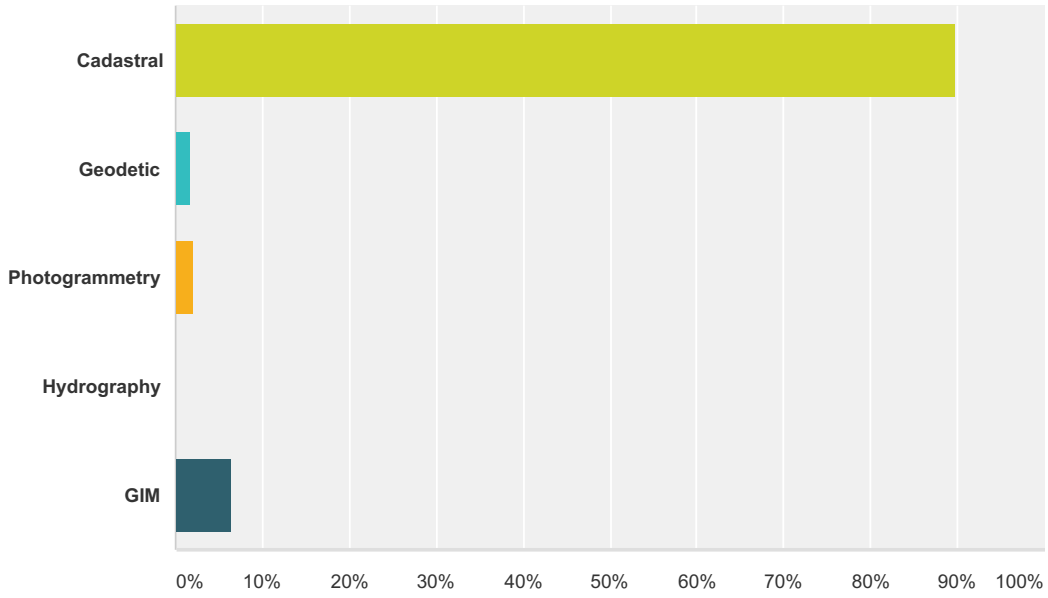
Q1 Please indicate which branch of the association you belong to:

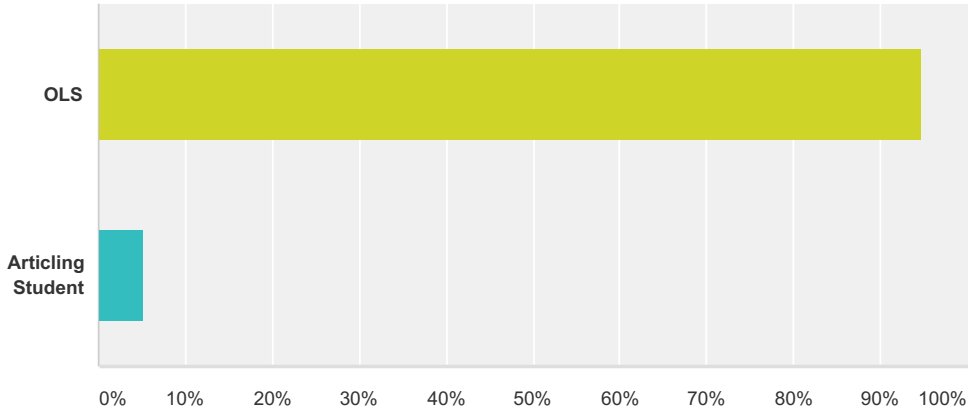
Answered: 291 Skipped: 2



Answer Choices	Responses	
Cadastral	**89.69%**	261
Geodetic	**1.72%**	5
Photogrammetry	**2.06%**	6
Hydrography	**0.00%**	0
GIM	**6.53%**	19
Total		**291**

Q2 What is your category?

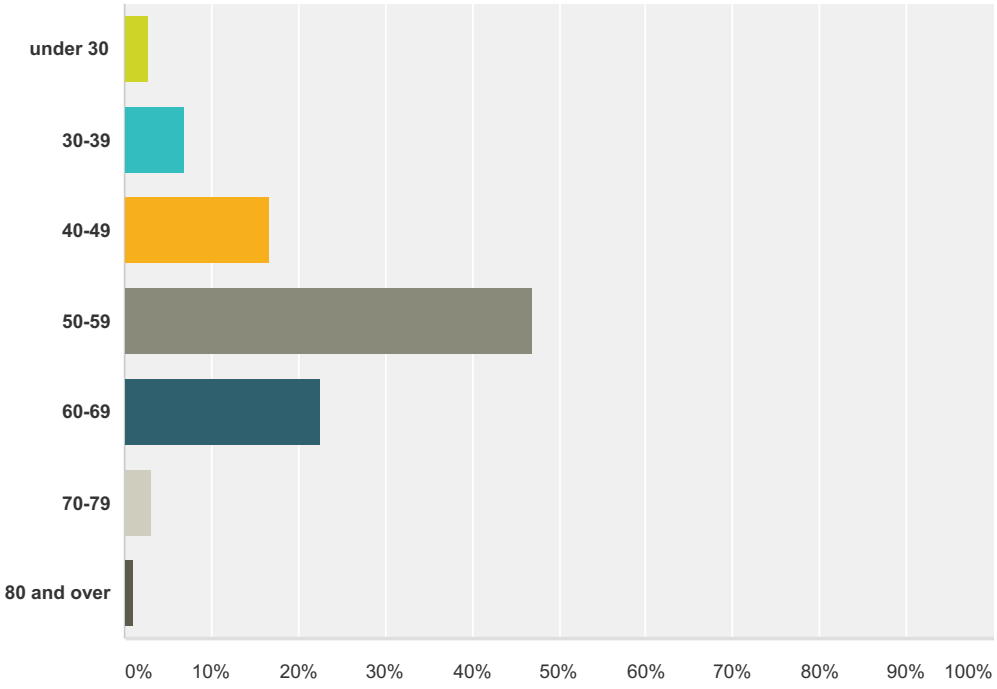
Answered: 290 Skipped: 3



Answer Choices	Responses	
OLS	**94.83%**	275
Articling Student	**5.17%**	15
Total		**290**

Q3 What is your age group?

