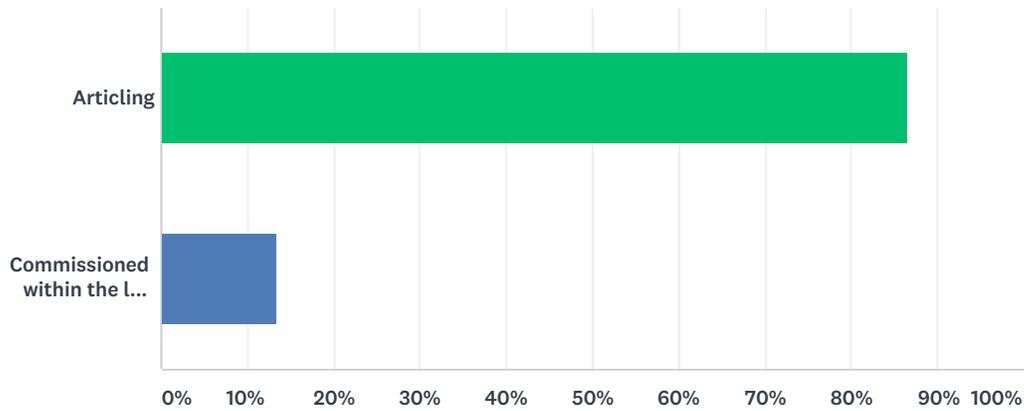


### Q1 Please indicate whether you are currently articling or recently commissioned

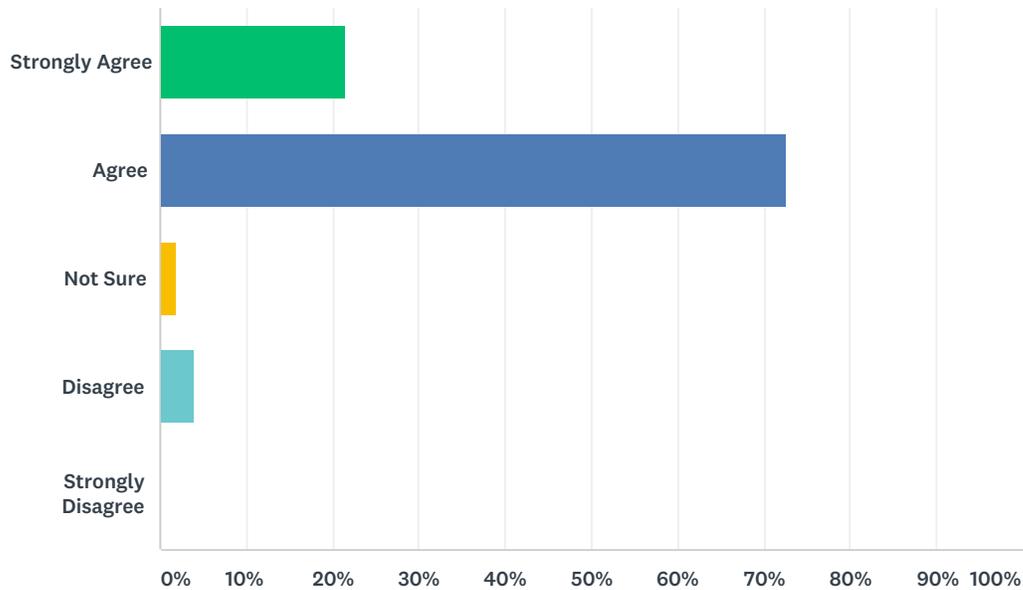
Answered: 60 Skipped: 0



ANSWER CHOICES	RESPONSES	
Articling	86.67%	52
Commissioned within the last 12 months	13.33%	8
TOTAL		60

## Q2 There is sufficient information available from the AOLS to understand the articling process.

Answered: 51 Skipped: 9

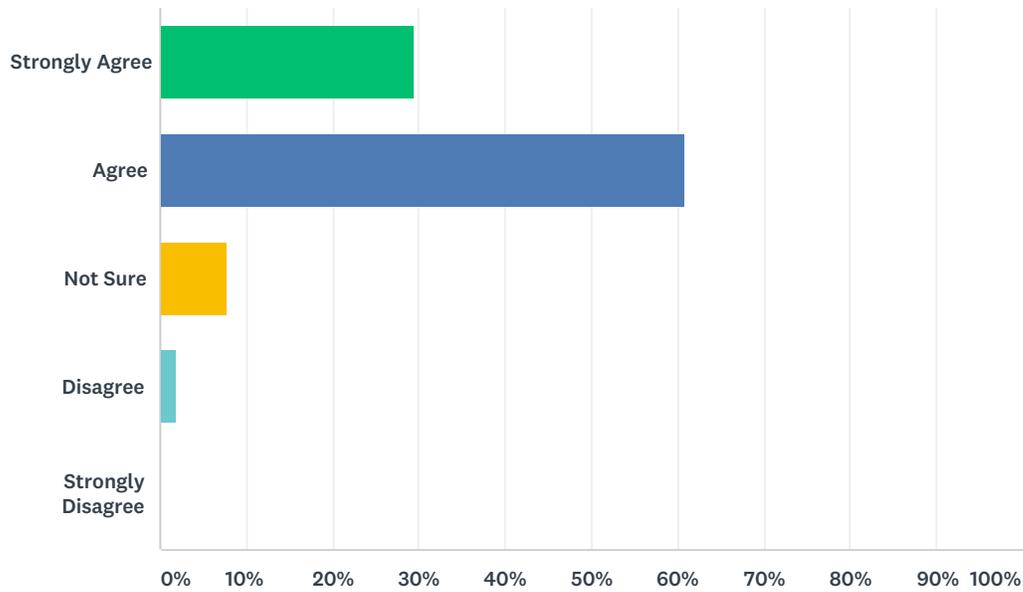


ANSWER CHOICES	RESPONSES	
Strongly Agree	21.57%	11
Agree	72.55%	37
Not Sure	1.96%	1
Disagree	3.92%	2
Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>51</b>

#	COMMENT	DATE
1	I agree there is sufficient information available from the AOLS to understand the articling process. The Articling Student Handbook is very easy to find through the AOLS website and has all the information one should need to understand the process.	9/10/2019 12:11 PM
2	2017 AERC Policy Manual is available at <a href="http://aols.org/join/aerc-policies">aols.org/join/aerc-policies</a>	9/9/2019 12:58 PM
3	It takes a little while to understand it but that's okay. It is a bit of a complicated process	9/5/2019 9:11 AM
4	I understand we must serve and protect the public interest but there is prejudice associated to it those who exam if they wish to share their supper experience they should some how teach articling students before exam instead of imposing it on the exams during the exam I respect and understand the process but there is perception ego pride attached to the whole process what they do is different from what they say they are inconsiderate to some of us	9/4/2019 6:54 AM
5	Articling handbook link is\was broken last time I tried to access it.	9/3/2019 1:05 PM
6	The steps outlined for the articling process is quite clear and concise .	9/3/2019 7:39 AM

