

CIMA+ ASSEMBLY OF PARTNERS

BOARD OF DIRECTORS

Réal Plourde[†], P.Eng., Chairman of the Board

François Plourde, P.Eng. Michel LaPalme, B.A.Sc. Josée Morin[†], P.Eng., MBA

Gérard Geoffrion[†], MBA, ICD.D Réjean Massé, P.Eng. Richard Régimbald, P.Eng., MBA

GOVERNANCE AND ETHICS COMMITTEE*

Luc Séguin, P.Eng, Partner, Gatineau, President of the GEC

Michel Séguin, Ph.D., CHRP, Ethics Consultant Olivier Gauthier, P.Eng., PMP, Partner, Rimouski Marie-Claude Michaud, P.Eng., M.A.Sc., Partner, Montréal Timothée Lescop, P.Eng., M.A.Sc., Partner, Sherbrooke Josée Morin[†], P.Eng., MBA

Migo Kelada, P.Eng., LEED AP, Partner, Edmonton

AUDIT COMMITTEE

Gérard Geoffrion[†], MBA, ICD.D, President of the Audit Committee

Réjean Massé, P.Eng. Réal Plourdet, P.Eng.

HUMAN RESOURCES AND COMPENSATION COMMITTEE

Josée Morin[†], P.Eng., MBA, President of the Committee

Réjean Massé, P.Eng.

Gérard Geoffrion[†], MBA, ICD,D

EXECUTIVE COMMITTEE

François Plourde, P.Eng., President and Chief Executive Officer

Denis Thivierge, P.Eng., Chief Operating and Financial Officer

Suzanne Demeules, P.Eng., DESS, Vice President **Executive Vice President**

> André Desjardins, P.Eng. **Executive Vice President**

Eric Dumouchel, CHRP Vice President

Steeve Fiset, P.Eng., MBA **Executive Vice President**

Denis Gamache, P.Eng., M.A.Sc., PMP

Luc Jolicoeur, P.Eng., M.Sc., D.A.P., PA LEED BD+C, Executive Vice President

> Steeve L'Heureux, P.Eng. **Executive Vice President**

Yves Roland Mondou, P.Eng. **Executive Vice President**

Tom Montgomery, P.Eng. Vice President

David Murray, P.Eng. Vice President

Kelly Yuzdepski, P.Eng.

Regional Vice President, Western Canada

Kamila Wirpszo, LL.B., MBA

Vice President

^{*} Members of the Governance and Ethics Committee are chosen among partners and associate partners, and the selection is subsequently approved by the Board of Directors.

¹ Josée Morin, Gerard Geoffrion and Réal Plourde are independent members



Functional organizational chart

CIMA+ BOARD OF DIRECTORS

GENERAL MANAGEMENT

François Plourde, P.Eng. President and Chief Executive Officer

OPERATIONS

Denis Thivierge, P.Eng. Chief Operating Officer

FINANCE DEPARTMENT

Denis Thivierge, P.Eng Chief Financial Officer

INFORMATION **TECHNOLOGY**

André Desjardins, P.Ena. **Executive Vice President**

LEGAL AFFAIRS AND SECRETARY

Kamila Wirpszo, LL.B., MBA Vice President

HUMAN RESOURCES HEALTH AND SAFETY

Eric Dumouchel, CHRP Vice President

QUALITY PROGRAM

Marie-Claude Turcotte, B.Ed. Senior Director

INNOVATION COMMITTEE

Yannick Maltais, P.Eng., Ph.D. Senior Director

ALTERNATIVE DELIVERY MODES

Sébastien Tremblay, P.Eng., PMP Vice President

PROJECT MANAGEMENT

Yves Roland Mondou. P.Eng. **Executive Vice President**

Construction Management

Project control (planning, estimate and cost control)

Procurement

Construction Project Management

Contract management

Supervision

Support to public/private partenerships

Market management

Management of market modification

Document control

Commissioning

INDUSTRY

Steeve Fiset. P.Eng., MBA **Executive Vice President**

Industrial mechanics

Process mechanics

Plant engineering

Industrial electricity

Instrumentation

Controls

Automation Structure

Process

Thermal power plants

Cogeneration

INFRASTRUCTURE **ENVIRONMENT**

Suzanne Demeules.

P.Eng., DESS Vice President Québec

Tom Montgomery, P.Eng.

Vice President Ontario/Western Canada

Municipal infrastructure

Water and wastewater

Water resources

Asset management

Urban hydraulics

Rehabilitation

Infrastructure management

Urban road systems

Site development Environment

Geomatics

Site design

Landscape design

Urban planning

TRANSPORTATION

Denis Gamache. P.Eng., M.A.Sc., PMP **Executive Vice President**

Roads and highways

Overpass

Bridges and tunnels

Airport infrastructure

Airport planning and development

Marine infrastructure

Traffic and signage

Road safety

Transportation planning

Traffic lights and lighting

Public transit

Rail transportation

ENERGY

Steeve L'Heureux. P.Eng. **Executive Vice President**

Hydroelectric power plants

Wind energy

Dams and retaining works

Primary transmission station

Secondary transmission station

Transmission lines

Distribution lines

Solar Farms

BUILDINGS ENGINEERING

Luc Jolicoeur, P.Ena., M.Sc., D.A.P., PA LEED BD+C **Executive Vice President**

Structure

Mechanics

Electricity

Energy efficiency

Architectural lighting

Commissioning

Green building

Smart building

Anti-earthquake rehabilitation

Master plan and asset maintenance

COMMUNICATIONS **SYSTEMS**

André Desiardins. P.Eng. **Executive Vice President**

Telecommunication

- Wireless networks

- Fiber optic networks

- IP networks - Infrastructures

Intelligent transportation

systems (ITS) Securing facilities

Telecommunication structures



Business lines and market development

