



EXPLORE







GEI's presence in the Ontario market began in 2018 and has grown to 70+ team members across southern Ontario. We are a diverse team who actively listens, thinks differently, and is passionate about delivering balanced environmental, economic, and social outcomes. We are committed to effective engagement, building community trust in a project's ability to balance environmental, social, and technical components as well as maximizing the project's community benefits. We are accustomed to serving as strategic advisors and facilitating complex regulatory approvals.

GEI works with public and private sector clients, industry associations, institutions, and Environmental Non-governmental Organizations, providing specialized knowledge and experience in land development, energy, infrastructure and transportation markets.

# GEI Fast Facts

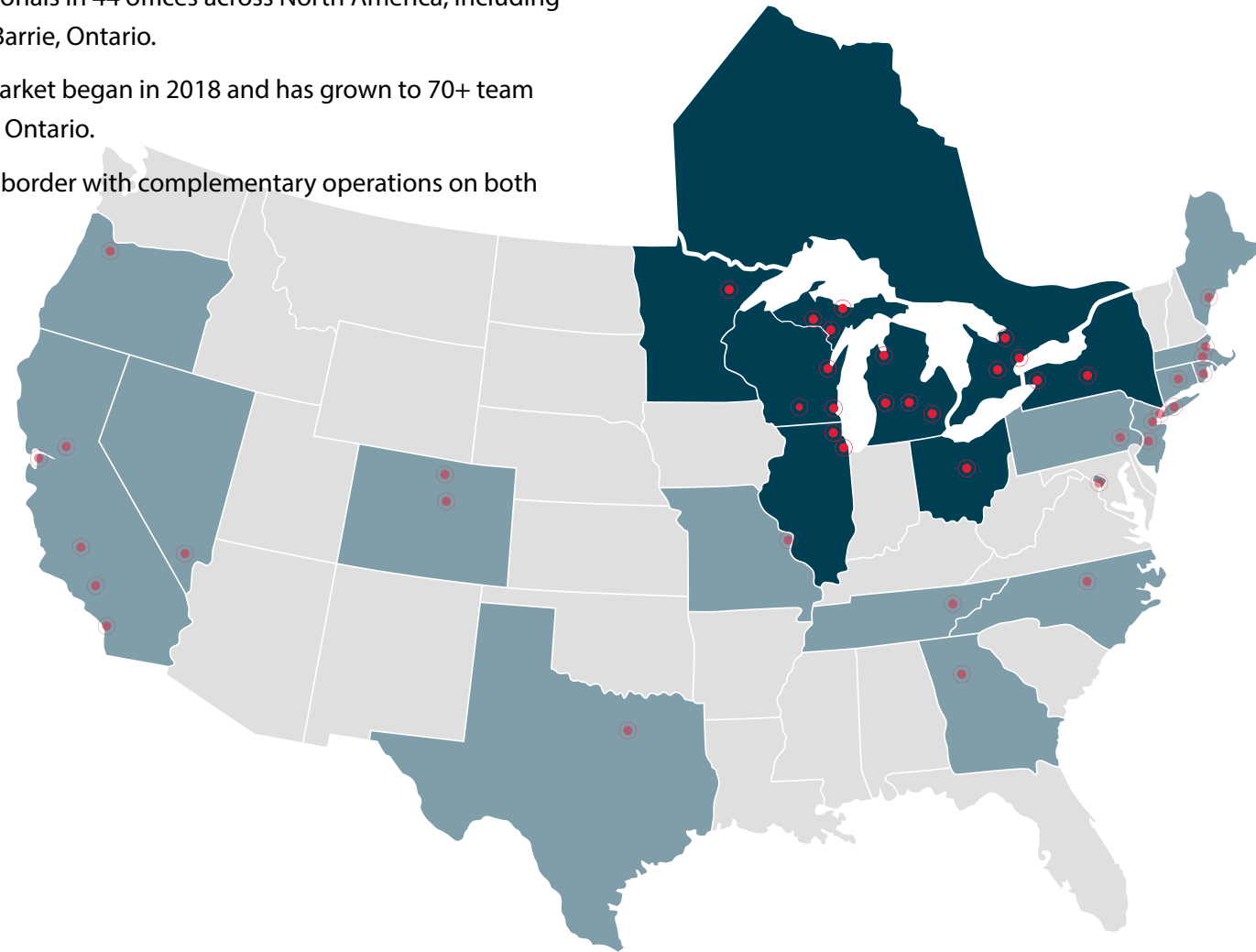
Founded in 1970 by five graduates of Harvard University and Massachusetts Institute of Technology.