### Q3 The articling information session I attended when I started my articles was a good source of information.

Answered: 51 Skipped: 9

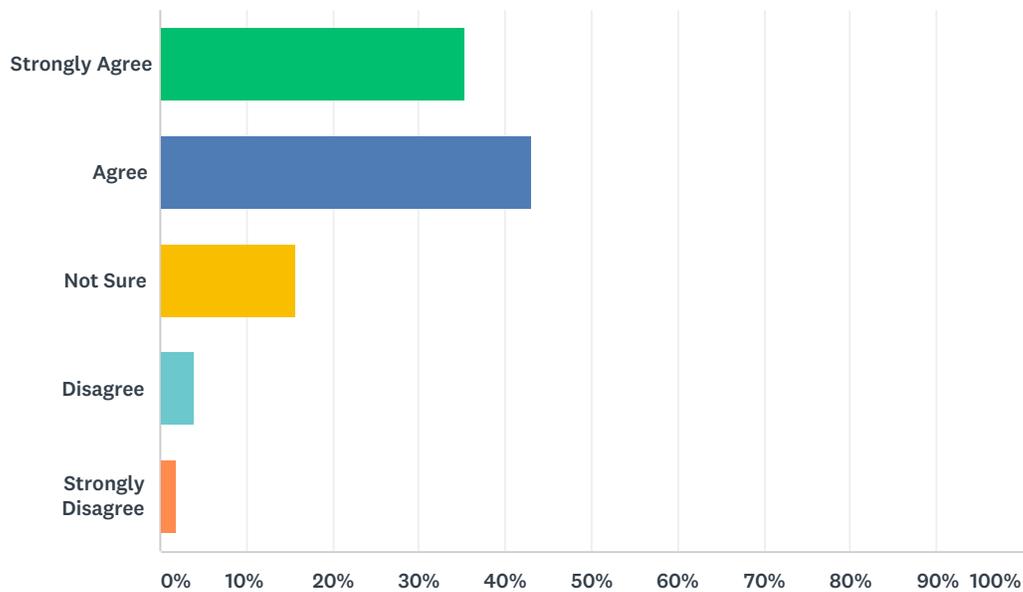


ANSWER CHOICES	RESPONSES	
Strongly Agree	29.41%	15
Agree	60.78%	31
Not Sure	7.84%	4
Disagree	1.96%	1
Strongly Disagree	0.00%	0
TOTAL		51

#	COMMENT	DATE
1	At the time of the information session, I believed it was a good source of information. However, a year later, I find myself forgetting much of what was spoken about. I should have taken notes.	9/10/2019 12:11 PM
2	Bill Buck did a great job answering questions. I recall he clarified that summer student experience did not count towards reduction of articles application. Students had to be employed full-time.	9/9/2019 12:58 PM
3	I agree that it was. Although, my memory of it is a bit foggy since it was about 4+ years ago	9/5/2019 9:11 AM
4	yes. Recommend continuation.	9/3/2019 1:05 PM
5	Never knew there was an information session so did not attend	9/3/2019 8:48 AM
6	It is certainly an eyeopener into the current status and outlook for the future of the AOLS and the potential there is for the younger surveying generations.	9/3/2019 7:39 AM

### Q4 I am aware I have an articling monitor on the AERC who can assist me in understanding the articling process.

Answered: 51 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	35.29%	18
Agree	43.14%	22
Not Sure	15.69%	8
Disagree	3.92%	2
Strongly Disagree	1.96%	1
TOTAL		51

#	COMMENT	DATE
1	Yes. I am aware of my articling monitor and they have reached out to me/my articling surveyor occasionally.	9/10/2019 12:11 PM
2	It's been over two years and the articling monitor has not made any contact with me or my supervisor. Not even an introduction, they're cc'd in all AOLS communication. AERC Policy 3.3 states that the monitor's role is to ensure a conflict of interest doesn't exist between the student and the supervisor. How're they evaluating this? They haven't asked to review even one out of the 14 assignments. Maybe even a conversation about what constitutes as a party chief day in the field? Copies of field notes. Asks questions about Admin (Project Management) days. Examples of fee proposals, e-mail/notes between clients. Monitor may not have to grade assignments or verify each and every day in the field or office is accounted for. At the very least, they should be having a quarterly or at least annual conversation. Doing nothing, does not ensure "conflict of interest" is occurring where the student and employer are completing the terms of articles.	9/9/2019 12:58 PM
3	I had very little contact with my monitor throughout the process.	9/5/2019 9:11 AM
4	My monitor has had no part in my period of articles.	9/3/2019 1:05 PM
5	I was aware that I had a monitor, but I do not believe we made contact once. The new system of EAKs seemed to have eliminated the need to deal with the monitor.	9/3/2019 7:39 AM

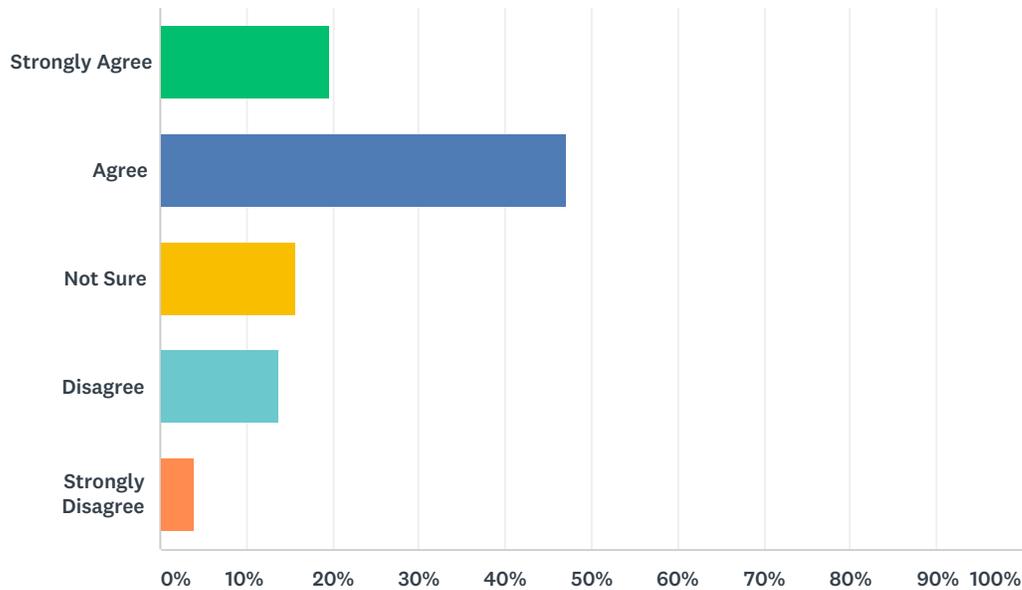
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6	never really been in contact with that person its been 2.5 years now, i dont even know their name. they havent reached out or offered assistance in any way	9/3/2019 7:36 AM
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## Q5 The Essential Areas of Knowledge (EAK) assignments provide me a good supplement to practical experience.