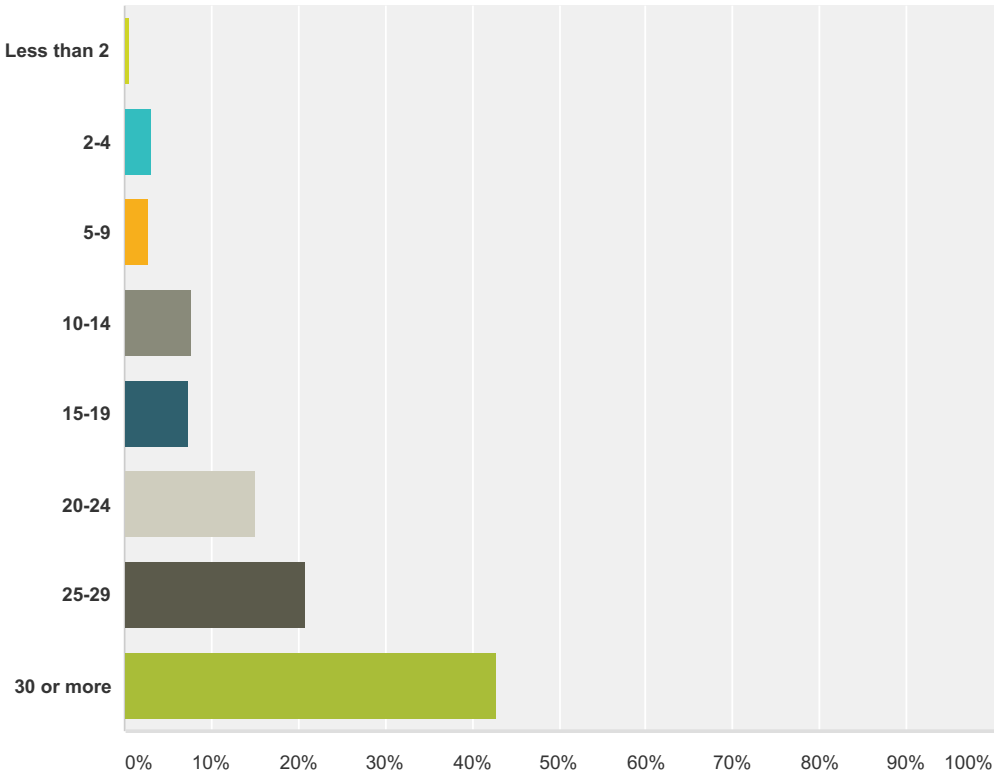
Answered: 288 Skipped: 5



Answer Choices	Responses	
under 30	**2.78%**	8
30-39	**6.94%**	20
40-49	**16.67%**	48
50-59	**46.88%**	135
60-69	**22.57%**	65
70-79	**3.13%**	9
80 and over	**1.04%**	3
Total		**288**

Q4 How many years have you been in the surveying profession?

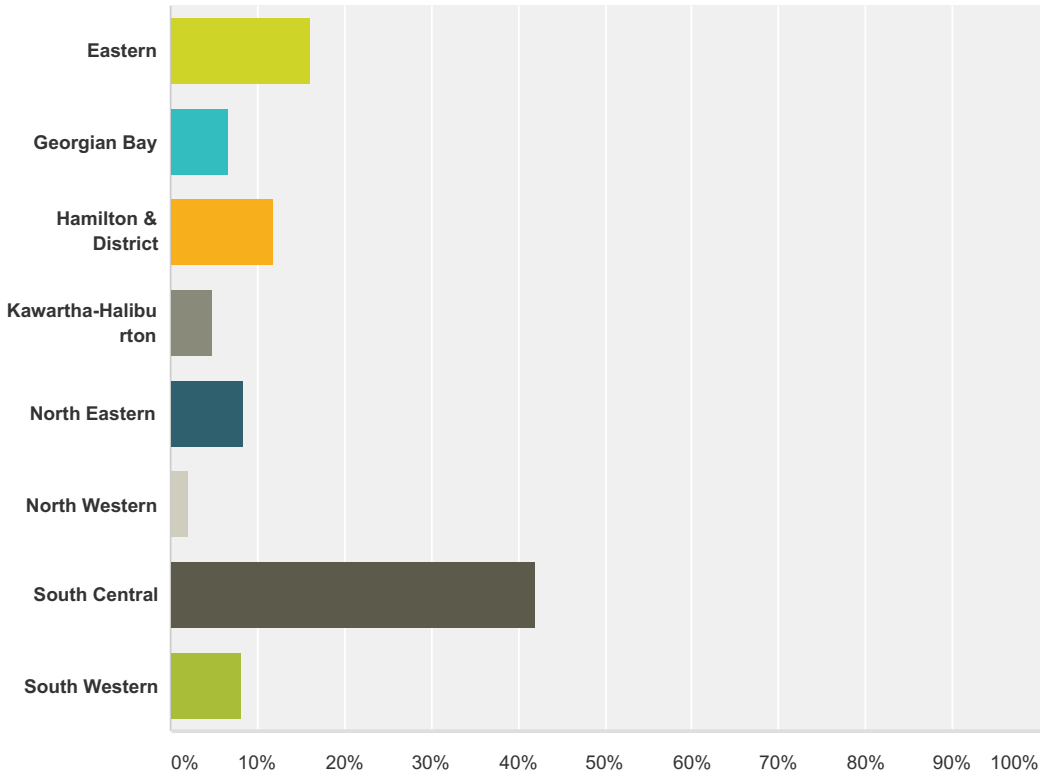
Answered: 288 Skipped: 5



Answer Choices	Responses	
Less than 2	**0.69%**	2
2-4	**3.13%**	9
5-9	**2.78%**	8
10-14	**7.64%**	22
15-19	**7.29%**	21
20-24	**14.93%**	43
25-29	**20.83%**	60
30 or more	**42.71%**	123
Total		**288**

Q5 Which Regional Group do you belong to?

Answered: 286 Skipped: 7



Answer Choices	Responses	
Eastern	**16.08%**	46
Georgian Bay	**6.64%**	19
Hamilton & District	**11.89%**	34
Kawartha-Haliburton	**4.90%**	14
North Eastern	**8.39%**	24
North Western	**2.10%**	6
South Central	**41.96%**	120
South Western	**8.04%**	23
Total		**286**

Q6 Identify yourself if you want

Answered: 85 Skipped: 208

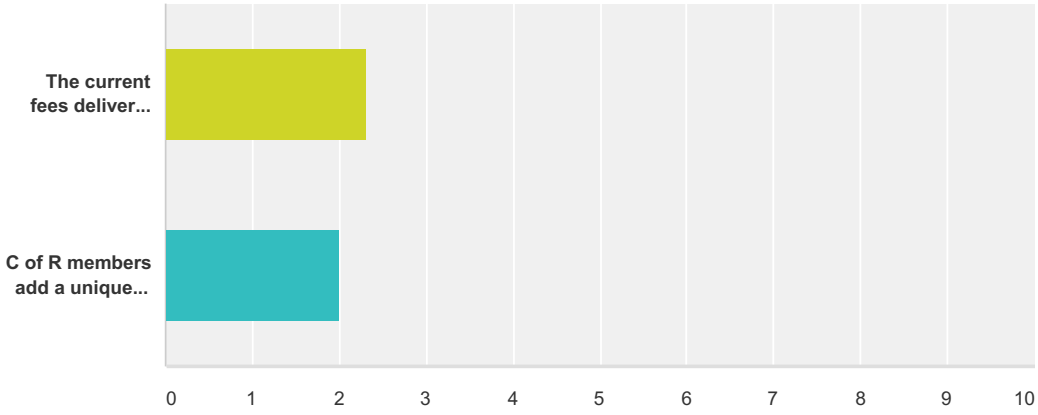
#	Responses	Date
1	Blain Martin	7/18/2016 7:45 AM
2	Gordon Ray (1731)	7/15/2016 12:15 PM
3	Peter Nielsen	7/15/2016 12:11 PM
4	F.E. Wall	7/15/2016 7:55 AM
5	Mike Simpson	7/14/2016 4:58 PM
6	Bob McDermott, O.L.S.	7/14/2016 4:28 PM
7	SHANE RAJAKULENDRAN	7/14/2016 4:21 PM
8	Michael Chapman	7/14/2016 3:44 PM
9	Fernando De Luca	7/14/2016 3:04 PM
10	M. Pearson	7/14/2016 2:19 PM
11	Ron Mak	7/14/2016 2:16 PM
12	Peter Raikes	7/14/2016 2:05 PM
13	Robin Fleguel - Everest Geomatics Corp. Qualified as cadastral, but 90% of my work is geodetic and/or engineering surveys.	7/14/2016 1:37 PM
14	Rudy Mak	7/14/2016 1:20 PM
15	steve gossling	7/14/2016 1:18 PM
16	Mike Fisher	7/14/2016 1:17 PM
17	Anthony Sani. Note form did not allow user to select more than one branch of the Association	7/14/2016 1:13 PM
18	Z. Herman OLS 1930	7/14/2016 1:11 PM
19	Mark Tulloch	7/14/2016 9:40 AM
20	Anne Cole	7/13/2016 4:00 PM
21	Tom Reed #1872	7/13/2016 2:41 PM
22	Gerhard Auer	7/13/2016 7:56 AM
23	Ron Stewart	7/12/2016 7:44 PM
24	Andy Cameron	7/12/2016 1:01 PM
25	Marty Nisbet	7/12/2016 11:37 AM
26	James Ferguson	7/12/2016 11:04 AM
27	Crystal Cranch	7/12/2016 10:55 AM
28	ross clarke	7/12/2016 10:55 AM
29	Phillip Swift	7/12/2016 8:13 AM
30	Roger Grose, Membership No. A1433	7/12/2016 7:27 AM
31	Eric Ansell	7/12/2016 7:03 AM
32	John W. Hiley	7/11/2016 7:51 PM
33	Ed Herweyer #1576	7/11/2016 5:45 PM
34	Ewart D. Bowlby CR67	7/11/2016 5:15 PM
35	David Gariepy	7/11/2016 5:13 PM

