



# EXPLORE



CANADA

GEI  
Consv



 BluePlan  
ENGINEERING



GEI's permanent presence in the Ontario market began in 2018 and since the merger with GM BluePlan has grown to almost 400 team members across Canada. 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

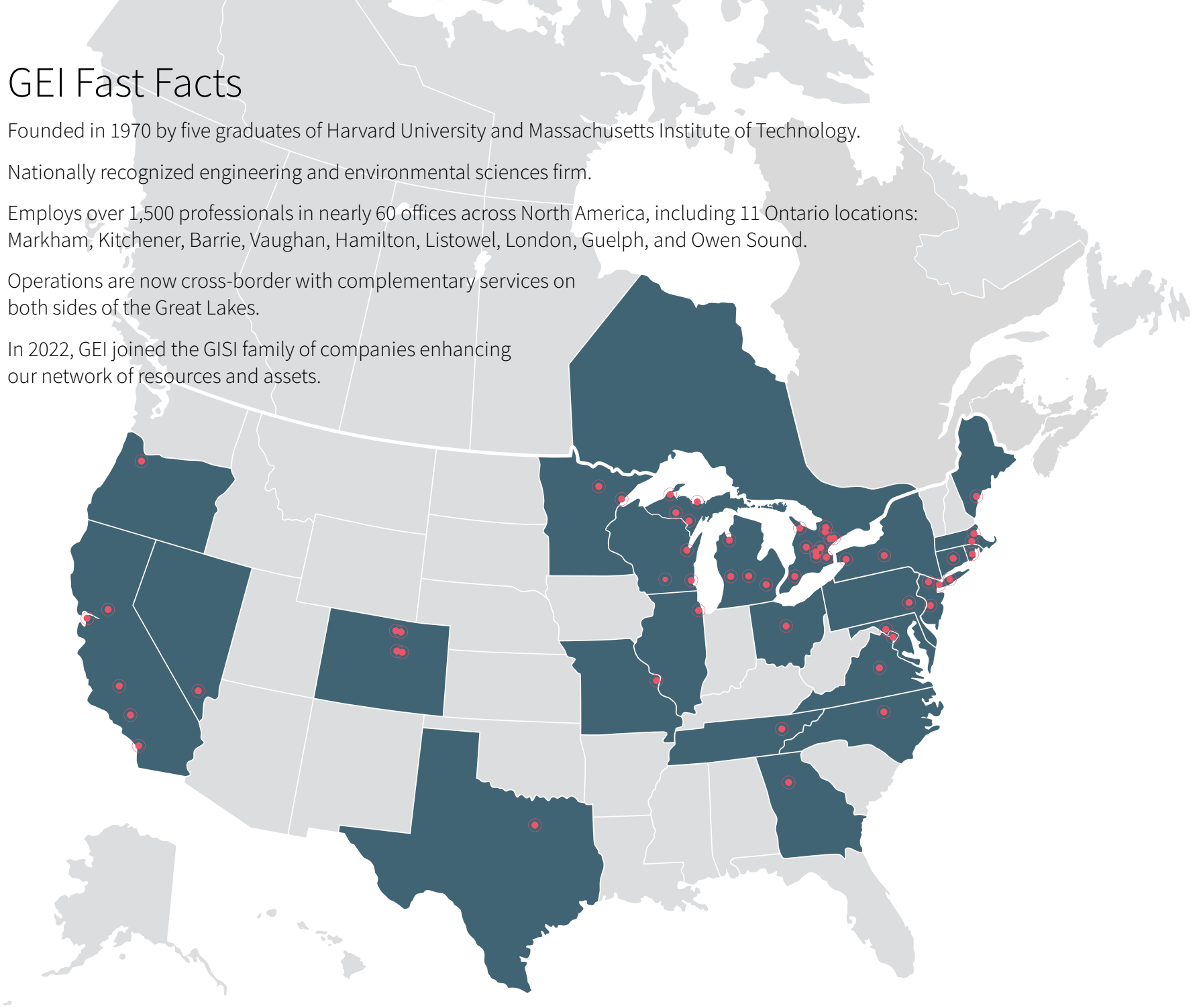
Founded in 1970 by five graduates of Harvard University and Massachusetts Institute of Technology.

Nationally recognized engineering and environmental sciences firm.

Employs over 1,500 professionals in nearly 60 offices across North America, including 11 Ontario locations: Markham, Kitchener, Barrie, Vaughan, Hamilton, Listowel, London, Guelph, and Owen Sound.

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

In 2022, GEI joined the GISI family of companies enhancing our network of resources and assets.



# Our Specialties

- Asset Management
- Climate Change & Resiliency
- Ecological Restoration
- Environmental Engineering
- Geotechnical Engineering

- Hydrogeology
- Infrastructure Planning
- Infrastructure Renewal, Design and Construction
- Laboratory Testing
- Land Development Engineering

- Materials Testing & Inspection
- Municipal/Civil Engineering
- Natural Heritage
- Peer Review, Policy & Standards
- Stormwater Management
- Structural Engineering





Client-Centered,  
Curious,  
Collaborative,  
Community



*“I get to work in a collaborative environment and participate in things that I am passionate about.”*

*—Amanda Beattie, P.Eng.*





*“With multiple career paths and a supportive team, the sky’s the limit at GEI.”*  
—Olivia Robinson