Answered: 51 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	19.61%	10
Agree	47.06%	24
Not Sure	15.69%	8
Disagree	13.73%	7
Strongly Disagree	3.92%	2
TOTAL		51

#	COMMENT	DATE
1	For areas which my practical experience falls short, the EAKs provide a way to cover that base of knowledge effectively.	9/10/2019 12:11 PM
2	The difficulty levels for these assignments are quite extreme. For example the "General Boundary Retracement" assignment was a very extreme example. Students who're learning how to calculate/re-trace boundaries should start with simple examples possibly with easter-egg evidence that gives the best result. Showing the importance of due-dilligence, and carefully evaluating all the evidence. The Boundary Retracement Assignment is not practical or supplemental by any stretch of the imagination.	9/9/2019 12:58 PM
3	Some EAKs were better than others I thought	9/5/2019 9:11 AM
4	It is better to have class part time where articling students get chance to review the exams with experience OLS	9/4/2019 6:54 AM
5	Each EAK has a resource webpage that provides the information needed to complete the assignments. I think some of these pages need to be updated with new information.	9/3/2019 2:29 PM
6	Assignments are good - practical experiences are better if the student has the opportunity to work on these project types.	9/3/2019 1:05 PM

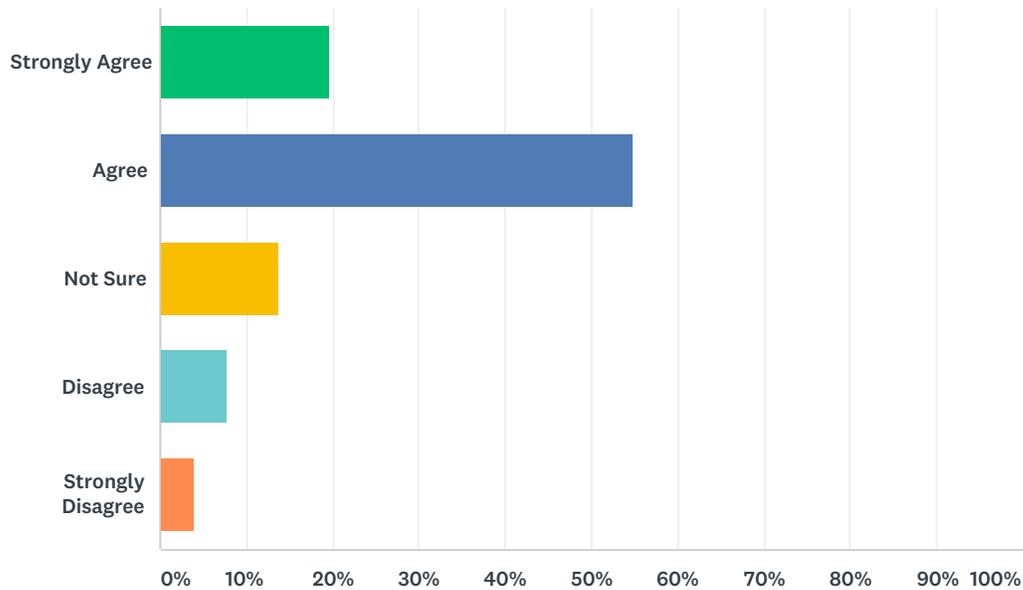
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7	Are the EAK assignments mandatory or just helpful tools to fill educational/experience gaps? Also if there are no longer experts marking these assignments and we do not get experience in a particular EAK from our articling surveyors how do we best evaluate these EAKs?	9/3/2019 12:02 PM
8	There are good but you miss a lot on any given topic, because the eaks topics cover a lot of information.	9/3/2019 8:19 AM
9	The assignments will provide education/experience with areas which little or no practical experience can be acquired. (Ie. working in cadastral firm-no mining experience)	9/3/2019 7:46 AM
10	The change in the use of Subject Matter Experts hindered this process. Also it is being used as an additional tool instead of solely supplementing the lack of practical experience.	9/3/2019 7:40 AM
11	The EAK were great for studying for the exams, but I found them to be lacking for actual practical experience. They also were not the clearest as to what they were looking for at times.	9/3/2019 7:39 AM

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## Q6 The AOLS Learning Management System is a good resource to find information when completing the EAKs.

Answered: 51 Skipped: 9

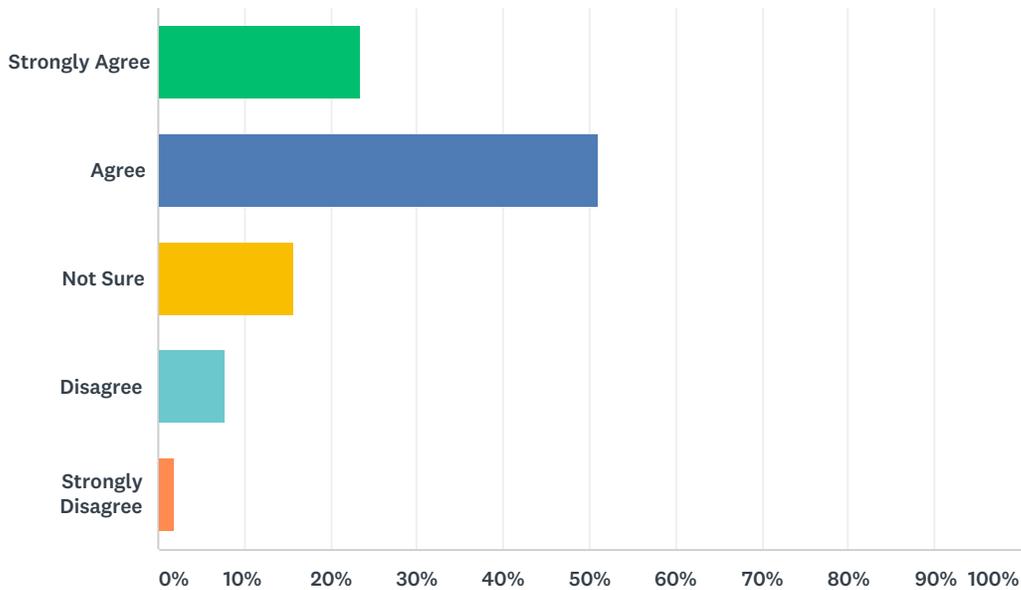


ANSWER CHOICES	RESPONSES	
Strongly Agree	19.61%	10
Agree	54.90%	28
Not Sure	13.73%	7
Disagree	7.84%	4
Strongly Disagree	3.92%	2
TOTAL		51