36	Boney Cherian	7/11/2016 4:15 PM
37	Ivan B Wallace 1056	7/11/2016 4:12 PM
38	Grant Bennett	7/11/2016 4:06 PM
39	Alister sankey	7/11/2016 3:20 PM
40	Ali Golami	7/11/2016 2:54 PM
41	Ali Gholami	7/11/2016 2:54 PM
42	SAEID SEDAGHAT	7/11/2016 2:50 PM
43	RON JASON	7/11/2016 2:21 PM
44	Michael Griffiths	7/11/2016 2:04 PM
45	Dan Dolliver	7/11/2016 1:58 PM
46	Rick Miller	7/11/2016 1:38 PM
47	John Goltz	7/11/2016 1:20 PM
48	John Galejs	7/11/2016 1:18 PM
49	Robin Poot	7/11/2016 1:16 PM
50	Paul Francis	7/11/2016 1:07 PM
51	Barry Goldman	7/11/2016 1:06 PM
52	Simon Kasprzak	7/11/2016 1:04 PM
53	Amy Li	7/11/2016 12:55 PM
54	Borys Kubicki	7/11/2016 12:54 PM
55	Gord McGuire	7/11/2016 12:49 PM
56	Nancy Grozelle	7/11/2016 12:47 PM
57	Jeff Buisman	7/11/2016 12:46 PM
58	R. Geyer, 1718	7/11/2016 12:37 PM
59	James Laws	7/11/2016 12:31 PM
60	Kevin Tierney	7/11/2016 12:24 PM
61	ERIC SALZER	7/11/2016 12:23 PM
62	Philip Suda	7/11/2016 12:21 PM
63	Murray Shantz	7/11/2016 12:20 PM
64	Dino Astri 1650	7/11/2016 12:19 PM
65	Robert Halliday	7/11/2016 12:19 PM
66	Phil Chitty	7/11/2016 12:16 PM
67	Harold Hyde	7/11/2016 12:13 PM
68	Benjamin Kihara	7/11/2016 12:07 PM
69	Perry A. Molloy	7/11/2016 12:04 PM
70	John Muir	7/11/2016 12:03 PM
71	Brian Campbell	7/11/2016 12:03 PM
72	Rafal Kaczmarek	7/11/2016 12:02 PM
73	Kim Husted	7/11/2016 12:01 PM
74	Jim Johnson	7/11/2016 12:01 PM
75	D. Culbert	7/11/2016 12:00 PM
76	Bahram Amirnezhad	7/11/2016 11:59 AM

77	Roy Simone	7/11/2016 11:57 AM
78	Dwayne Cummings	7/11/2016 11:56 AM
79	Gary Vanderveen	7/11/2016 11:56 AM
80	Jason Wilband (#1877)	7/11/2016 11:56 AM
81	Hugh Coutts 1837	7/11/2016 11:56 AM
82	Peter Skuro	7/11/2016 11:56 AM
83	Ian D. Smith	7/11/2016 11:55 AM
84	David Brubacher	7/11/2016 11:54 AM
85	Murray Purcell	6/28/2016 11:11 AM

Q7 Please indicate your level of agreement with the following statements

Answered: 269 Skipped: 24



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
The current fees deliver good value to me.	**7.87%** 21	**59.18%** 158	**27.34%** 73	**5.62%** 15	267	2.31
C of R members add a unique value to the Association.	**21.40%** 55	**59.14%** 152	**16.34%** 42	**3.11%** 8	257	2.01

