



APEGA RECOMMENDED ORDER TO THE DISCIPLINE COMMITTEE

IN THE MATTER OF THE *ENGINEERING,
AND GEOSCIENCE PROFESSIONS ACT*

AND

IN THE MATTER OF THE CONDUCT OF



Registrant No. 

IC File: 23-23

APEGA RECOMMENDED ORDER TO THE DISCIPLINE COMMITTEE

In the Matter of the *Engineering and Geoscience Professions Act*

and

In the Matter of the Conduct of
[REDACTED]

The Investigative Committee of the Association of Professional Engineers and Geoscientists of Alberta (APEGA) has investigated the conduct of [REDACTED] (the Registrant) with respect to a complaint initiated by [REDACTED] (the Complainant).

A. Complaint

The Complainant alleged that the Registrant engaged in unprofessional conduct as defined at section 44(1) of the *Engineering and Geoscience Professions Act*, RSA 2000, c E-11 (*EGP Act*) with respect to the Registrant's role in creating a separate company to compete against his employer.

The investigation focused on the following allegation:

Whether the Registrant engaged in a conflict of interest or breached a code of ethics when he registered his company, and then actively tried to redirect [REDACTED] orders to his own company.

B. Agreed Statement of Facts

(i) Background:

1. The Registrant has been a member of APEGA since 2015.
2. The Registrant holds a bachelor's degree in petroleum engineering from the University of Alberta (2003).
3. The Complainant is the President of [REDACTED]. [REDACTED] is a fully integrated manufacturing, supply and service company that provides various parts and services to the oil and gas sector.
4. The Complainant hired the Registrant in January 2021 for the role of operations manager for the company's daily operations in Nisku, Alberta. The Registrant was responsible for giving quotes, processing orders, and shipping materials on behalf of [REDACTED].

5. The Registrant was the company's Responsible Member from June 2022 to July 2023.
6. Part of the Registrant's duties was to manage an account for Imperial Oil.
7. The Registrant is the sole practitioner and director of a company called [REDACTED]. The Registrant registered the company in Alberta in January 2023 while still employed with [REDACTED].
8. [REDACTED] was registered in Alberta to directly compete with [REDACTED].
9. Between December 2022 and June 2023, the Registrant attempted to divert purchase orders received at [REDACTED] from Imperial Oil to [REDACTED].
10. In July 2023, the Registrant resigned from [REDACTED].
11. The Registrant has cooperated with the investigation.

(ii) Facts Relating to the Allegation:

Whether the Registrant engaged in a conflict of interest or breached a code of ethics when he registered his company, and then actively tried to redirect [REDACTED] orders to his own company.

12. In December 2022, the Registrant contacted Imperial Oil, via email, seeking information regarding their approved vendor's list (AVL). The Registrant stated the following in his email to Imperial Oil:
 - a. He expected to have an opportunity to lead a small company that could provide wellhead components and specialty welded piping modules.
 - b. He estimated that of the current 100 products supplied by [REDACTED], approximately 25 could be supplied by this new company, which is unnamed at that time.
 - c. He inquired about how long it might take for this new company to be added to the AVL for Imperial Oil and what steps would be required to achieve this.
13. In February 2023, approximately one month after incorporating his company, [REDACTED] the Registrant initiated the process of adding his company to the AVL for Imperial Oil.
14. In March 2023, [REDACTED] received an order from Imperial Oil. The Registrant responded to the email and attempted to redirect the purchase order from his employer, [REDACTED] to his own company, [REDACTED]. Since [REDACTED] was not yet an approved vendor to Imperial Oil, the Registrant processed the purchase order through [REDACTED].
15. Also in March 2023, Imperial Oil emailed the Registrant at his [REDACTED] email address and requested another quote for another purchase order. The Registrant responded back to Imperial Oil via email advising the [REDACTED] client that his company, [REDACTED] could supply Imperial Oil with requested materials at a reduced cost and shorter delivery times compared to that being offered by his employer. Since [REDACTED] was still not an approved vendor to Imperial Oil, the Registrant processed the purchase order through [REDACTED].
16. In April 2023, Imperial Oil emailed the Registrant at his [REDACTED] email address and requested another quote for another purchase order. The Registrant responded to Imperial Oil via email advising the [REDACTED] client to consider processing the purchase order through his company, [REDACTED]. In the Registrant's email he also sought an update on his company's request to be added as an approved vendor to Imperial Oil. Since [REDACTED]

██████████ was still not an approved vendor to Imperial Oil, the Registrant processed the purchase order through ██████████.

17. In June 2023, Imperial Oil emailed another purchase order to the Registrant at his ██████████ email address. The Registrant responded to Imperial Oil via email and falsely stated:
- That there was an issue with the purchase order price;
 - That there was an issue with his employer, ██████████;
 - That the price of the materials had increased;
 - That ██████████ would no longer be supplying the materials;
 - That ██████████ recommends Imperial Oil to source these materials in future from ██████████ ██████████
 - That ██████████ could supply these materials as per Imperial Oil's specifications;
 - That other open purchase orders are impacted by this change and should be re-directed to ██████████
18. The Registrant admits that the conduct described above constitutes unprofessional conduct.