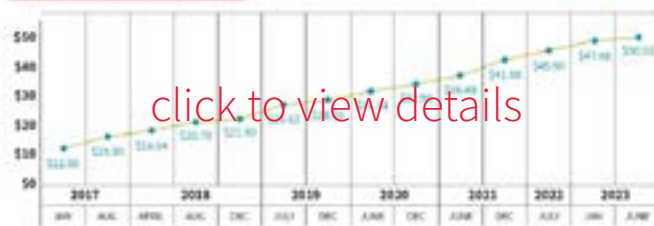


## Employee Owned

GEI is proud to be an employee-owned firm and our employee-ownership program is accessible throughout the organization. We offer employee-ownership to employees working 30+ hours per week after 90 days from their start date. Our employee-ownership program provides employee empowerment and financial rewards. Below are a few demographic facts about our employee owners:

- Approximately 38% of all GEI employees (US & Canada) are GISI stock owners
- Our ownership spans four generations: Gen Z to Baby Boomer
- Approximately 31% of our Canadian staff are employee owners
- Our 5 youngest owners are younger than 25

**HISTORIC SHARE PRICE PERFORMANCE**



## 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.



## DE+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


## 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

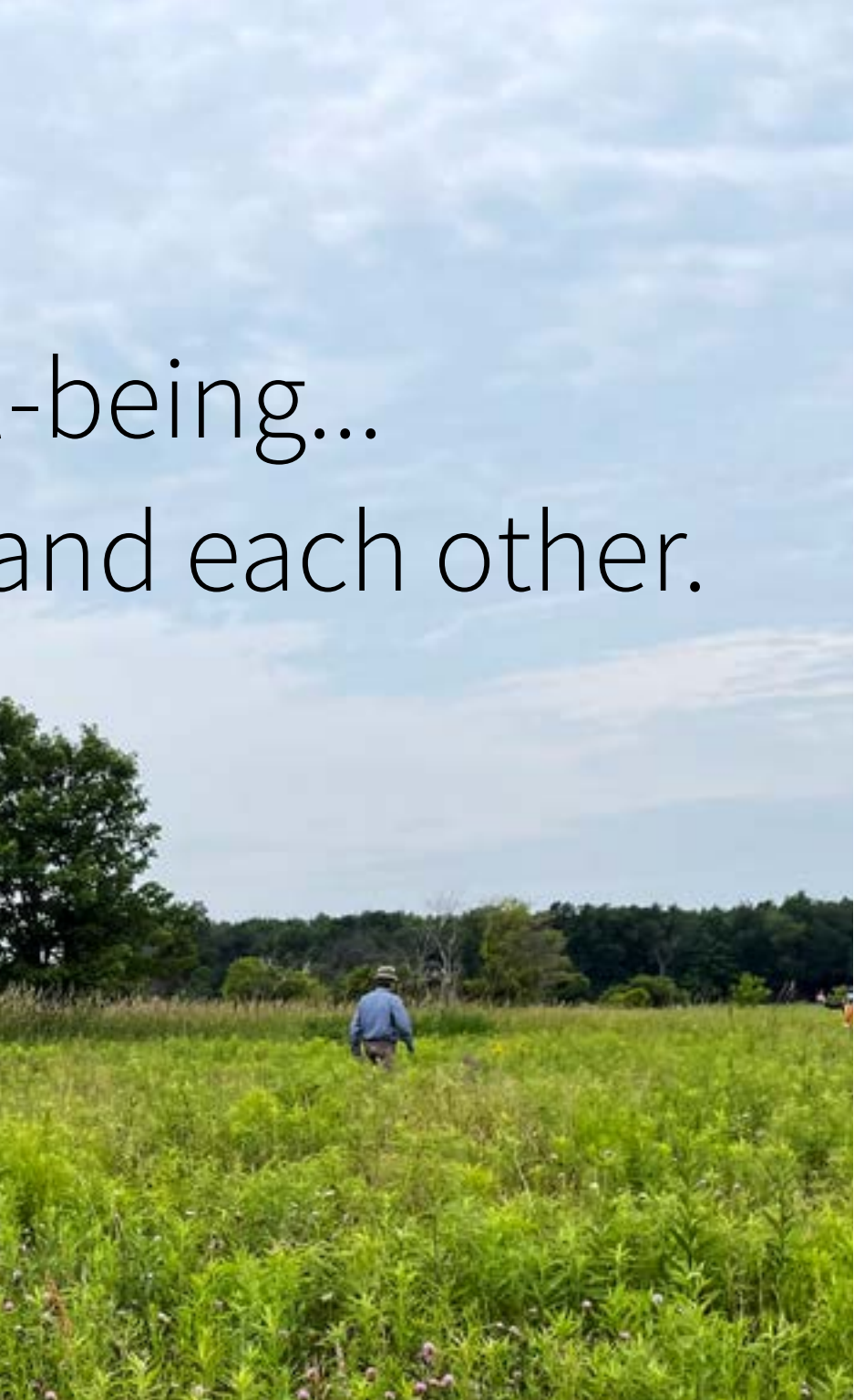
GEI also offers 40 hours of sick leave and recognizes nine statutory holidays and one civic holiday each calendar year

## Retirement Savings

GEI recognizes the importance of helping staff implement long term retirement planning and offers a matching RRSP program to all eligible employees



We choose well  
...for ourselves a

A photograph of a person walking away from the camera through a field of tall green grass. The person is wearing a blue shirt and a hat. The background shows a line of trees and a cloudy sky.

-being...  
and each other.

## 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 Program

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 created 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 is responsible for monitoring the company's charitable giving and reporting to GEI shareholders about the company's charitable activities.



## Highlighting Some of Our Company Events



## Company Culture

At GEI we're a team. We work together to support one another on project deliverables, achieving career milestones, and navigating challenges. We provide our team with a collaborative environment that motivates and empowers.

# Join the Adventure