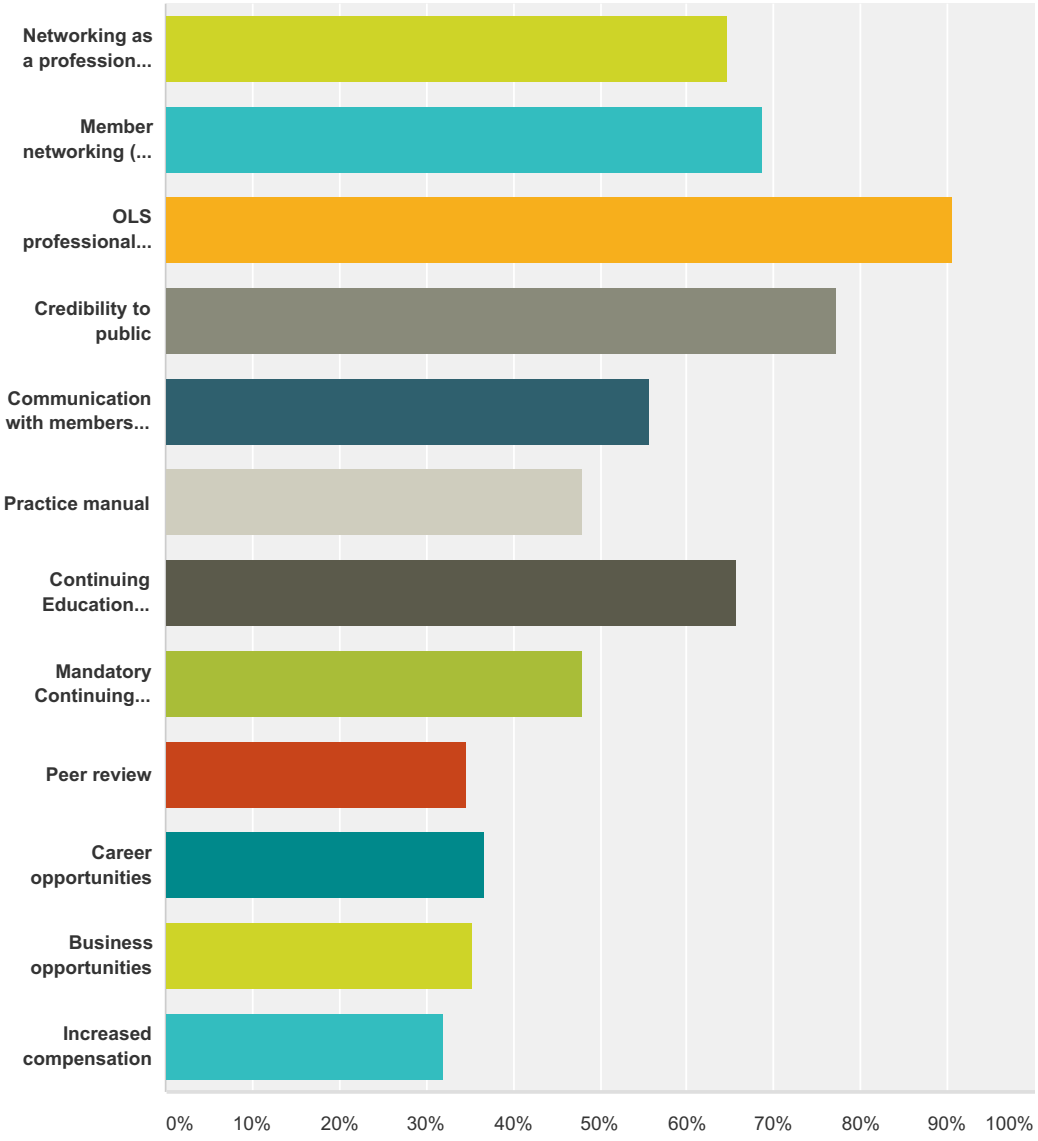
#	Comments for "The current fees deliver good value to me."	Date
1	AOLS provides a lot of services to members	7/15/2016 8:01 AM
2	I dont see it as a fair question. It is what it is due to the legislated mandate of the AOLS and the very small number of members. We are an elite group!	7/14/2016 2:22 PM
3	I'm torn. I need to have an OLS for some of our government contracts - but I could probably get away with doing the volume of work that I do without the designation.	7/14/2016 1:55 PM
4	Given the state of our legal circumstances we need to focus resources on expansion of the profession, not on Provincial SRI or over budget books.	7/13/2016 8:09 AM
5	But still feel it is too high. I realize we had a jump to the constitutional issue but am worried that it will stay the norm and not just be a temporary measure.	7/12/2016 9:18 AM
6	Membership fees are too high and are compounded further by having to pay for CPD courses to keep licence.	7/12/2016 9:04 AM
7	we would need an hour to discuss my concerns.	7/12/2016 8:26 AM
8	Have the fees not doubled in the last couple of years? Has the level of service doubled?	7/12/2016 8:23 AM
9	Should specify if you mean dues.	7/12/2016 8:15 AM
10	They are at the high end of acceptable	7/11/2016 8:54 PM
11	I believe we need more funding of appropriate initiatives to attract future surveyors ie the ones that will take our roles /ownership positions. I rather suspect that will mean additional funds are needed to implement such a programme aka more funds are needed to leverage the future of those of us in private practice.	7/11/2016 5:51 PM
12	There seems to be a strong focus on cadastral but not so much on the broader fields of GIS where I spend much of my time.	7/11/2016 5:23 PM
13	overlap of services, cost overruns,	7/11/2016 3:47 PM
14	I feel that the cadastral dues are too high and voted against increasing them last year. A disproportionate amount of the overall AOLS budget is spent on the Survey Review Department.	7/11/2016 3:38 PM

15	It is expensive compared to the value of the group. I was disappointed with the GIM content at the AGM.	7/11/2016 3:37 PM
16	It seems that there have been large increases in the "annual" dues as a result of a number of things or events & commitments. However, I think council show be careful examine what item are on-going and what items are a "one-off". A special levee should be considered if we have specific expenses related to say litigation.	7/11/2016 2:06 PM
17	Higher fees = higher (more) service, lower fees = less service, what is the correct approach? Does the membership want the Association doing all that it does? Should it just govern the Association and that is it?	7/11/2016 1:59 PM
18	my employer pays for my fees	7/11/2016 1:29 PM
19	The costs are covered by my employer.	7/11/2016 1:21 PM
20	hard to say I have no real requirement to have it but the OLS designation does still have meaning when making RFPs, etc	7/11/2016 1:19 PM
21	Too much money is wasted on initiatives such as ODCC and SRI.	7/11/2016 1:17 PM
22	Membership fees are high in comparison to PENGs and Architects as far as I know. Increasing membership fees is not the most prudent strategy for the AOLS when membership is in decline.	7/11/2016 1:14 PM
23	I consider a recent series of membership fee increases highly inappropriate. It is unseen in current business environment that fees go up by 80% over 2 year period. Where in a business world you give this much money to the administration? Part of the money was promptly spent on Cadaster Project and now there is another top-down business initiative of Province-wide survey record index system.	7/11/2016 1:03 PM
24	Per user our fees are quite high	7/11/2016 12:50 PM
25	AOLS has to has to diversify the ways of funding its operations, and not only count on increasing membership fees	7/11/2016 12:21 PM
26	Too high!	7/11/2016 12:20 PM
27	Cost of being able to do what we do.	7/11/2016 12:19 PM
28	Fees are very high relative to engineering fees. I hear this from my superiors at work as fees are paid on my behalf. This is likely unavoidable due to numbers.	7/11/2016 12:07 PM
29	I have been on Council. I get it.	7/11/2016 12:06 PM
30	My Gym membership is more than my AOLS membership	7/11/2016 12:03 PM
31	But I pay them anyway because I'd rather be a member than not.	7/11/2016 11:59 AM
#	**Comments for "C of R members add a unique value to the Association."**	**Date**
1	I think that the CofR members could help the Cadastral members develop new additional lines of business within their current practice.	7/18/2016 7:48 AM
2	If there were more.	7/15/2016 12:18 PM
3	C of R members bring expertise in areas of Geomatics that many Licensed members do not have.	7/15/2016 8:01 AM
4	They offer great potential.	7/14/2016 3:45 PM
5	Though they also receive very little "benefit". Seeing as they are not forced to become members, their fees should be very low - perhaps like a student.	7/14/2016 2:22 PM
6	I believe that the AOLS should *govern* geodetic surveying (and other sub-disciplines). Due to a lack of proper 'credentialing' and therefore small numbers of specialists, key geodetic posts in this province are being filled by non-OLSs who are objectively not qualified. This is why I continue to be a cadastral member - it still has value and meaning to me and to many of my clients. I do not think CofR really means anything more than another way to add acronyms to ones by-line. PEO now has a geomatics/geodetic specialty. We are missing the boat - again...and may be elbowed out of one of our key undertakings as surveyors.	7/14/2016 1:55 PM
7	They do, but it is not being realized or capitalized.	7/14/2016 1:30 PM
8	I don't know any C of R's on a personal or business level. Just my impression.	7/14/2016 1:26 PM
9	But are not seen in the same light as a cadastral surveyor. Need to have a unified profession.	7/14/2016 1:18 PM
10	Essential for the future of our proffession. We are not being effective in making AOLS relevant to them.	7/13/2016 8:09 AM

