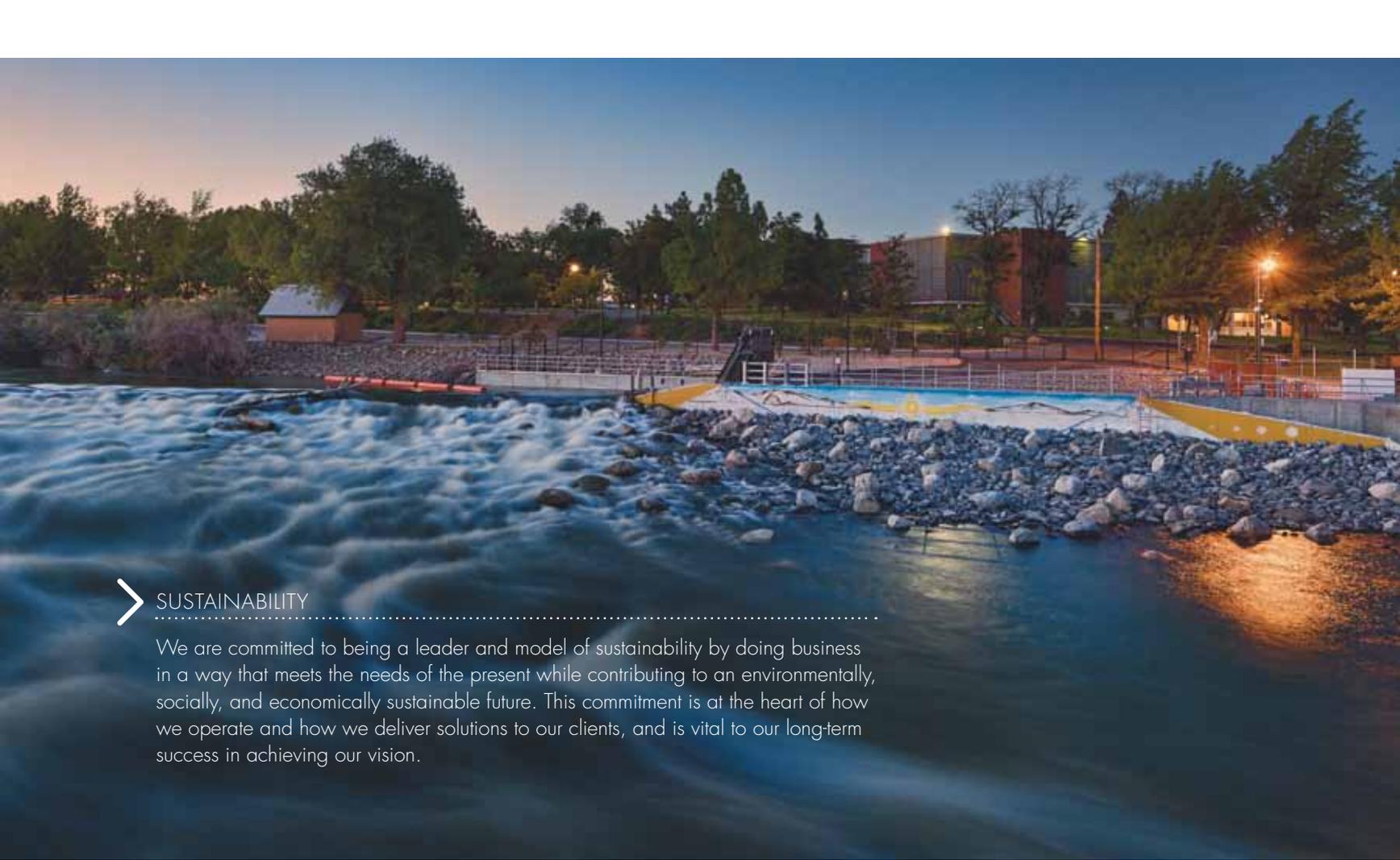
The successful implementation of our business strategy results in growth. The three key drivers of our strategic plan are our foundation, our clients, and our people.

We create shareholder value through building on our foundation, attracting and retaining the best clients, and focusing on our people. Based on our successes in those areas, we believe that we are well positioned to realize our vision of becoming and remaining a top 10 global design firm.

FOUNDATION

CLIENTS

PEOPLE



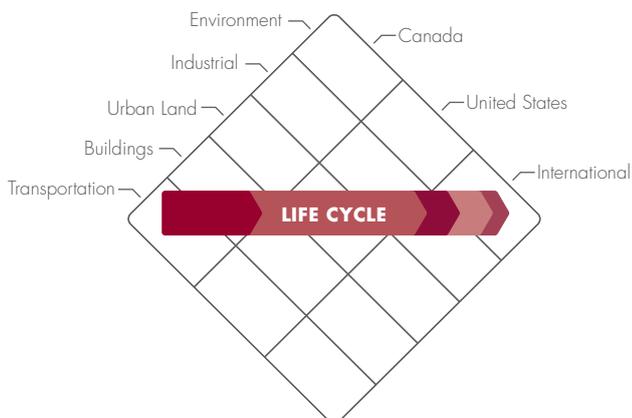
> SUSTAINABILITY

We are committed to being a leader and model of sustainability by doing business in a way that meets the needs of the present while contributing to an environmentally, socially, and economically sustainable future. This commitment is at the heart of how we operate and how we deliver solutions to our clients, and is vital to our long-term success in achieving our vision.