#	COMMENT	DATE
1	Admittedly I am unsure as to whether I have logged into the AOLS LMS yet.	9/10/2019 12:11 PM
2	website is a bit outdated	9/10/2019 9:05 AM
3	The resource links are very helpful.	9/9/2019 12:58 PM
4	LMS is too difficult to navigate	9/6/2019 11:36 AM
5	See previous comment about updating the resources webpages.	9/3/2019 2:29 PM
6	yes, good summary of info.	9/3/2019 1:05 PM
7	Some modules appear empty or lacking in relevant resources	9/3/2019 9:32 AM
8	The system itself contains an abundance of very useful information and resources.	9/3/2019 7:39 AM

## Q7 My articling/supervising surveyor reviews my EAK assignments and provides feedback to ensure I understand the topic.

Answered: 51 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	23.53%	12
Agree	50.98%	26
Not Sure	15.69%	8
Disagree	7.84%	4
Strongly Disagree	1.96%	1
TOTAL		51

#	COMMENT	DATE
1	I have yet to begin assignments on my EAKs.	9/10/2019 12:11 PM
2	This is not always the case. My articling surveyor and I go over the assignments and sometimes reviews once I get the assignment handed in. In other offices, the articling surveyor and articling student don't even discuss the assignment. Maybe there would be a way around this. One idea is to give articling surveyors CPD hours. They are helping better the new OLS's, and bettering themselves at the same time. If the association gives CPD hours, then the articling surveyor would much more likely review and help us	9/10/2019 9:05 AM
3	Never happen to me.	9/10/2019 2:34 AM
4	Supervising surveyor is doing a good job reviewing the assignment. Even though the topic may not be their field of expertise, they appear to be using response guidelines and also asking fellow surveyors for help.	9/9/2019 12:58 PM
5	The oral exam is subjective like the English class in Highschool	9/4/2019 6:54 AM
6	Not much of this has happened RE EAKS assignment and I'm nearly finished my articling! I have received the knowledge base through actual work project instead though.	9/3/2019 1:05 PM
7	Havent submitted one yet	9/3/2019 9:10 AM

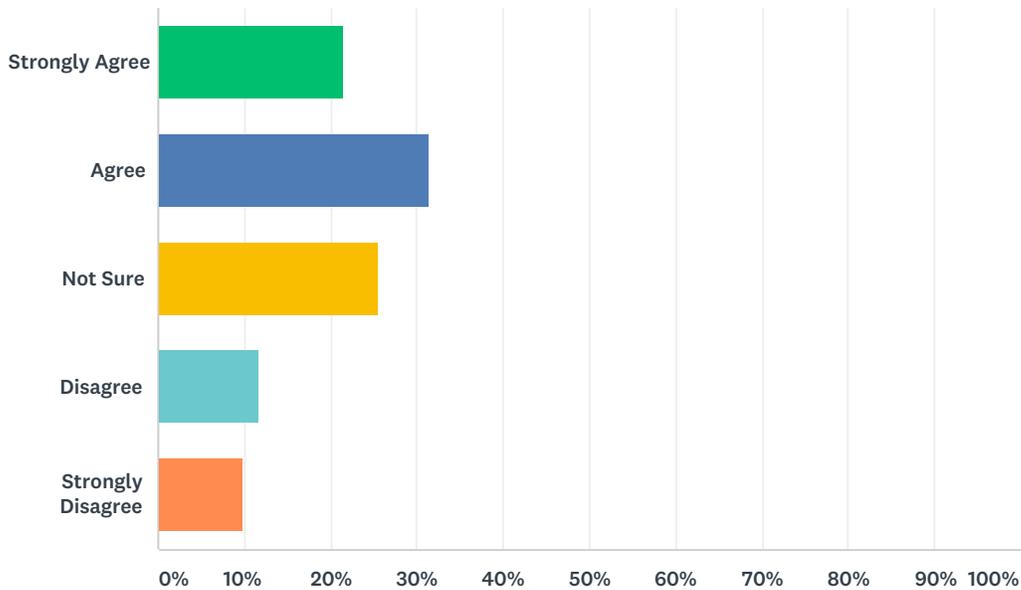
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8	Haven't dove into the assignments yet...but I have had good feedback when I have asked questions regarding the study topics.	9/3/2019 7:46 AM
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## Q8 My articling/supervising surveyor updates the AOLS LMS at least semiannually.

Answered: 51 Skipped: 9

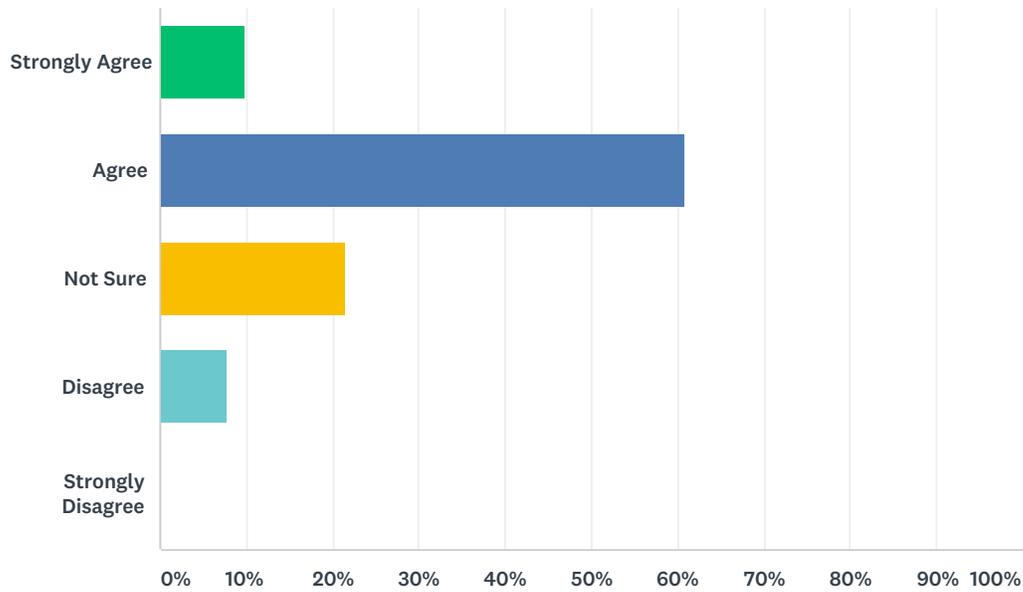


ANSWER CHOICES	RESPONSES	
Strongly Agree	21.57%	11
Agree	31.37%	16
Not Sure	25.49%	13
Disagree	11.76%	6
Strongly Disagree	9.80%	5
<b>TOTAL</b>		<b>51</b>