11	As long as Association AOLS is the association of professional land surveyors in all branches: photogrammetry, geodesy, hydrography and of course cadastral surveying so long C of R members bring "unique value" to the group called Association. The public uses their services and trust them. The public believes that the Association represents the vide spectrum of professional knowledge not only "cadastral knowledge". Adding this "wide spectrum " of knowledge is "unique value".	7/13/2016 8:07 AM
12	Somewhat biased, but they add a non-cadastral dimension that covers other of the geospatial sciences.	7/12/2016 11:13 AM
13	I do wish there was a way to make the membership of value to our registered members. We could be a stronger collective with their unique skill set.	7/12/2016 10:55 AM
14	And what would that be? It seems like we encourage them to join to generate revenue for the cadastral component.	7/12/2016 9:18 AM
15	They are NOT Ontario Land Surveyors (OLSs) and should NEVER have be given the right to use that designation. A designation that matches their skill set would be much more appropriate for them and is better for actual OLSs.	7/11/2016 10:43 PM
16	It is a little disappointing that more C of R's have not "pushed" their position within the AOLS to create a sronger awareness / higher participation.	7/11/2016 5:51 PM
17	I think there are opportunities for surveying and GIS to become more integrated and in doing so, create more opportunities for everyone as well as benefits to the public.	7/11/2016 5:23 PM
18	The Association has to provide value to C of R members. The current activities of the AOLS are geared towards cadastral members. We have effectively created second class citizen's of our C of R members.	7/11/2016 3:38 PM
19	Does not mean anything significant to anyone.	7/11/2016 3:09 PM
20	I think we should continue to encourage C of R's to come into our fold. It provides a home for the other disciplines and provides credibility for them in the market and among other professions.	7/11/2016 2:06 PM
21	The concept of having CofR members is sound. The question is what are the CofR members doing to make the Association better? What is the Association doing to make the CofR members better?	7/11/2016 1:59 PM
22	C of R members have strengths as GIM's which is a big part of any firm offering the entire suite of Geomatics Services	7/11/2016 1:48 PM
23	Only a very few contibute and participate. Those that do are GREAT!	7/11/2016 1:38 PM
24	Increasingly less so.	7/11/2016 1:21 PM
25	Not Sure. Really I think the legislation should be reversed and you get an OLS designation and if you want to practice cadastral you get a certificate as such.. Or like the engineers you don't perform something you aren't qualified to do	7/11/2016 1:19 PM
26	C of R members keep association in touch with the market and sound business practices.	7/11/2016 1:03 PM
27	AOLS has to find ways of promoting its C of R members in both public and professional domains	7/11/2016 12:21 PM
28	No formal incentives?	7/11/2016 12:21 PM
29	They add value, not sure about unique. We need members do they need us	7/11/2016 12:19 PM
30	No opinion	7/11/2016 12:18 PM
31	I do not like that CofR's may use the OLS designation, however, I do support an expanded profession.	7/11/2016 12:07 PM
32	very good idea to integrate other disciplines but, this was poorly thought out and not working	7/11/2016 12:06 PM
33	There should be a "Neutral" answer. I find that we do not get the level of involvement from the C of R's. There are only a handful that do and have participated int he AOLS.	7/11/2016 12:06 PM
34	Other than generating revenue, I don't see the benefit to the traditinal membership	7/11/2016 12:03 PM
35	They only make us stronger	7/11/2016 12:03 PM
36	I don't know about their performance	7/11/2016 12:02 PM
37	Mostly unrealized and unappreciated value. We could be doing so much more and there could be so many more of us.	7/11/2016 11:59 AM
38	most of them don't give a shit and look at all the c of r's that quit. either start an initiative to integrate them (which includes lobbying the c of r's and the government) or get rid of it.	7/11/2016 11:57 AM

Q8 Where do you derive value from your AOLS membership? – check all that apply

Answered: 269 Skipped: 24



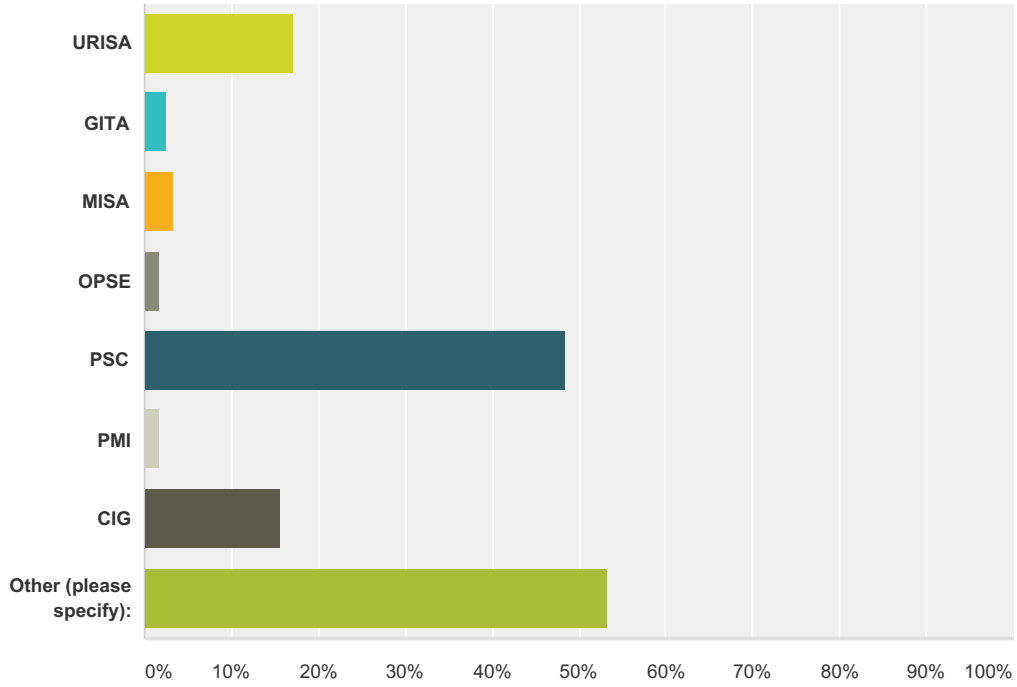
Answer Choices	Responses	
Networking as a professional with others such as government agencies, architects, developers, engineers, lawyers, etc.	**64.68%**	174
Member networking (at events such as AGM, Regional Group Meetings, etc.)	**68.77%**	185
OLS professional designation	**90.71%**	244
Credibility to public	**77.32%**	208
Communication with members (OPS, In Sight, Webinars, mail)	**55.76%**	150
Practice manual	**47.96%**	129
Continuing Education opportunities	**65.80%**	177

Mandatory Continuing Professional Development requirement	**47.96%**	129
Peer review	**34.57%**	93
Career opportunities	**36.80%**	99
Business opportunities	**35.32%**	95
Increased compensation	**31.97%**	86
Total Respondents: 269		