> BUSINESS MODEL

Our business model is based on providing integrated services across diverse geographic locations, distinct practice area units, and all phases of the infrastructure and facilities project life cycle—planning, design, construction, maintenance, and decommissioning.

This three-dimensional, sustainable approach ensures that we do not have to depend on any single geographic location, practice area unit, or life cycle phase for our work. Each time we strengthen any of the three dimensions, we increase and diversify our business.



> GEOGRAPHIC DIVERSIFICATION

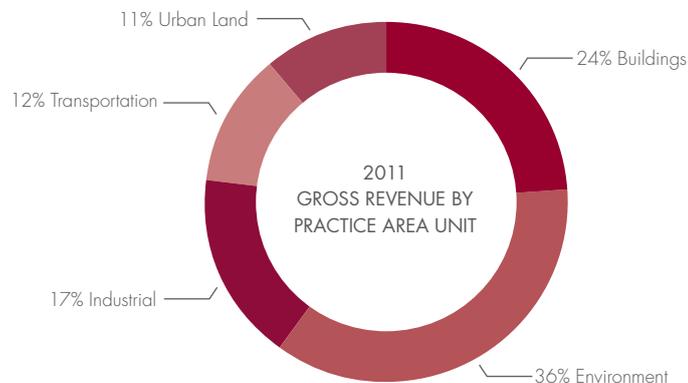
We operate in three main geographic regions: Canada, the United States, and International. Our aim is to offer the power and resources of a large global entity while maintaining the personality and service delivery attitude of a small, local business.



Glendale Diversion and Water Supply Improvement Project
Reno, Nevada

PRACTICE AREA UNIT SPECIALIZATION

Currently, we provide services in five specialized and distinct practice area unit groupings: Buildings, Environment, Industrial, Transportation, and Urban Land. Focusing on this broad spectrum of services helps us create and maintain deep and long-lasting relationships with our clients by meeting more of their infrastructure and facility needs.



BUILDINGS Stantec's Buildings team works with our clients to design high-performance, cost-effective, and sustainable buildings. Services include

- Pre-design services including project and program definition and planning
- Architectural and interior design
- Structural, mechanical, electrical, and acoustical engineering
- Sustainability and performance engineering
- Post-construction services including commissioning and systems optimization

ENVIRONMENT Stantec's Environment team provides our clients with integrated, professional, and sustainable solutions to their environmental concerns. Services include

- Water supply, treatment, storage, and distribution
- Wastewater collection, pumping, treatment, and disposal
- Watershed management
- Environmental assessment, documentation, and permitting
- Ecosystem restoration planning and design
- Environmental site management and remediation
- Subsurface investigation and characterization
- Geotechnical engineering

INDUSTRIAL Stantec's Industrial team provides integrated, practical solutions for complex industrial projects that meet functional needs and are sensitive to the environment.

Services include

- Project planning and development
- Functional programming
- Engineering
- Project management
- Project services including construction support
- Strategic advisory services

TRANSPORTATION Stantec's Transportation team provides a full range of innovative services to facilitate the safe and efficient movement of people and goods through a variety of modes of transportation. Services include

- Project management
- Transportation planning and investment studies
- Engineering
- Construction administration
- Infrastructure management

URBAN LAND Stantec's Urban Land team works to enhance the quality of life where people work, live, and play by providing client solutions that are environmentally responsible, aesthetically beautiful, functional, and technically sound. Services include

- Planning
- Landscape architecture
- Geomatics
- Engineering
- Project management
- Conceptual and master planning
- Development approvals and entitlement
- Infrastructure design
- Construction review

1	2
3	
4	5

1. US Route 1, Section 6V Bridge Replacement
North Brunswick, New Jersey
2. Channel District Redevelopment
Tampa, Florida
3. Edmonton International Airport Expansion
Edmonton, Alberta
4. Boundary Dam Integrated Carbon Capture and Sequestration Demonstration Project
Estevan, Saskatchewan
5. Kentucky River Locks and Dams Engineering Services
Various Locations, Kentucky





»»» BUILDINGS

EDMONTON INTERNATIONAL AIRPORT EXPANSION, EDMONTON, ALBERTA

With a projected demand increasing to nine million passengers annually from six million in 2010, the Edmonton International Airport needed a significant expansion to its existing facilities.