#	COMMENT	DATE
1	I am unsure whether the AOLS LMS has been updated.	9/10/2019 12:11 PM
2	Didn't updated my time or provided feed back on my progress.	9/10/2019 2:34 AM
3	Mine still hasn't updated it since the beginning. There should be a rule i feel for them to do so semiannually at least i feel	9/10/2019 1:41 AM
4	There appears to be some prompting from the association, when there is a lack of activity on the LMS.	9/9/2019 12:58 PM
5	Depends on the supervising surveyor, maybe they are going to update it once the articling process is done.	9/9/2019 12:34 PM
6	not often enough - s/b monthly.	9/3/2019 1:05 PM
7	We have done it once since I started articling over a year ago	9/3/2019 9:10 AM
8	Articling since July. Hasn't come up yet.	9/3/2019 7:46 AM

## Q9 The AOLS Learning Management System provides a good way to track my articling progress.

Answered: 51 Skipped: 9

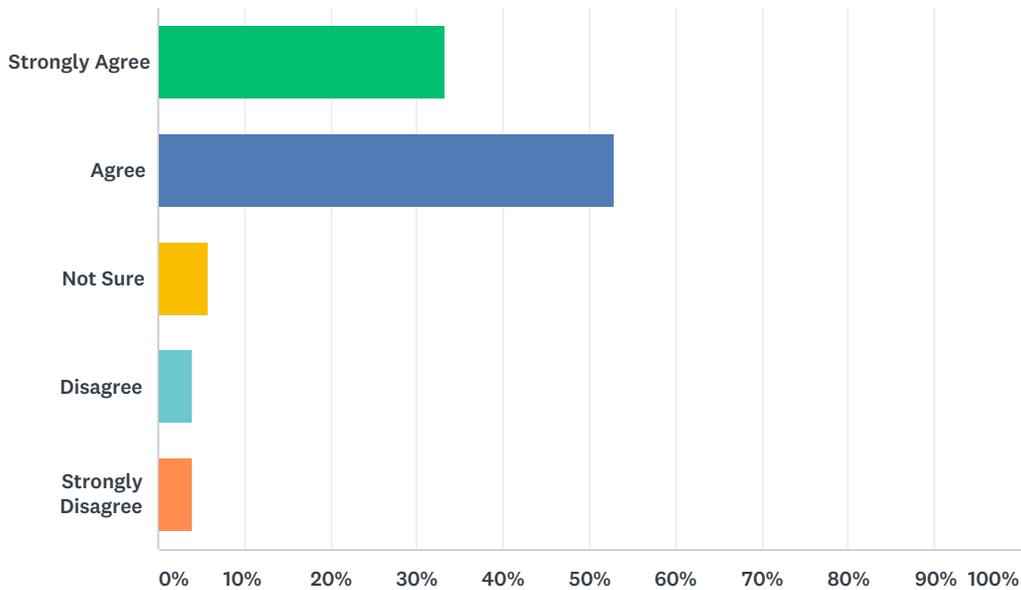


ANSWER CHOICES	RESPONSES
Strongly Agree	9.80% 5
Agree	60.78% 31
Not Sure	21.57% 11
Disagree	7.84% 4
Strongly Disagree	0.00% 0
TOTAL	51

#	COMMENT	DATE
1	Again, I have very little experience with the AOLS LMS.	9/10/2019 12:11 PM
2	Feedback from the articling supervisor is that it's not an intuitive system to enter progress information. Navigating to the page to enter grading information is not straight-forward. It appears a letter grade can not be entered, only "Completed" and "Not-graded".	9/9/2019 12:58 PM
3	would rather see percentage completion or the remaining number of days.	9/6/2019 11:36 AM
4	If it was updated monthly it would be a good way to track my progress.	9/3/2019 1:05 PM
5	only if the time and progress has been reported on timely manner	9/3/2019 7:43 AM
6	Agree - as long as it is being filled out. I'm sure there are surveyors who did not do such.	9/3/2019 7:39 AM

### Q10 My articling/supervising surveyor is actively engaged in supporting me in my articles by providing a good variety of field work.

Answered: 51 Skipped: 9

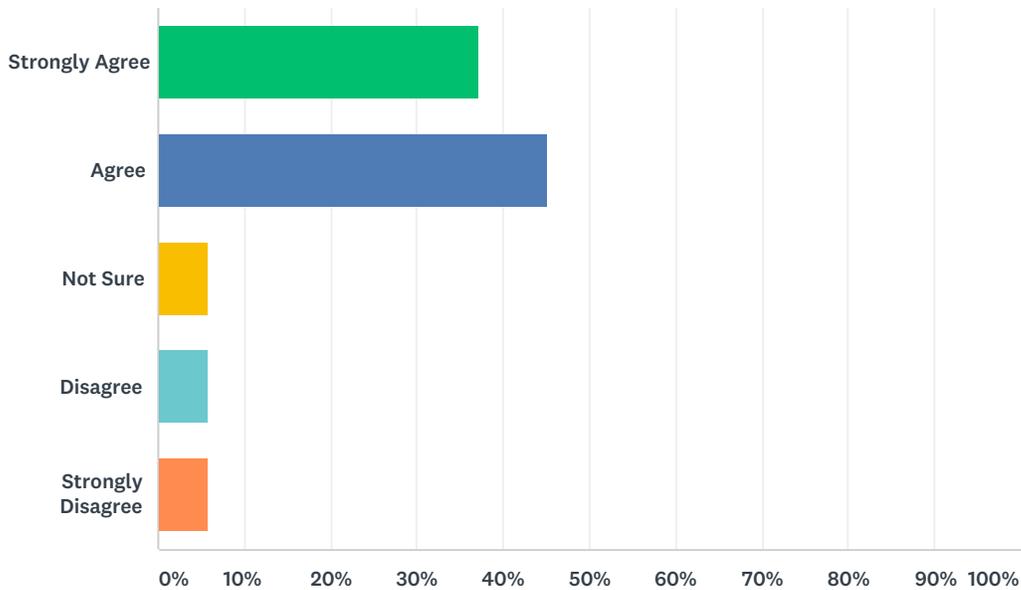


ANSWER CHOICES	RESPONSES	
Strongly Agree	33.33%	17
Agree	52.94%	27
Not Sure	5.88%	3
Disagree	3.92%	2
Strongly Disagree	3.92%	2
TOTAL		51