#	Other (please specify):	Date
1	Tough question again. Where is value (for me) in peer review? If this refers to SRD then that is a legislated requirement. But if I want a peer to review a tough problem, I walk down the hall and ask one of my partners.	7/14/2016 2:22 PM
2	As stated above. A few government agencies require geodetic work to be done by "OLS firms". We can be thankful for this - but I doubt that it will last.	7/14/2016 1:55 PM
3	Other areas are already covered as a member of the Royal Institution of Chartered Surveyors(RICS)	7/14/2016 1:18 PM
4	I enjoy the CE opportunities, and I do derive some information from them, but many are irrelevant to me. Notwithstanding, they are interesting for general knowledge.	7/12/2016 7:48 PM
5	The only reason I did not check "Credibility to public" was that the average "John Q. Public" does not recognized what an O.L.S. is. A surveyor is a surveyor...from the person holding the stick to the person taking pictures...all of them are surveyors!	7/12/2016 7:31 AM
6	I spend a lot of time in the area of cadastral mapping modernization so it helps to be associated with the surveying community.	7/11/2016 5:23 PM
7	Stay up to date with newer survey technologies	7/11/2016 3:38 PM
8	Nearing end of my career. Doing my best to be an apathetic member	7/11/2016 3:09 PM
9	Legislative monopoly= decreased competition	7/11/2016 1:59 PM
10	My licence is a requirement for my job.	7/11/2016 12:50 PM
11	Value in being part of a licensed and legislatively identified Professional Association with legislated performance and standard requirements.	7/11/2016 12:05 PM
12	When will the Practice Manual be in print form ?	7/11/2016 12:03 PM
13	Peer review is a joke, right? I've been thinking of buying stickers for my projects just to stir the pot.	7/11/2016 11:59 AM

Q9 Do you belong to any other organisation / association? – check all that apply

Answered: 122 Skipped: 171



Answer Choices	Responses	
URISA	**17.21%**	21
GITA	**2.46%**	3
MISA	**3.28%**	4
OPSE	**1.64%**	2
PSC	**48.36%**	59
PMI	**1.64%**	2
CIG	**15.57%**	19
Other (please specify):	**53.28%**	65
Total Respondents: 122		

#	Other (please specify):	Date
1	Geo Alliance, CSAE	7/18/2016 7:48 AM
2	foreign country surveyors association	7/15/2016 1:41 PM
3	ACLS	7/15/2016 7:57 AM
4	PEO	7/14/2016 10:05 PM
5	PEO	7/14/2016 3:45 PM
6	PEO	7/14/2016 3:06 PM

7	ACLS, RICS	7/14/2016 2:11 PM
8	NYSAPLS	7/14/2016 1:45 PM
9	PEO	7/14/2016 1:19 PM
10	RICS	7/14/2016 1:18 PM
11	Acls	7/14/2016 1:13 PM
12	PEO, MEA	7/14/2016 1:13 PM
13	ACLS - Association of Canada Lands Surveyors	7/13/2016 4:46 PM
14	ACLS	7/13/2016 4:01 PM
15	ACLS	7/13/2016 11:22 AM
16	OACETT	7/13/2016 8:59 AM
17	not	7/13/2016 8:07 AM
18	ACLS	7/12/2016 7:48 PM
19	LSCEG	7/12/2016 3:38 PM
20	Land Surveyor's Copyright Enforcement Group	7/12/2016 3:31 PM
21	ALSA, ABCLS	7/12/2016 12:41 PM
22	peng	7/12/2016 11:44 AM
23	ACLS	7/12/2016 11:38 AM
24	MAPPS	7/12/2016 11:13 AM
25	ASCE, CIM, PLE	7/12/2016 10:57 AM
26	ACLS	7/12/2016 9:18 AM
27	USC	7/12/2016 9:11 AM
28	BCLS	7/12/2016 8:15 AM
29	ACLS	7/12/2016 7:40 AM
30	No comment.	7/11/2016 10:43 PM
31	CLS	7/11/2016 6:34 PM
32	ALSA,	7/11/2016 6:28 PM
33	The Ontario Association of Certified Engineering Technicians and Technologists	7/11/2016 5:28 PM
34	APEGA, Alberta Geomatics Group, ODX	7/11/2016 5:23 PM
35	NYSAPLS, MHVALS	7/11/2016 4:28 PM
36	PEO	7/11/2016 3:48 PM
37	BILD	7/11/2016 3:26 PM
38	Acronym-aholics Why not spell them out.	7/11/2016 1:38 PM
39	ACLS	7/11/2016 1:24 PM
40	ASPRS	7/11/2016 1:19 PM
41	PEO	7/11/2016 1:19 PM
42	ASPRS	7/11/2016 1:14 PM
43	PEO, ACLS	7/11/2016 1:07 PM
44	PEO, ACLS	7/11/2016 12:53 PM
45	CFIB	7/11/2016 12:46 PM
46	local Homebuilders	7/11/2016 12:34 PM
47	ALS Associate Member	7/11/2016 12:32 PM

48	N/A	7/11/2016 12:23 PM
49	ocett	7/11/2016 12:21 PM
50	ORCGA	7/11/2016 12:05 PM
51	Receive correspondence from many too	7/11/2016 12:03 PM
52	P.ENG	7/11/2016 12:02 PM
53	ACLS, RICS	7/11/2016 12:01 PM
54	ACLS	7/11/2016 11:59 AM
55	Irish Institution of Surveyors	7/11/2016 11:59 AM
56	peo,eit	7/11/2016 11:58 AM
57	Scouts Canada	7/11/2016 11:58 AM
58	PEO	7/11/2016 11:57 AM
59	ACLS	7/11/2016 11:57 AM
60	ACLS, CHA	7/11/2016 11:57 AM
61	PEO	7/11/2016 11:57 AM
62	PEO	7/11/2016 11:56 AM
63	ACLS	7/11/2016 11:56 AM
64	PEO	7/11/2016 11:55 AM
65	IRWA	6/28/2016 11:14 AM

Q10 If you belong to another organization / association, what value do you receive from that membership? - Please list