This \$235 million major airport terminal expansion project includes 13 new bridged aircraft positions serving US, Canadian, and international flights, and an enhanced process for all US-bound passengers, including a new US Customs & Immigration facility.

Stantec provided an integrated suite of building design services on the project, including architecture; interior design; and structural, mechanical, and electrical engineering.

The design incorporates the latest sustainable design concepts for airports—including the first Living Wall (a vertical garden attached to the terminal wall) ever incorporated into an airport terminal—and is on target to become one of the first LEED®-certified airport terminals in Canada.

Pictured Team Members (left to right): Christopher Barr, Patricia Cepeda Lopez, Nelson Teixeira, Penny Headon, Cecilia Einarson, Simon Chan, and John Webster. For a full listing of team members, please see page 28.



**9 MILLION
PASSENGERS ANNUALLY**

**\$235
MILLION
AIRPORT EXPANSION**

»»» ENVIRONMENT

KENTUCKY RIVER LOCKS AND DAMS ENGINEERING SERVICES, VARIOUS LOCATIONS, KENTUCKY

Stantec is providing engineering services on an aging network of locks and dams on the Kentucky River in order to secure the water supply for 600,000 of Kentucky's residents. Stantec's renovation of Dam No. 9, the most recently completed of these projects, won an American Council of Engineering Companies/Kentucky Chapter Grand Award, and was also a finalist at the National level. Stantec chose a technically challenging "in-the-wet" construction approach to the renovation of the dam, which provided several advantages over the conventional practice of creating a dry construction environment. The most noteworthy results were significant cost and schedule savings—including limiting total change orders to 1.25 percent of the original construction contract—and a reduced construction footprint and associated environmental impacts.

The approach allowed our client to allocate unused contingency budget toward repairs on other Kentucky River structures.

Pictured Team Members (left to right): Greg Yankey, Alan Rauch, Jeff Dingrando, Tom Pace, and Daniel Gilbert.
For a full listing of team members, please see page 28.



**SECURING
WATER SUPPLY
FOR 600,000
RESIDENTS**



INDUSTRIAL

BOUNDARY DAM INTEGRATED CARBON CAPTURE AND SEQUESTRATION DEMONSTRATION PROJECT, ESTEVAN, SASKATCHEWAN

As Owner's Engineer, Stantec has been at our client's side since 2006 exploring new coal-fired generation options and working through the myriad issues involved with the complex, emerging technology of post-combustion carbon capture. Our research has encompassed projected future environmental standards, expected benchmarks, and legislative impacts, as well as in-depth risk assessments.

As design and construction of a new plant proved to be cost-ineffective, we are currently implementing the results of our studies and providing facility design for an industry-changing demonstration project: the refurbishment of an existing 150MW power unit and addition of a carbon capture system. This new post-combustion carbon capture system is projected to reduce our client's overall greenhouse gas emissions and provide one million tonnes of carbon dioxide annually for enhanced oil recovery, a tertiary recovery process that uses CO₂ to displace oil and extract more (30 to 60 percent or more in some cases) oil from an oil field compared to using primary or secondary recovery techniques.

30-60%
MORE OIL EXTRACTED



CO₂
1 MILLION TONNES CAPTURED ANNUALLY



Pictured Team Members (clockwise from the top left): Charlie Wong, Doug Glendenning, Mike Richard, David Conrad, and Terri Lamb. For a full listing of team members, please see page 29.





»»» TRANSPORTATION

US ROUTE 1, SECTION 6V BRIDGE REPLACEMENT, NORTH BRUNSWICK, NEW JERSEY

Originally constructed in 1926, this five-span US Route 1 bridge over railroad tracks and local roads was in a state of severe deterioration and well beyond its functional life.

Stantec performed concept development and a feasibility assessment, as well as preliminary and final design for replacement of the bridge, along with widening and reconfiguring the Route 1 interchange with a major crossroad into Rutgers University's Cook Campus.

During concept development, Stantec discovered that the railroad was inactive and assisted in the negotiations to abandon it, allowing for a shorter single-span bridge with a lower profile than the original structure. The resulting bridge cost 30 percent less than a five-span replacement, and this approach also allowed the connection of two service roads, providing access to adjacent businesses and giving drivers route choices that included avoiding the highway.

30%
**REDUCTION IN
BRIDGE COST**


**ORIGINALLY
CONSTRUCTED IN
1926**

Pictured Team Members (left to right): Tej Desai, April Wu, Jeff Grob, Paul Hu, and Mike McDonnell. For a full listing of team members, please see page 30.

URBAN LAND

CHANNEL DISTRICT REDEVELOPMENT, TAMPA, FLORIDA

Stantec is participating in a major North American market trend of revitalizing industrial lands. The Channel District is a 200-acre (81-hectare), former industrial port warehouse district in downtown Tampa, Florida, that has been evolving as a waterfront tourist destination with transit-supported urban residential and mixed-use neighborhoods. Stantec prepared the district's Strategic Action Plan (SAP) almost a decade ago, which analyzed infrastructure demands, prepared alternative build out scenarios, and established public realm design guidelines.