Nationally recognized engineering and environmental sciences firm

Employs over 900 professionals in 44 offices across North America, including Markham, Kitchener and Barrie, Ontario.

Presence in the Ontario market began in 2018 and has grown to 70+ team members across southern Ontario.

Operations are now cross-border with complementary operations on both sides of the Great Lakes.



**TORONTO ZOO ORANGUTAN OUTDOOR EXHIBIT**  
CLIENT: MIDOME CONSTRUCTION SERVICES

The new outdoor exhibits include high mast poles soaring 13m in the air to support climbing cables for the orangutans which will span across publicly accessible boardwalks and viewing platforms. GEI Consultants has been retained by Midome to complete the design of the geotechnical components of the project including the design-build deep foundation micropile and caisson elements for the high mast poles, permanent support of excavation shoring to support architectural rock form shotcrete, and slope stability assessment within regulated ravine areas..

**WATERDOWN TO FINCH PIPELINE REPLACEMENT**  
CLIENT: ERM, IMPERIAL OIL

Imperial Oil is planning to replace approximately 63 km of the Sarnia Products Pipeline, running from Hamilton to North Toronto, Ontario. GEI provided terrestrial ecology services to ERM, the prime environmental consultant. These services included completion of all field surveys (botanical, wildlife, arborist) and provision of input to the existing environment, impact assessment, mitigation identification and monitoring sections of the Environment Report. GEI is also engaged in ensuring compliance with applicable species at risk legislation, such as the Ontario Endangered Species Act.



**SEATON COMMUNITY LANDS**  
CLIENT: LEBOVIC

GEI's work here includes the Engineering Design and Construction Administration of multiple municipal infrastructure projects including three large subdivisions totaling over 2,700 residential units and five commercial blocks. Our work also includes several regional trunk infrastructure projects, including major arterial road and servicing designs required to support the subdivisions.





Client-Centered,  
Curious,  
Collaborative,  
Community



"I get to work in a collaborative environment and participate in things that I am passionate about."  
—Antonette Zimic





## Employee Owned

GEI is proud to be an employee-owned firm and our employee-ownership program is accessible throughout the organization. We offer employee-ownership to dedicated employees with proven track records of performance starting at mid-career. Our employee-ownership program provides employee empowerment and financial rewards. Below are a few demographic facts about our employee owners:

- Approximately 31% of all GEI employees (US & Canada) are employee owners
- Our ownership spans three generations from Millennial to Baby Boomer
- Our 5 youngest owners are younger than 33

In 2021, 18% of the total Canadian GEI team members are Shareholders in GEI – this is a real tangible opportunity for privately held firms here in Canada.

## Connecting Conversations

At GEI we build success, one conversation at a time. We are committed to regular, meaningful conversations throughout the year. Our Connecting Conversations Program has three components: Everyday Conversations (anytime), Career Conversations (Fall) and Partnership Conversations (Spring). The goal of the program is to create a culture of communication and continual feedback that supports the active and meaningful development of employees.

## Social Responsibility

Our employees use their passions and talents to solve some of our world's most challenging problems – making our communities more sustainable, enhancing and protecting our natural resources, and building critical infrastructure with an eye to future generations. Our long-standing and demonstrated commitment to the success of our clients, ongoing investment in the growth and success of all our employees, and a high standard of professional excellence and ethics, is how GEI is working towards a better world. At GEI you have the opportunity to be a part of building a better future.

## D+I

GEI embraces a variety of experiences and perspectives which arise from differences in ethnicity, gender, disability, age, generation, veteran status, religious and political beliefs, culture, sexual orientation, gender identity, education, socioeconomic background, geographic location, role or position within the organization, level of experience and other characteristics.

GEI's Diversity + Inclusion Committee has committed to supporting positive growth and meaningful change with regard to diversity and inclusion, as well as progress on our annual goals. Please click here to read more about where we have made strides and where we are focused on growing in the future.