Answered: 77 Skipped: 216

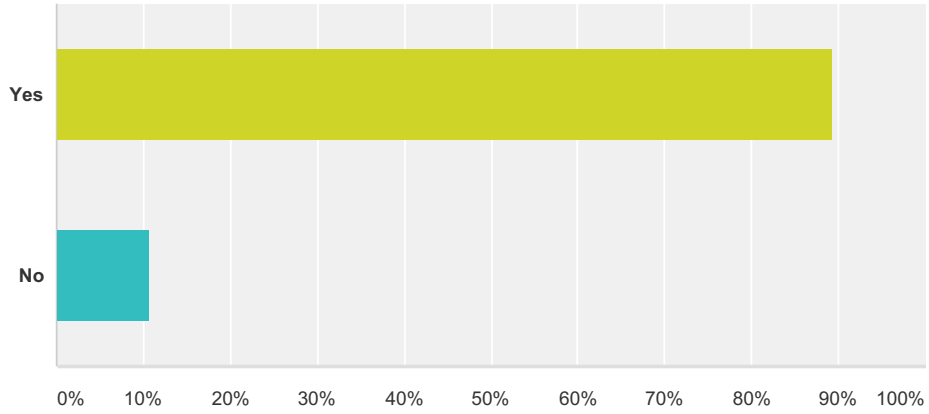
#	Responses	Date
1	skills and learning, career advancement, networking, financial	7/18/2016 7:48 AM
2	Continuing education	7/15/2016 12:13 PM
3	Education, networking, career & business opportunities	7/15/2016 8:01 AM
4	very little	7/14/2016 10:05 PM
5	continuing education	7/14/2016 4:29 PM
6	REGONISATION CPD	7/14/2016 4:23 PM
7	Professional designation	7/14/2016 3:45 PM
8	same as above	7/14/2016 3:06 PM
9	mostly networking and professional development	7/14/2016 2:22 PM
10	Similar to AOLS	7/14/2016 2:11 PM
11	Continuing Education, Meetings, Travel, Networking	7/14/2016 1:45 PM
12	national voice, wider perspective on survey related issues from across the country	7/14/2016 1:20 PM
13	Status, and ability to certify certain types of plans (ie. Grading Plans) where a P.Eng is required in place of an OLS	7/14/2016 1:19 PM
14	See comments under item 8 above.	7/14/2016 1:18 PM
15	same as 8	7/13/2016 4:46 PM
16	Broader participation in the profession at an national level.	7/13/2016 4:01 PM
17	Education and networking	7/13/2016 1:34 PM
18	Same as above	7/13/2016 11:22 AM
19	Little	7/13/2016 8:59 AM
20	In addition to further networking, membership with the ACLS broadened my perspective significantly. I recommend any OLS interested in legal surveys to join ACLS as well.	7/12/2016 7:48 PM
21	Same as AOLS	7/12/2016 12:41 PM
22	* networking * business opps * New markets	7/12/2016 11:13 AM
23	professional and management information	7/12/2016 10:57 AM
24	Same as above in 8 plus Practice manual and increased compensation	7/12/2016 9:18 AM
25	New tech approaches & knowledge	7/12/2016 9:11 AM
26	Friendships.	7/12/2016 8:15 AM
27	similar as to the AOLS	7/12/2016 7:40 AM
28	Trade magazines and other regular information	7/12/2016 7:03 AM
29	Networking and Continuing Education	7/11/2016 8:54 PM
30	professional designation; networking, business opportunities;	7/11/2016 6:34 PM
31	ALSA- unparalleled level of member services access to other professional bodies, and gov't agencies	7/11/2016 6:28 PM

32	Being a member of CIG is good for me as it is more relevant to my discipline of Geodesy. I can talk the same language as these members and usually continuing education is more in line with my interests.. Being a member of OACETT is not as beneficial but a lot of the work I do usually has an engineering component so I value this credential. .	7/11/2016 5:28 PM
33	Networking, business opportunities, best practices, education.	7/11/2016 5:23 PM
34	I don't practice in their region any longer so no or little value other than future prospects upon returning to that area	7/11/2016 4:28 PM
35	Networking, business development opportunities, exposure to new vendors & technologies	7/11/2016 3:38 PM
36	relevant information sharing.	7/11/2016 3:37 PM
37	Networking with industry. Government legislation.	7/11/2016 3:26 PM
38	Professional Engineer. They have the same distain for geomatics engineers as the public has for surveyors	7/11/2016 3:09 PM
39	OACETT , DISCOUNT ON INSURANCE (CAR,HOUSE)	7/11/2016 2:52 PM
40	Contacts & networking.	7/11/2016 2:41 PM
41	PSC-very little-want to give them a chance	7/11/2016 1:59 PM
42	networking	7/11/2016 1:53 PM
43	URISA - training and networking opportunities PSC - same and shared resources on committee initiatives	7/11/2016 1:48 PM
44	National Exposure of our Profession.	7/11/2016 1:38 PM
45	Current Professional trends	7/11/2016 1:37 PM
46	Similar	7/11/2016 1:24 PM
47	Similar but more field specific	7/11/2016 1:19 PM
48	Very little. Fees are also substantially lower.	7/11/2016 1:19 PM
49	Maintain technical knowledge	7/11/2016 1:16 PM
50	Access to ASPRS publications	7/11/2016 1:14 PM
51	I am not active in either, so just the professional designations.	7/11/2016 12:53 PM
52	Information	7/11/2016 12:47 PM
53	CFIB, discounts on phone service, education on a variety of business-related topics, support with government issues, a strong voice lobbying on small business behalf	7/11/2016 12:46 PM
54	- build contacts and work along side with clients	7/11/2016 12:34 PM
55	Similar	7/11/2016 12:32 PM
56	N/A	7/11/2016 12:23 PM
57	More sector information	7/11/2016 12:21 PM
58	Industry news updates and initiatives	7/11/2016 12:21 PM
59	Not really sure. I hope that PSC can work as a Canada-wide lobby group for our entire industry.	7/11/2016 12:15 PM
60	A lot less DIRECT value, but more value behind the scenes.	7/11/2016 12:06 PM
61	Information Expanded contacts National ideas discussions	7/11/2016 12:05 PM
62	0	7/11/2016 12:03 PM
63	Yes Much	7/11/2016 12:03 PM
64	Professional recognition, career opportunities, sharing knowledge,	7/11/2016 12:01 PM
65	ACLS - similar to AOLS in professional benefits	7/11/2016 12:01 PM
66	Same as above	7/11/2016 11:59 AM
67	mailings, publications, future work opportunities	7/11/2016 11:59 AM
68	net working	7/11/2016 11:58 AM
69	Career opportunities	7/11/2016 11:57 AM

70	not much	7/11/2016 11:57 AM
71	Same as question 8	7/11/2016 11:57 AM
72	Networking and and other work opportunities	7/11/2016 11:57 AM
73	Business opportunity	7/11/2016 11:56 AM
74	similar to Question 8 but less intensively so	7/11/2016 11:56 AM
75	PEO - little value except for my designation	7/11/2016 11:55 AM
76	Network	7/4/2016 4:33 PM
77	Bulletins Networking	6/28/2016 11:14 AM

Q11 Does your employer pay your fees?

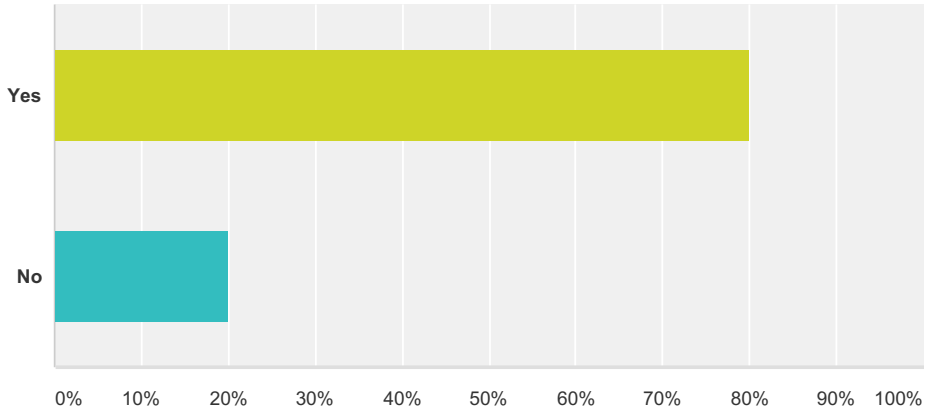
Answered: 261 Skipped: 32



Answer Choices	Responses	
Yes	**89.27%**	233
No	**10.73%**	28
Total		**261**

Q12 If you answered “yes” to employer paid fees, would you continue to be a member if you had to pay personally at the current fees?