Stantec has since provided planning, transportation, civil/site engineering, landscape architecture, environmental, and surveying services to implement the SAP recommendations and support the district's infrastructure revitalization program of \$75 million in capital improvements. Our team created a new comprehensive infrastructure master plan, incentive-based land development regulations, the district-wide stormwater management system and utility design, and roadway and streetscape improvements. The recent completion of Washington Street Park, the city's first urban neighborhood park, marks a major milestone in this ongoing district redevelopment, with other design and construction projects currently ongoing.


\$75
MILLION
IN CAPITAL
IMPROVEMENTS

Pictured Team Members (left to right): Mark Foster, Lea Del Tosto, Hamid Sahebkar, and Neale Stralow. For a full listing of team members, please see page 30.





THE NORTH AMERICAN INFRASTRUCTURE MARKET REPRESENTS ANNUAL FEE REVENUES OF OVER \$90 BILLION. AT \$1.7 BILLION, OUR REVENUES COMPRISE 2% OF THE AVAILABLE MARKET SHARE, WHICH PRESENTS AN ENORMOUS OPPORTUNITY FOR GROWTH.





OUR PLACE IN THE INDUSTRY

Population growth, the need to rehabilitate current infrastructure, changing quality and regulatory requirements, sustainability, and disaster recovery all drive the growing need for infrastructure development.

WE ARE FOCUSED ON DESIGN AND PROVIDING INFORMATION AND SOLUTIONS TO OUR CLIENTS.

We provide professional services in the infrastructure and facilities market principally on a fee-for-service basis, while also participating in various models of alternate project delivery. We do not take on construction risk, which allows us to clearly focus our efforts on providing design solutions as one integrated team. It also gives us the opportunity to partner with large construction companies.

WE ARE FOCUSED ON OUR CLIENTS' NEEDS.

Our broad geographic footprint, deeply rooted in strong local relationships and supported by top technical expertise through an integrated service delivery model, enables our clients to reduce the number of service providers they deal with, streamline their operations, and improve quality control. In addition, our strong financial platform gives us the ability to deliver traditional as well as alternatively financed projects to our clients.

WE ARE PRIMARILY FOCUSED ON SERVING NORTH AMERICAN MARKETS AND CLIENTS WHILE GRADUALLY INCREASING OUR INTERNATIONAL PRESENCE.

We support the local strength in our regions and practice areas with the global expertise of our entire organization. As we grow and evolve, we become better positioned to apply our Global Expertise. Local Strength. service delivery model to larger projects with national and international clients, both because of our growing expertise and because of our evolving international presence.

WE ARE FOCUSED ON ACHIEVING TOP-THREE POSITIONING IN EACH OF OUR GEOGRAPHIC AREAS.

We aim to position our Company among the top-three service providers in each of our geographic locations and practice areas. With this level of market presence and geographic diversification, we are more likely to have the relationships and presence to take advantage of emerging opportunities and less likely to be impacted by downturns in regional economies. This increases our opportunities to work on complex projects with long-term clients, enhances our ability to attract and retain talented employees, and reduces our overall exposure to risk.



OUR STRATEGY

- 1 Build on our **FOUNDATION** by improving project delivery and operational performance, investing in information technology, and expanding the depth and breadth of our services, first across North America and then internationally.
- 2 Work for the best **CLIENTS** by continuing to develop our account management and marketing and business development programs to grow both global/national and regional/local business.
- 3 Attract and retain the best **PEOPLE** by fostering a One Team environment, promoting and rewarding discipline and accountability, providing a best-in-class health and safety program, and communicating effectively with our staff.

Effective and disciplined execution of our strategy ultimately results in growth, which means a dynamic place to work for our staff, a trusted and reliable partner for our clients, and an attractive investment for our shareholders. We have a strong track record for delivering value and consistent results.

> FOCUSED ON OUR FOUNDATION

Our foundation includes our risk profile, delivery model, services, systems, and processes to support successful project delivery and operational effectiveness. Our collaboration tools and formal processes promote quality and provide consistent project delivery outcomes, while maintaining the flexibility required to accommodate the ever-changing professional services environment.

We placed emphasis this year on the continued development and implementation of our integrated management system. Having a formal and structured management system conveys to our clients and employees that Stantec stands for excellence, and our core commitment to technical, project management, and client service excellence forms the foundation for the growth and diversity of our Company.

Our integrated management system provides a disciplined and accountable framework for managing risks, quality outcomes, and regulatory compliance. This integrated management system has been implemented and registered to three internationally recognized ISO standards:

- ISO 9001:2008 Quality Management Standard – aligns business processes with strategic objectives, provides a disciplined approach to managing risk, and promotes quality outcomes and management transparency
- ISO 14001:2004 Environmental Management Standard – promotes the reduction of the organization’s environmental footprint and drives regulatory compliance
- ISO/IEC 20000-1:2005 IT Service Management Standard promotes the quality, consistency, reliability, and value of information technology services

Our integrated management system, in addition to our strong enterprise system, helps us achieve our goal of operational excellence.