GEI is continually evolving and expanding our commitment to a diverse and inclusive workplace.



## Safety

Employees are GEI's greatest asset and are the foundation of our safety program. Our safety program promotes and maintains a safe workplace for employees, clients and all of our partners. Our safety program includes:

- Site-specific Health & Safety plans for projects
- Daily safety briefings prior to the start of any field work
- A comprehensive training program throughout employee's careers
- Regular communications and metrics to raise awareness
- Starting meetings with a "safety minute"
- Prompt incident reporting to provide appropriate care and to mitigate additional risk
- "Near miss" reporting to help prevent future incidents

Our Safety team includes a staff of dedicated safety professionals who are passionate about supporting and protecting our employees, clients, and partners. Each branch also has a designated Safety Representative committed to regularly engaging others on safety. Recently, our employees ranked our safe work environment as the highest scoring item on our employee survey. At GEI, safety is not just a word – it's part of who we are.



## Wise + Well

GEI is dedicated to providing a high-quality and robust benefit program to its employees and is continuously making leading edge enhancements to our Wise + Well program.

Eligible employees qualify for a wellness spending account with \$1,000 per calendar year and can use the funds to pay for a variety of expenses such as:

- Fitness Equipment
- Fitness/Sports Fees
- Family Care
- Educational and Personal Development
- Wellness Services
- Non-Health Professional Services

## Virtual Health Care

Maple allows you to connect directly with doctors for medical care from your smartphone or computer 24/7. Maple guarantees a connection with a doctor on every visit, enabling an issue resolution rate of 91% across all patient visits.

## Time Off

GEI offers Paid Personal Leave which encompasses vacation and personal time starting at three weeks and going up to six weeks for full-time employees. The rate of accrual is based on the number of years of experience and credit for one-half of your previous full-time work experience

GEI also offers 40 hours of sick leave and recognizes nine statutory holidays and one civic holiday each calendar year



We choose well-being...  
...for ourselves and each other.

## Retirement Savings

GEI recognizes the importance of helping staff implement long term retirement planning and offers a matching RRSP program to all eligible employees. There is a 50% match of Matched Employee Contributions up to 2.5% of earnings and vesting is immediate.

## Insurance

GEI offers the following benefits to eligible employees effective on their date of hire:

- Medical
- Dental
- Emergency Travel Assistance
- Life Insurance & AD&D (employee & dependent coverage)
- Long-Term Disability
- Critical Illness (employee & spouse coverage)
- Healthcare Spending Account
- Employee Assistance Program

## Employee Assistance Programme

EAP is a confidential and voluntary support service that offers timely, professional assistance to help you and your dependants resolve both every day and complex issues to improve your life. The wide scope of expertise available through your EAP can support you to make positive changes and improve your life. There is no cost to you or your dependents for using the EAP services, as these costs have been paid for by your employer.



# Sustainability

It's based on a simple principle: everything that we need for our survival and well-being depends, either directly or indirectly, on our natural environment.

Sustainable actions ensure that we have, and will continue to have, the resources to fulfill the social, economic, and environmental requirements of present and future generations.

For GEI, that means we will strive to conduct business in an environmentally responsible, efficient, and economically prudent way that protects human health and our environment.

Our Sustainability Committee promotes a corporate culture that enhances our working and natural environment, actively seeks to improve our carbon footprint, and supports and improves our communities through responsible, deliberate corporate activities.

Highlighting Some of the  
Sustainability Efforts  
by Our People



The GEI "Gives Back" Committee was established by GEI's Board of Directors to establish guidelines for charitable giving across the company and to plan and oversee the future development of a GEI Foundation. In addition, the Committee will be responsible for monitoring the company's charitable giving and reporting to GEI shareholders about the company's charitable activities.



GEI works closely with Henvey Inlet First Nation, a community located along the Georgian Bay. GEI in collaboration with Henvey Inlet developed a youth program called Wiigwaas to teach ecological principals through a traditional knowledge lens. Youth were introduced to native wildlife and vegetation through nature walks, crafts, and paintings, using traditional stories told by Elders as a guiding framework. The program was conducted as part of GEI's role as Environmental Commissioner on the Henvey Inlet Wind Energy Centre.





# Join the Adventure