#	COMMENT	DATE
1	I feel that my articling surveyor actively makes an effort to place me on jobs which apply most to the experience needed for the articling process. I have completed a wide variety of legal field surveys from start to finish.	9/10/2019 12:11 PM
2	Completely ignored my request for more engagement in articling and requests for the meeting to discuss my articling progress.	9/10/2019 2:34 AM
3	As field work and projects comes in, resources and time are being allocated so that I get the appropriate cadastral legal experience.	9/9/2019 12:58 PM
4	yes, excellent work variety.	9/3/2019 1:05 PM
5	we have biweekly or monthly meetings	9/3/2019 8:48 AM
6	Haven't spent time in field yet, but I'm not worried about receiving broad variety of field experience. I'm sure I will.	9/3/2019 7:46 AM

### Q11 My articling/supervising surveyor is actively engaged in supporting me in my articles by providing a good variety of office experience.

Answered: 51 Skipped: 9

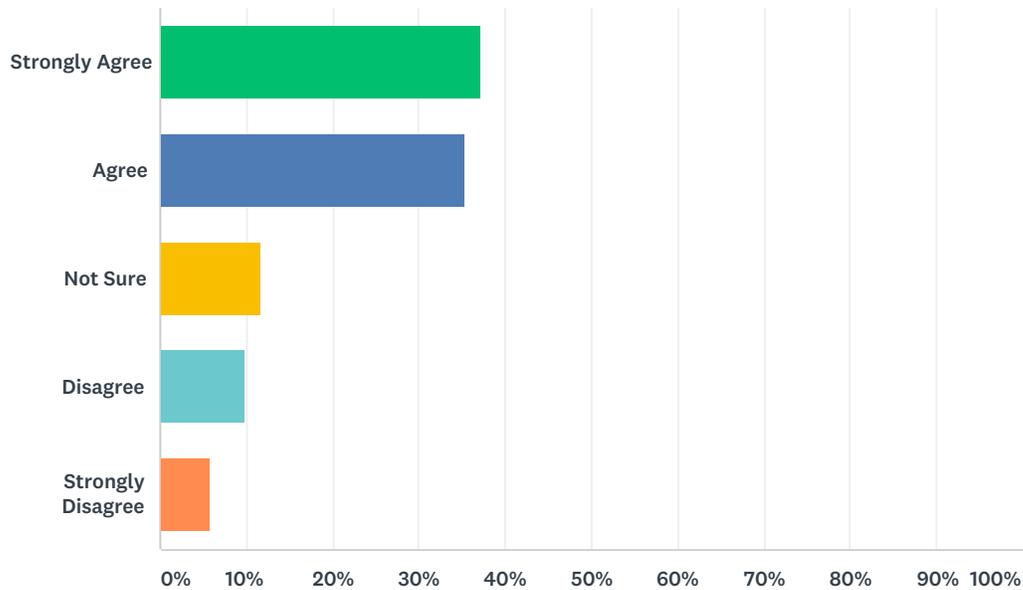


ANSWER CHOICES	RESPONSES
Strongly Agree	37.25% 19
Agree	45.10% 23
Not Sure	5.88% 3
Disagree	5.88% 3
Strongly Disagree	5.88% 3
TOTAL	51

#	COMMENT	DATE
1	In the office, I have acted as project manager, seeing projects through from start to finish. I have quoted new jobs, researched parcels of land for title information/survey records, performed calculations on boundaries, and checked plans before handing them off to my articling surveyor. My articling surveyor also provides helpful feedback and constructive criticism to all the work I have completed.	9/10/2019 12:11 PM
2	Completely ignored my request for more engagement in articling and requests for the meeting to discuss my articling progress.	9/10/2019 2:34 AM
3	A variety yes. Can't always work on legal jobs though as you work on what jobs the company has at the moment	9/10/2019 1:41 AM
4	It's a team effort in the office, including learning to man the phones and to ask the right questions when clients are requesting for a survey.	9/9/2019 12:58 PM
5	The variety was somewhat limited by the type of work that was available at the office.	9/5/2019 9:11 AM
6	yes, all project types and management duties have been assigned.	9/3/2019 1:05 PM
7	I've had very little office training to date.	9/3/2019 8:19 AM

## Q12 My articling/supervising surveyor is actively engaged in supporting me in my articles by providing a good variety of management experience.

Answered: 51 Skipped: 9

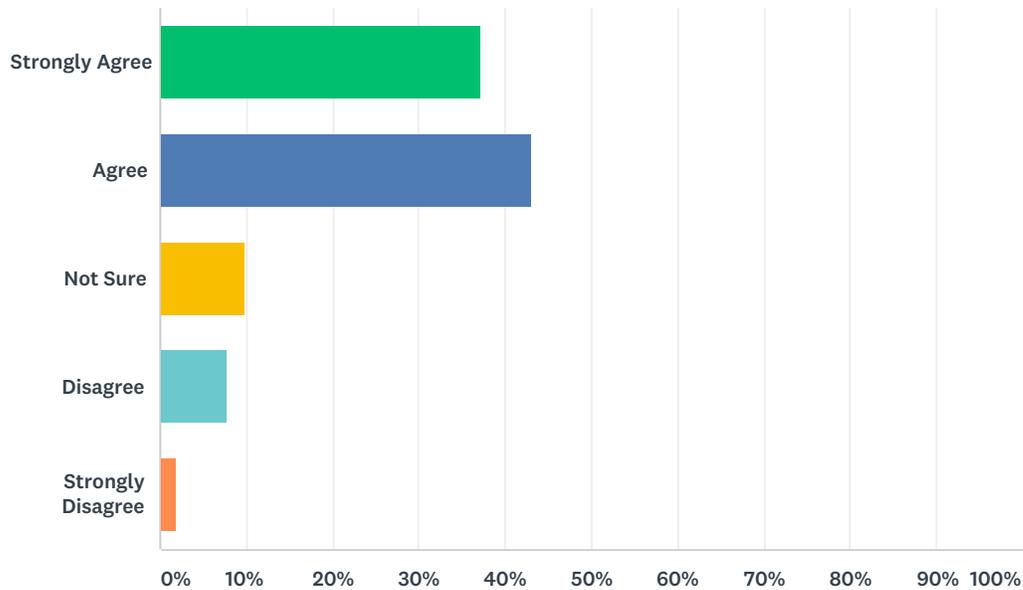


ANSWER CHOICES	RESPONSES
Strongly Agree	37.25% 19
Agree	35.29% 18
Not Sure	11.76% 6
Disagree	9.80% 5
Strongly Disagree	5.88% 3
TOTAL	51