C. Conduct by the Registrant

19. The Registrant freely and voluntarily admits that at all relevant times the Registrant was registered with APEGA and was thus bound by the *EGP Act* and the *APEGA Code of Ethics*.
20. The Registrant acknowledges and admits that the conduct described in the allegation amounts to unprofessional conduct as defined in section 44(1) of the *EGP Act*:
- 44(1) Any conduct of a professional member, licensee, permit holder, certificate holder or member-in-training that in the opinion of the Discipline Committee or the Appeal Board,*
- (a) is detrimental to the best interests of the public;*
 - (b) contravenes a code of ethics of the profession as established under the regulations;*
 - (c) harms or tends to harm the standing of the profession generally;*
 - (d) displays a lack of knowledge of or a lack of skill or judgment in the practice of the profession or;*
 - (e) displays a lack of knowledge or lack of skill or judgment in the carrying out of any duty or obligation undertaken in the practice of the profession.*
- Whether or not that conduct is disgraceful or dishonorable, constitutes either unskilled practice of the profession or unprofessional conduct, whichever the Discipline Committee or the Appeal Board finds.*
21. The Registrant acknowledges that the conduct described above contravenes a code of ethics of the profession and admits that his conduct was also contrary to Rule of Conduct #3 of the *APEGA Code of Ethics*, which states:
- 3. *Professional engineers and geoscientists shall conduct themselves with integrity, honesty, fairness and objectivity in their professional activities.*

22. The Registrant admits that his conduct was also contrary to APEGA's Professional Practice Guideline, Ethical Practice, August 2022:

Section 4.3.1: "...licensed professionals...are expected to conduct themselves with integrity, honesty, fairness, and objectivity in their professional practice."

Further, that: "...licensed professionals...should have high regard for their employer's and client's interests".

Section 4.3.2: "Obligations to the public, employers, and clients are prioritized over the personal interests of the...licensed professional...".

D. Recommended Orders

23. On the recommendation of the Investigative Committee, and by agreement of the Registrant and following a discussion and review with the Discipline Committee Case Manager, the Discipline Committee hereby orders that:

- a. The Registrant shall be reprimanded for their conduct and this Order shall serve as the reprimand.
- b. The Registrant shall provide the Discipline Manager, within twelve (12) months of the date this Order is approved by the Discipline Committee Case Manager, written confirmation / proof of successful completion, passing grade, of the following training that is satisfactory to the Discipline Manager, such as *ADL 213 - Ethics for Professional Practice (University of Calgary Continuing Education)*.
- c. The Registrant shall provide the Discipline Manager, within twelve (12) months of the date this Order is approved by the Discipline Committee Case Manager, written confirmation of completion of the following myAPEGA learning module:

- Ethics

And written confirmation that the Registrant has reviewed the following APEGA publication and that the Registrant will comply with the requirements therein:

- Practice Guideline, Ethical Practice, August 2022

- d. If there are extenuating circumstances, the Registrant may apply to the Discipline Manager for an extension prior to the noted deadlines. If such an application is made, the Registrant shall provide the Discipline Manager the reason for the request, a proposal to vary the schedule, and any other documentation requested by the Discipline Manager.
- e. If the Registrant fails to provide the Discipline Manager with proof that they have completed the requirements noted above within the timelines specified, or any extended timeline granted, the Registrant shall be suspended from the practice of engineering for a minimum of thirty (30) days. If the requirements in this Order are not completed within six (6) months of the suspension date, the Registrant shall be cancelled. In the event of cancellation, the Registrant will be bound by APEGA's reinstatement policy.
- f. Although the Investigative Committee and the Registrant understand and acknowledge that APEGA's usual policy is to publish Recommended Discipline Orders in a manner that identifies the Registrant by name, the parties understand that the decision to publish with or without name is discretionary. The parties submit that publication without name is appropriate given the specific facts in this case:

- *The admission by the Registrant of unprofessional conduct.*
- *The Panel's finding that the safety of the public was not at issue.*
- *This was an isolated Incident and not a pattern of misconduct*

I, [REDACTED] acknowledge that before signing this Recommended Order, I consulted with legal counsel regarding my rights or that I am aware of my right to consult legal counsel and that I hereby expressly waive my right to do so. I confirm that I agree to the facts as set out above in this Recommended Order and the admissions set out above and that I agree with the Orders that are jointly proposed.

Further to the above, I acknowledge that I have reviewed APEGA's 'Good Standing Policy.' I understand that I will not be 'in good standing' until I have fully complied with the Orders set out above and I understand that 'good standing' status may affect my membership rights or benefits, including the ability to become a Responsible Member, or the ability to volunteer with APEGA in any capacity.

IN WITNESS WHEREOF the undersigned agrees with the Agreed Statement of Facts and Acknowledgment of Unprofessional Conduct and the Orders jointly proposed.

[REDACTED]

Ryan Jones, P.Eng.

Signed with ConsignO Cloud (2025/08/14)
Verify with verifio.com or Adobe Reader.



Ryan Jones, P.Eng. (Panel Chair)
APEGA Investigative Committee

APEGA Discipline Committee

Maliha Zaman

Signed with ConsignO Cloud (2025/10/26)
Verify with verifio.com or Adobe Reader.

By: _____



2025-10-26

Case Manager