> FOCUSED ON OUR CLIENTS

Offering specialized services during all project life cycle phases—planning, design, construction, maintenance, and decommissioning—allows us to maintain long-term relationships with our two key client groups: global/national and regional/local.

Having a strong local presence connects us to regional/local clients and positions us through long-term relationships to understand their business, propose on their projects, and win continued work with them. From this local base, we are also able to engage top-tier experts from anywhere across our Company for the benefit of these clients.

Our global/national clients have a geographic footprint that spans Stantec's network of offices, so we work across the Company as one team, cooperating and coordinating to service their programs in an integrated delivery model, both across North America and beyond.

Our Account Management program assigns account managers who understand these clients' priorities in order to maintain strategic relationships and expand our opportunities. This approach helps us to transition our relationships with these key clients into partnerships, where clients see us not simply as a service provider but as a trusted advisor.







> FOCUSED ON OUR PEOPLE

Focusing on our people provides an environment where our staff are safe, whether at a project site or in the office; and it builds a culture of excellence through a range of formal and informal employee recognition programs.

FOCUSED ON SAFETY

Our Health, Safety, and Environment (HSE) program's objective is to eliminate recordable injuries, property loss, and environmental damage by aligning work processes, systems, and behaviors so our employees have the necessary guidance and knowledge to complete every task safely, every time.

To meet this objective, our HSE team develops practices, training programs, and tools that protect employees by not only meeting or exceeding government regulations, but also by striving for best practices. The program 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, and other types of costly business interruptions.

FOCUSED ON RECOGNITION

We continue to focus on building a culture of excellence at Stantec and are committed to our formal recognition programs. Our Award of Excellence program rewards excellence in a variety of categories, including:

- "One Team"
- Design and Technical
- Marketing and Business Development
- Managerial
- Customer Service
- Asset Management
- Health and Safety

Complementing these awards is our Milestone Service Award program, which rewards employees for their long-term commitment to Stantec.

GROWTH

Growth is the direct result of our focus on enhancing the depth and breadth of our expertise, adding complementary practice areas, and expanding our geographic locations. Our strategy is to combine organic growth with the acquisition of firms that believe in and want to be part of our vision.

ORGANIC GROWTH

We achieve organic growth in two ways:

- 1 By adding services and capabilities in our existing locations (and leveraging acquisitions and existing operations)
- 2 By broadening our relationships with existing clients and offering new global/national clients the full breadth and depth of our services and capabilities, through
 - Cross-selling services through our Account Management program
 - Catering to client demands to work with larger firms with more geographic breadth, integrated service delivery, more technical depth, and local presence

For us, the best clients are those with whom we have long-term relationships and for whom we provide multiple services. Currently approximately 70% of our business comes from repeat clients. Our Account Management program is designed to increase organic growth by building on our relationships with existing clients and meeting more of their service needs.



ACQUISITION GROWTH

Acquiring companies is an effective and efficient way for us to grow because it expands our principal assets: people, projects, and client relationships. For our acquisitions to be successful, we ensure the following:

CULTURAL FIT. We look for companies that share our culture, or “personality.” This is the number-one consideration and driving force behind any acquisition.

ONE TEAM PHILOSOPHY. We embrace companies that believe in working as one team, and we encourage and support newly acquired staff to be fully engaged in the bigger picture at Stantec.

LEADERSHIP ENGAGEMENT. Leaders of acquired companies have a vital role to play in setting examples for their staff by being engaged participants in the acquisition and integration process, and in continuing to grow the business going forward as a part of Stantec.

FOCUS ON PEOPLE. Our people are our most important asset. We make sure that newly acquired staff know the benefits of joining Stantec early in the acquisition process and are supported throughout the transition and beyond.

725

STAFF JOINED FROM
FIVE COMPANIES

50

QUADRATEC STAFF JOINED
STANTEC FEBRUARY 2011

200

CALTECH STAFF JOINED
STANTEC MAY 2011

275

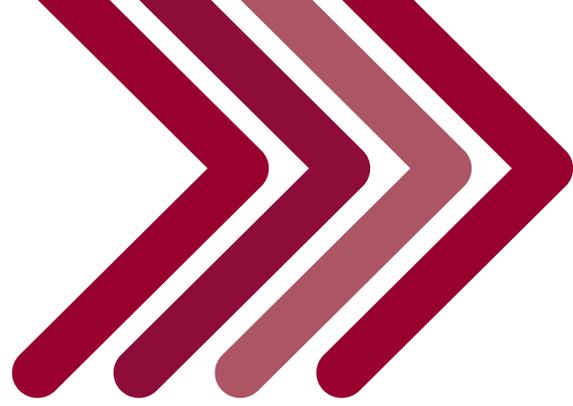
BONESTROO STAFF JOINED
STANTEC SEPTEMBER 2011

85

FSC STAFF JOINED
STANTEC OCTOBER 2011

115

ENTRAN STAFF JOINED
STANTEC OCTOBER 2011



SUSTAINABILITY

Our focus on sustainability is at the heart of how we operate and how we deliver solutions to our clients; it is vital to our long-term success in achieving our vision.* In support of this commitment, we continue to provide market-leading sustainability consulting services to our clients, we invest time and resources into our regions and neighborhoods through our various charitable programs, and we are now certified to the ISO 14001 environmental standard, which promotes the reduction of our organization's environmental footprint and drives regulatory compliance.