#	COMMENT	DATE
1	As I go further into my articles, I am finding myself in a larger project management role. There are projects for which I have managed from start to finish. I am comfortable in delegating work to appropriate staff, communicating with clients, and communicating with other coworkers/surveyors to ensure jobs are completed efficiently and thoroughly.	9/10/2019 12:11 PM
2	Completely ignored my request for more engagement in articling and requests for the meeting to discuss my articling progress.	9/10/2019 2:34 AM
3	Experience searching, budgeting, creating fee-proposals and interacting with clients/field-crews. All of this is subject to availability of work.	9/9/2019 12:58 PM
4	I could have used some additional management experience prior to writing exams.	9/9/2019 10:44 AM
5	Sometimes it felt a bit like I was being overburdened with the management side of the business. At times it felt a bit like being taken advantage of	9/5/2019 9:11 AM
6	yes, as above	9/3/2019 1:05 PM

### Q13 My articling/supervising surveyor provides the necessary guidance I need to be successful in my articles.

Answered: 51 Skipped: 9

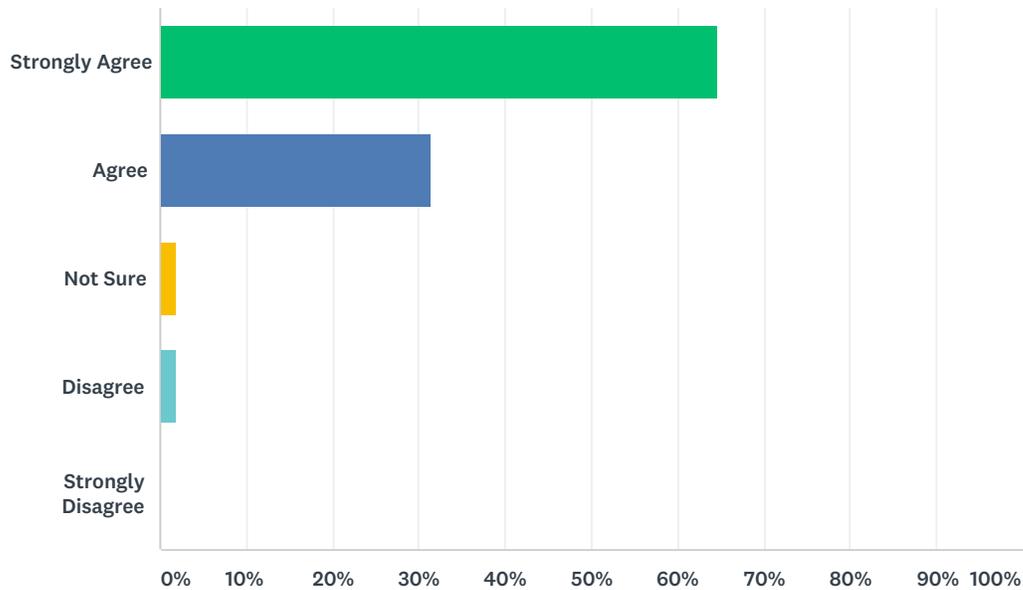


ANSWER CHOICES	RESPONSES
Strongly Agree	37.25% 19
Agree	43.14% 22
Not Sure	9.80% 5
Disagree	7.84% 4
Strongly Disagree	1.96% 1
TOTAL	51

#	COMMENT	DATE
1	My articling surveyor has been fantastic in guiding me through my articles. I receive frequent feedback and constructive criticism and feel as though I have improved immensely as a surveyor throughout the course of my articles.	9/10/2019 12:11 PM
2	Completely ignored my request for more engagement in articling and requests for the meeting to discuss my articling progress.	9/10/2019 2:34 AM
3	Yes, I feel I'm ready to write professionals now.	9/3/2019 1:05 PM

## Q14 The experience I gain during my articles is an important part of my preparation to become an OLS.

Answered: 51 Skipped: 9



ANSWER CHOICES	RESPONSES	
Strongly Agree	64.71%	33
Agree	31.37%	16
Not Sure	1.96%	1
Disagree	1.96%	1
Strongly Disagree	0.00%	0
<b>TOTAL</b>		<b>51</b>

#	COMMENT	DATE
1	Articling is absolutely necessary to become an OLS. Our line of work is not simple and draws from many areas of expertise. Becoming an OLS is becoming an expert, and one cannot become in expert in a field without the proper training (which cannot happen overnight).	9/10/2019 12:11 PM
2	Without adequate feed back from articling surveyor it is difficult to estimate where you are, I can guess based on my previous experience but it is just a guess.	9/10/2019 2:34 AM
3	However, I think more time in the field doing a variety boundary work would be worthwhile	9/5/2019 9:11 AM
4	Articling surveyors are not obligated to teach they only care about bringing money to their company I believe the AOLS can do better than this the current process is not good only few articling surveyors respect it	9/4/2019 6:54 AM
5	more office, less field would be better.	9/3/2019 1:05 PM