SUSTAINABLE COMMUNITIES

Stantec is a caring Company committed to supporting growth through the enhancement of knowledge, prosperity, health, and quality of life in the communities where we live and work. Our community investment initiatives are focused in the following areas; areas that are most representative of demonstrated need and impact in a community, that best represent where we can have a positive impact, and that most resonate with our internal and external stakeholders

- Arts
- Education
- Environment
- Health & Wellness

To this end, we target donating one percent (1%) of our annual pretax profits to charitable and nonprofit organizations, encourage personal charitable giving by employees, and encourage and facilitate volunteerism by employees. This target is met either through direct cash contributions or services in kind.

Highlights from recent community investment efforts include

- Stantec team members raised over \$100,000 for research, education, and disease prevention for prostate cancer.
- Stantec continues to be a strong supporter of the ACE Mentor Program, which recently received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring from the White House. The program is an industry-driven partnership that joins together industry professionals and students.

**RAISED OVER
\$100,000
FOR NOVEMBER**

Stantec team members raised funds for research, education, and disease prevention for prostate cancer

**ACE PRESIDENTIAL
AWARD
OF EXCELLENCE**

An industry-driven partnership that joins together industry professionals and students

**OVER
\$15,000
IN EMPLOYEE DONATIONS**

Stantec employees donated to various charitable organizations in 2011



SUSTAINABILITY CONSULTING AND DESIGN SERVICES

Stantec is a recognized leader in sustainability design and consulting because of our ability to provide integrated, multidisciplinary consulting services at every scale of built, natural, and organizational environments from strategic policies, programs, and frameworks for business and communities to building and infrastructure planning, design, implementation, commissioning, monitoring, and verification programs. We are committed to demonstrating leadership in sustainability and encouraging responsible stewardship in every one of our practice areas.

Highlights of Stantec’s recent sustainable design successes include

- The Sacramento Municipal Utilities District has employed an integrated Stantec team to help them design the United States’ largest and most sustainable fleet operations campus. This net-zero-energy-rated campus is slated to generate as much on-site renewable energy as it consumes.
- The third floor of the recently renovated and expanded Katz Women’s Hospital is now the first LEED® Platinum certified hospital facility in New York state.
- Stantec’s Toronto Office, which successfully reclaimed and transformed a piece of Toronto’s industrial history into a multi-award-winning office space, is LEED® Gold certified.
- To promote Canada’s capabilities in clean systems and infrastructure, Stantec analyzed export opportunities for “cleantech” industries in Canada for the federal Department of Foreign Affairs and International Trade.
- Stantec is codesigning a corporate social responsibility management system for ARPEL, an association of oil and gas companies in Latin America.
- The recently redesigned Battery Park City Ballfield in Manhattan is one of the most sustainable athletic fields in the world, featuring fully recyclable materials as a result of complete life cycle analysis of every component of the new turf.

Katz Women’s Hospital, North Shore University Hospital Expansion and Renovation, Manhasset, New York

*Visit stantec.com/InvestorRelations.html, click on Reports & Financials and download our Corporate Sustainability Report for a complete review of our sustainability initiatives in 2011.

SUSTAINABLE OPERATIONS

In addition to assisting our clients with meeting their sustainability goals, we are continually working to improve the environmental and social impact of our own organization. As our Sustainability Policy states, we are committed to reducing our environmental footprint by including sustainable considerations in the planning process and developing Companywide programs and initiatives to meet our environmental performance targets.

Our recent achievement of ISO 14001:2004 certification in January 2012 is proof of that commitment. ISO 14001:2004 is an internationally recognized standard for developing environmental management systems that help organizations minimize how their operations negatively affect the environment and comply with applicable environmental laws and regulations.

Our environmental management system requires a comprehensive assessment of the annual carbon and environmental footprint of our operations. This involves gathering office-by-office information on key environmental aspects related to energy, water, paper consumption, and waste generation, and then calculating the related greenhouse gas emissions. Once the data has been evaluated, reduction targets are set for the most significant impacts and subsequently monitored at a corporate and individual office level.

In addition to the ISO 14001:2004 certification, Stantec has Climate Registered™ status with The Climate Registry (TCR), which is achieved by successfully measuring our carbon footprint according to TCR's best-in-class program, having it verified by a third party, and reporting the data on The Registry's website. We also have been recognized as a Carbon Disclosure Leader in Canada through reporting to the Carbon Disclosure Project, an international data collection registry developed to accelerate solutions to climate change.

Highlights from recent sustainable operations efforts include

- Since 2007, we have released annual sustainability reports which outline our sustainability goals and performance in accordance with the Global Reporting Initiative guidelines.
- We have won many awards for our sustainable operations efforts. In 2011, we were selected for the second consecutive year as one of Canada's Greenest Employers by Mediacorp Canada Inc., we were named as one of the Best 50 Corporate Citizens in Canada by Corporate Knights magazine, and our Sustainable Development team won one award and one honorable mention at Green Living Enterprise's inaugural Awards for Excellence in Corporate Responsibility.
- More than 90 of our offices have in-house Sustainability Teams, voluntary groups of employees who work together on local sustainability initiatives.
- Over 2,200 employees from over 100 offices participated in our 2011 Cool Commute Challenge, an annual Companywide event that encourages sustainable commuting.
- Since 2007, Stantec has been included in the Jantzi Social Index, a common stock index made up of select Canadian companies that pass a set of broadly based environmental, social, and governance rating criteria.

Stantec Toronto Office, LEED® Gold Certified,
Toronto, Ontario



OUR TEAMS



> EDMONTON INTERNATIONAL AIRPORT EXPANSION



Austria, Jecel
Barclay, Leonard
Barr, Christopher C
Becker, Don
Best, Noel
Burger, Rian Gerhard
Burton, Nancy J
Canevari, Mike
Cepeda Lopez, Patricia
Chan, Simon W
Clark, Rick
Duggan, Kyle A
Einarson, Cecilia
Ellestad, Leigh K
Goodwin, Kent D G
Headon, Penny H
Hicks, Janice E
Hristova, Diana
Irani, Mazi

Ivory, Charles
Jepson, Chris J
Keehner, Rebecca Lynn
Kroeger, Carol Ann
Lam, Paul
Lawrie, Shawn P
Lee, Shawn
Lindsay, James R
Ludgate, Ruta
Mclaren, Lorel
Parsad, Mehrdad
Pollard, John A
Smith, Stanis I R
Tanner, Francis Philbert
Teixeira, Nelson P
To, Tri T
Vallee, Nicole M
Webster, John B
Welch, Jason

> KENTUCKY RIVER LOCKS AND DAMS ENGINEERING SERVICES



Back, Dan A
Baker, Shad D
Barnett Jr, Timothy C (Craig)
Berryman, Darlene R
Beyke, Brian D
Bickel, Stephen H
Bond IV, PJ
Caudill, Aaron M
Clark, Ryan P
Clinkenbeard, Adam C
Crace, Adam A
Dingrando, Jeffrey S
Ellison, Richard W
Flynn, Renee
Ford, Justin M
Gentry, Allison
Gilbert, Daniel A
Gilbert, Kevin D
Graham, Dave
Gray, Dustin B
Hacker, Adam L
Jett, Brandon
Johnson, Tracy

Jones, Ryan
Jones, Sue
Kephart, Terry L
Mattingly, Will
Mehnert III, Russ
Meyers, Chris
Morgan, Aaron
Pace, Tom
Pennington, Clayton S
Peterson, Adam J
Rauch, Alan F
Ricketts, Ramona D
Sallee, Ken
Sams, Brian F
Sartori, Rita W
Seward, Valerie A
Smiley, Brad
Taylor, Brandon W
Thompson, Jason L
Welshans, April L
Workman, Chris
Wray, James E
Yankey, Greg



Abbasi, Amanullah
 Adwila, Ahmed
 Allaire, Lyanne M
 Amos, Ken
 Andrews, Norman W
 Andrews, Stephen
 Antle, George B
 Arsenaault, Julien J
 Arvi, Raija
 Bacon, Wanda J
 Baxter, Adam A
 Becker, Alicia M
 Beek, Jamie W
 Berry, Bob
 Berube, Fred
 Bhandarkar, Ameya G
 Bieber, Lyla K
 Bira, Sorin
 Biswas, Piyali
 Bliss, Charles C
 Bonvie, Norm E
 Boudreau, Charles G
 Boyd, Faith L
 Brewer, Edward
 Buckingham, Garth E
 Cameron, David H
 Cang, Jeff
 Carlson, Wade
 Carman, Stephanie D
 Carr, Terry
 Chalupowski, Mark T
 Chase, Jennifer
 Chen, Wei
 Chenard, Marc
 Chipley, Duane
 Chisholm, Bob
 Chivulescu, Bogdan
 Comeau, Darrell J
 Conrad, David A
 Crawford, Jason R