## Q15 Please provide any general comments or suggestions regarding the articling process or your experience in it.

Answered: 28 Skipped: 32

#	RESPONSES	DATE
1	There should be some sort of package you receive once you officially start articling that clarifies everything and is comprehensive - even more specific on the process than the handbook. It was not clear to me from the start how my progress would be tracked and whether I needed a certain amount of days doing each of the variety of EAKs or whether it was just general. Also I was unsure whether I needed to be documenting what I was doing and keeping samples of my work. Thankfully, the company I work for was already articling others so they knew what is involved in the process. Also, the timeframe from when you apply to get academically evaluated until you actually can start articling is excessive - this should be streamlined so it all can be done within one quarter of the year instead of two. Other than these notes, it has been a positive experience so far. The resources available are great and the process of applying to be evaluated and then to article were very clear and straight forward.	9/13/2019 6:18 PM
2	none	9/13/2019 1:40 PM
3	I think the process is good, nothing to add.	9/13/2019 9:27 AM
4	The articling process is a well-developed system.	9/11/2019 4:28 PM
5	I have only been articling for a short time but my experience thus far has been positive. I have no suggestions at the moment.	9/10/2019 5:44 PM
6	Articling was one of the best decisions I have made for myself. I am consistently learning, and improving with the goal of becoming an OLS. My firm has provided me a great variety of work and guidance and I feel that I will be ready to be an OLS when the time comes as a result.	9/10/2019 12:11 PM
7	I have been a party chief for 5 years before making the jump to articling. From what I've gathered is the office time/management is very very integral to becoming a good OLS. But in the time breakdown, field time accounts for 150 days. I do not understand why this breakdown is like this. Field surveyor is pretty simple, compared to the office. Dealing with crews and clients is way more stressful than surveying in some bush on a nice sunny day. I was told by other employees If i applied for a reduction in articles I wouldn't get one day off my time. So I did not apply. I may have been arrogant before I starting articling. The amount of knowledge to gain is immense, far more than I ever knew. This is why I think office time should equate to ~80% of time before writing the exams. Articling surveyors obviously need you to be competent in the field, but they can keep people in the field if they need more time.	9/10/2019 9:05 AM
8	My experience: Generally I felt that my articling surveyor was not interested in actively engaging with me. He may had a plan but never communicated it to me, didn't fill up my time and didn't provided any feedback on a progress of articling. Suggestions: I think that articling surveyor should demonstrate his/her capacity for articling prior signing any articling contract with articling student. Articling mean mentorship and education of future surveyor who is just like you, and it is not mean an employing a party chief or survey assistant or drafter.	9/10/2019 2:34 AM
9	I feel like there's a lot of proceedings and things we have to do and knowledge we have to learn in order to attain the commission.	9/10/2019 1:41 AM
10	Assignments should be more practical, and real-world. You can have bonus questions with extreme cases. LMS does not appear to be an intuitive system to enter grades, which results in them not being entered at all. If the Monitor is evaluating "conflict of interest", how're they going about doing this? Are they doing site visits? Checking in on the student at their office? If they see that an EAK assignment is being marked completed on LMS. Why not ask for it, and see the graded copy and give some feedback? If they notice that completion box is being checked for incomplete or poorly done assignments, they should take it upon themselves to take a larger role as a monitor to ensure "conflict of interest" between the articling student and surveyor does not exist.	9/9/2019 12:58 PM

11	As an international graduate, It gives me a hands on experience with the set up that we have here in Canada, Although surveying principles are the same back home and here, the set-up is different. The only set-back that I encountered when I migrated here is finding a job. There should be a program that the association have that can accept international graduate and provide them a co-op experience in order to allow them to integrate themselves here until they can manage to find a job in relation to surveying.	9/9/2019 12:34 PM
12	I am grateful that some of the requirements could be satisfied through Dr. Chapman and the Association. I was hoping I could take part-time courses while working that could be applied towards a degree. The presentations that I watched at this year's AGM and the talks of collaborating with a university in the future, leads me to believe this could be possible in the near future. I hope so for the upcoming students in a similar position.	9/9/2019 10:44 AM
13	I think the articling process could benefit from more time spent in the field. I think it is important that future surveyors are more in touch with the demands of working out of doors and how boundary retracement in the field actually works. I also think that the experience and knowledge that can be gained from having an articling student work with a well seasoned party chief is hugely important. More time spent learning from an experienced party chief I think would be very beneficial.	9/5/2019 9:11 AM
14	I would suggest implementing practical experience along side the EAKs. Maybe some sort of course or visit could take place with experts in each field. The students could go to the experts office for a few days - a week to learn as much as possible on that particular subject. This would involve both the field and office aspects. I'm definitely more of a visual learner so I would have benefited from something like that, rather than just reading about it and assuming I'm on the right track. I would also ensure that the articling/supervising surveyor doesn't stop a student from going into the field once they've completed the required number of field days. I don't have a good balance and haven't for a while, between office and field, which is effecting my physical and mental health. I would also highly recommend bringing back the field note assignment / test. The party chiefs/other articling students I help supervise provide sub par notes at best. There's only so many times I can tell them how important their notes are to each survey.	9/4/2019 1:57 PM
15	I still respect and appreciate those who signed me to help me to articling that is what they can do given the circumstances the process is not workable very weak process but high expectation at the end of the day by the AERC unfair setup	9/4/2019 6:54 AM
16	I feel the process could be improved by requiring mandatory regular updates from the Articling Surveyor. Clearly defining what is required to satisfy a particular EAK with the Articling Surveyor should be determined at the beginning of the articling process. In my experience, whether or not an EAK has been satisfied is too subjective. I feel moving forward, all assignments on the LMS should be mandatory and additional requirements should be clearly stated upon signing articles.	9/4/2019 6:36 AM
17	The monitor should be more of a part of the whole process. They should review some work samples from the student\OLS.	9/3/2019 1:05 PM
18	Overall, I really enjoyed the process. I was fortunate enough to have other articling students at our company and regularly engage in open discussion with other articling students and OLS's. This sort of platform was invaluable. LMS was used more to "log" progress. Utilized a spread sheet to "track" actual day to day progress. Updated LMS bi-annually. Cybrary has just about everything I needed at the time, as far as resources. I did have to rely on office resources for some of the recommended text books. The AOLS website has the information I was looking for related to the articling process. However you have to find some of it through the search function with key words. There is some information, that if you didn't know it existed, you might never know to look for it.	9/3/2019 10:39 AM
19	EAK modules can be improved by additional resources	9/3/2019 9:32 AM
20	i believe that less is more. Having more articling students doesn't create a very genuine articling experience.	9/3/2019 9:10 AM
21	would be interested to see maybe AOLS put on education sessions for articling -- Alberta's articling process puts on online/in-person education sessions from professors and experts in the field to provide a information session on different topics that are required in the articling process	9/3/2019 8:48 AM
22	Great process. Would be easier to have all courses available online	9/3/2019 8:31 AM
23	AOLS needs to do more monitoring on processes because some supervisor take advantage of Articling students and postponing updating and signing off students	9/3/2019 8:25 AM
24	Prefer more held and references on the EAK online assignments	9/3/2019 8:17 AM

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25	N/a	9/3/2019 7:54 AM
26	EAKS are missing assignments.	9/3/2019 7:44 AM
27	I would suggest, a detailed policy could be provided to both surveyor and student for the clarification of right articling work experience and hours counting.	9/3/2019 7:43 AM
28	Overall, the process was great as I was able to team up with our articling students to get EAKs completed. I imagine it may be difficult for students in areas that do not get a wide range of experience and lack the connections to get it.	9/3/2019 7:39 AM

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