Currie, Jaclyn A
 Curtis, Kevin J
 Deap, Robert M
 Despres, Sebastien P
 Deutsch, Robert G
 Doiron, Andre J
 Dolan, Frank
 Doolittle, Dayton J
 Doolittle, Jim
 Dzuba, Megan
 Ekberg, Paul
 Epp, Zuri W
 Fanjoy, Brian C
 Fitton, Mike
 Foreman, Shelley L
 Gagnon, Greg
 Gilliss, Jeffrey R
 Glendenning, Doug
 Green, Trevor
 Guidry, Tracy J
 Hamilton, Kent
 Han, Robert
 Hatcher, Joshua M.
 Heron, Vince
 Hicks, Tim
 Huber, Danielle R
 Huculak, Kevin E
 Jin, Xue Feng
 Keleman, Tricia
 Kettleborough, Patrick
 Kleisinger, Shane J
 Klempner, Chris A
 Knudsen, Ray
 Korol, Nicolas J
 Koschinsky, Andrew J
 Lam, John
 Lamb, Terri J
 Larocque, Jean-Luc
 Lawlor, William J
 Lin, Charlie
 Liu, Stephen
 Ma, Chelsea
 MacKenzie, Sandy
 Magee, Kelly D
 Marcia, Jordan L
 Marcoux, David G
 Mason, Trevor D
 Masse, Jana
 Matchett, Tyler D
 McConnell, Jeff T
 McKay, Crystal L
 McMinniman, John E
 Meyer, James
 Miller, Lucas E
 Moore, Ben
 Moore, Donald F
 Morales, Juan P

Morrison, Shauna L
 Morrison, Timothy P
 Muir, Renee
 Murray, Glenn D
 Neill, Kim
 Olive, Harry
 Olsen, James
 Ouellette, Fernand E
 Pasika, Trevor B
 Patryluk, Scott
 Pennock, Richard W
 Pokhrel, Damodar
 Qu, Nathan
 Rajput, Irshad
 Rassem, Mohsen
 Richard, Mike
 Richmond, Ryan P
 Rickard, Ashley A
 Romanow, Steven M
 Sanpasertparnich, Teerawat
 Santerre, Joel E
 Saunders, Jared R
 Savoie, Edwin
 Schnell, Trent
 Selvaraj, Madhan
 Sherrard, Jennifer L
 Shin, Patrick
 Shojaei, Seyed Mohammad
 Singh, Shikhar
 Sipra, Abdul Hameed
 Sliva, Garret Lee
 Springer, Arthur
 Sproat, Darren
 Stone, Carla
 Sulaver, Zeljko
 Sweet, Jeffrey C
 Swift, Bob
 Tattersall, Greg
 Thitakamol, Bhurisa
 Thomas, George
 Tran, Thai Duy
 Van Driel, Chris G
 Vatnani, Kam
 Versloot, George
 Watson, Kevin D
 Wedge, Randy T
 Wheating, Gary R
 Wong, Charlie H
 Wood, Gord
 Wood, Tim
 Worel, Mary J
 Wright, Michael J
 Xu, Da
 Zaman, Akhtar M
 Zein, Abdel Mohsen
 Zheng, Yun
 Zimmer, Randy

> US ROUTE 1, SECTION 6V BRIDGE REPLACEMENT



Aisenbrey, Pamela Jan
Anderson, William
Bennett, Scott
Bukhari, Adil I
Christodoulakis, Michael
Demel, Mihaela
Denho, Abdel
Desai, Tej
DeSena, Michael
Doyle, Kevin
Faulkner, Wayne
Fritzky, Stephen
Grob, Jeffery
Haggerty, William
Hesslein, Dan
Hu, Paul
Kalb, Michael
Kelly, Rodger
Lambrinos, Simon
Luglio, Louis

Maher, Matthew Richard
McDonnell, Michael
Minicucci, Robert
Muhammad, Rasheed
O'Brien, Dennis
Nolan, Christopher
Peluso, Joanna
Pescatore, Julie
Rau, Steven M
Raval, Samir
Saputo, Russell
Severance, Bob
Slivka, John
Smith, Gregory L
Stigner, Kenneth
Sullivan, Joseph E
Woldow, Glen E
Wrocklage, George
Wu, April
Yadlovski, Jason

> CHANNEL DISTRICT REDEVELOPMENT



Aguiar, Rick
Applegate, Robert E
Blackstock, Jesse L
Bowers, Christina M
Bryant, Bill G
Corsa, Rolando
Crosby, Matt A
Darley, Rod N
DeJesus, Jose
Del Tosto, Lea D
Donaldson, Dan M
Dunn, Dale C
Foster, Mark H
Griffith, VG L

Halbach, Bob J
Horstman, Ryan R
Hull, Courtney
Kime, Wayne G
Mims, Vanessa M
O'Meara, John R
Ramaglia, Art J
Reese, Geri L
Richter, Ed L
Rosenboom, Christopher L
Sahebkar, Hamid
Schaper, Kyle R
Stralow, Neale A
Verrastro, Ralph