Answered: 235 Skipped: 58



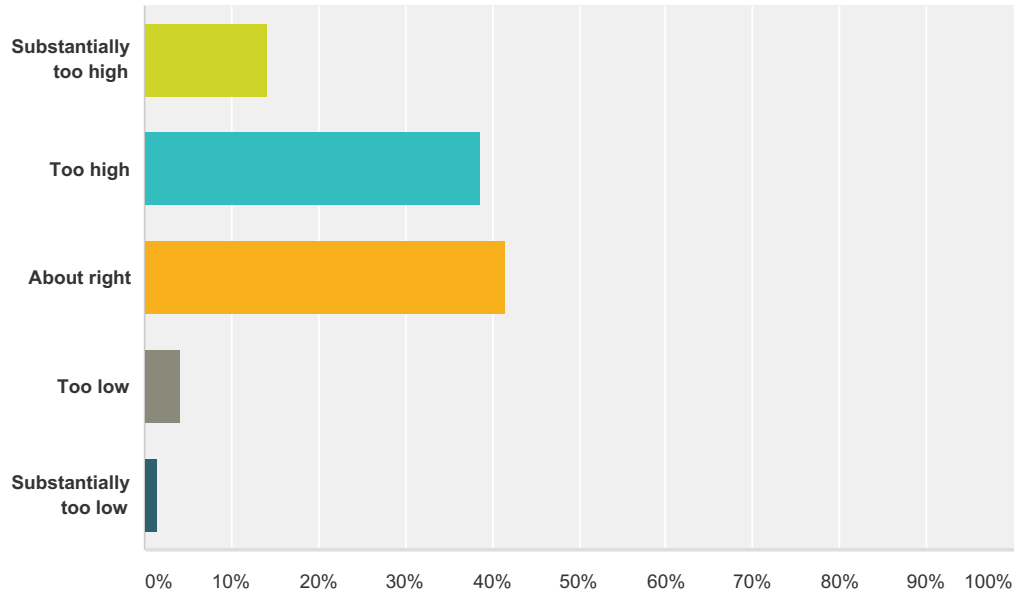
Answer Choices	Responses	
Yes	**80.00%**	188
No	**20.00%**	47
Total		**235**

#	Comment	Date
1	Would have to to continue the work I do.	7/15/2016 12:20 PM
2	As I am the employer I pay my own fees	7/15/2016 10:50 AM
3	Close to retirement	7/15/2016 8:01 AM
4	If we didn't pay, I would not be a (licensed) member.	7/14/2016 2:31 PM
5	moot - self-employed	7/14/2016 1:59 PM
6	Yes because it is a job requirement.	7/14/2016 1:32 PM
7	Yes - to maintain my job.	7/14/2016 1:29 PM
8	possibly. will likely do consulting work part time after retireing from FT work	7/14/2016 1:22 PM
9	Yes, because it is mandatory, but I would take a closer inspection on how the monies are being used.	7/14/2016 1:20 PM
10	Provided I was employed...	7/14/2016 1:13 PM
11	would depend on whether I wanted to continue in same professional capacity	7/13/2016 4:47 PM
12	but this would definitely be a substantial burden	7/13/2016 9:03 AM
13	I am my own employer!	7/12/2016 7:53 PM
14	maybe	7/12/2016 2:41 PM
15	but probably skip AGM, paid activities, etc	7/12/2016 12:45 PM
16	For the short term I would continue to pay my fees. I would consider retiring my commission as I currently do not practice in Ontario.	7/12/2016 12:44 PM
17	I would consider dropping my OLS if allowed by my employer but would keep my CLS.	7/12/2016 9:21 AM

18	Fees are far to high and provide very little value.	7/12/2016 8:30 AM
19	Need the license to sign the plans	7/12/2016 8:23 AM
20	Currently "yes" as I am Articling. In the public sector, all fees are paid by the employer as I understand it. Within the private sector, the employer pays the fees. I do not see an issue with this concern.	7/12/2016 7:37 AM
21	Need it to stay employed	7/12/2016 7:12 AM
22	I would not pay more than $1000. Higher than that, I 'm out.	7/11/2016 10:47 PM
23	for the time being. if fees continue to go up the way they have I'll retire from the association	7/11/2016 6:40 PM
24	Maybe	7/11/2016 5:29 PM
25	Too expensive for the value I get out of it.	7/11/2016 5:26 PM
26	Likely not as I am planning to retire in the next few years.	7/11/2016 3:44 PM
27	likely not	7/11/2016 2:56 PM
28	Membership is way too high.	7/11/2016 2:47 PM
29	if required for my job, will drop membership (retire) if not practicing	7/11/2016 2:34 PM
30	One would be forced to in order to keep the O.L.S. designation.	7/11/2016 2:06 PM
31	Current fees are way too high	7/11/2016 1:49 PM
32	However, the fees are too high at the present time and if they continue to rise and I had to pay the fees personally, unless my role was dependent on maintaining my designation, then financial decisions might dictate otherwise.	7/11/2016 1:26 PM
33	If I required the O.L.S. designation for future work.	7/11/2016 1:26 PM
34	Good question, I would need to re-evaluate, but probably would pay my own fees.	7/11/2016 1:26 PM
35	Have in the past but didn't like it.	7/11/2016 1:20 PM
36	I require my licence if i want to remain employed	7/11/2016 1:18 PM
37	If I was not invloved in a similar business, there would be little need.	7/11/2016 1:12 PM
38	Not sure all depends if I can afford it. Perhaps increasing the price of AOLS sticker could be other option instead increasing membership fee. In general those that have higher income (using more AOLS stickers) would be able to pay more.	7/11/2016 1:04 PM
39	I would have no choice if I wanted to practice.	7/11/2016 12:50 PM
40	Yes but qualified	7/11/2016 12:26 PM
41	I am the owner and employer, so I will have to pay one way or another.	7/11/2016 12:17 PM
42	Only if it was necessary for employment/ business.	7/11/2016 12:08 PM
43	Yes, unless I wanted to lose my job as it is a requirement. Will my employer continue to pay the fees at the rate it appears to be growing? This is becoming nebulous and they may not.	7/11/2016 12:07 PM
44	Provided my salary made it economical to do so	7/11/2016 12:05 PM
45	Since I'm the sole owner of the corporation that pays the fee, of course I would. I've paid my own fees or my Corp has paid the fees for every year I've been a member.	7/11/2016 12:03 PM
46	Employer is now questioning the value of continuing payment due to increased fees compared to benefits derived.	7/11/2016 12:01 PM
47	There would be no choice to not to pay the fees	7/11/2016 12:01 PM
48	too high. less members, more initiative that is not in the perview of our association and too much staff	7/11/2016 11:59 AM
49	if i retired or left the industry, i would no longer pay full fees	7/11/2016 11:59 AM
50	Yes, because it is a job requirement	7/11/2016 11:59 AM

Q13 Please provide your opinion regarding membership fees. Your fees are:

Answered: 262 Skipped: 31



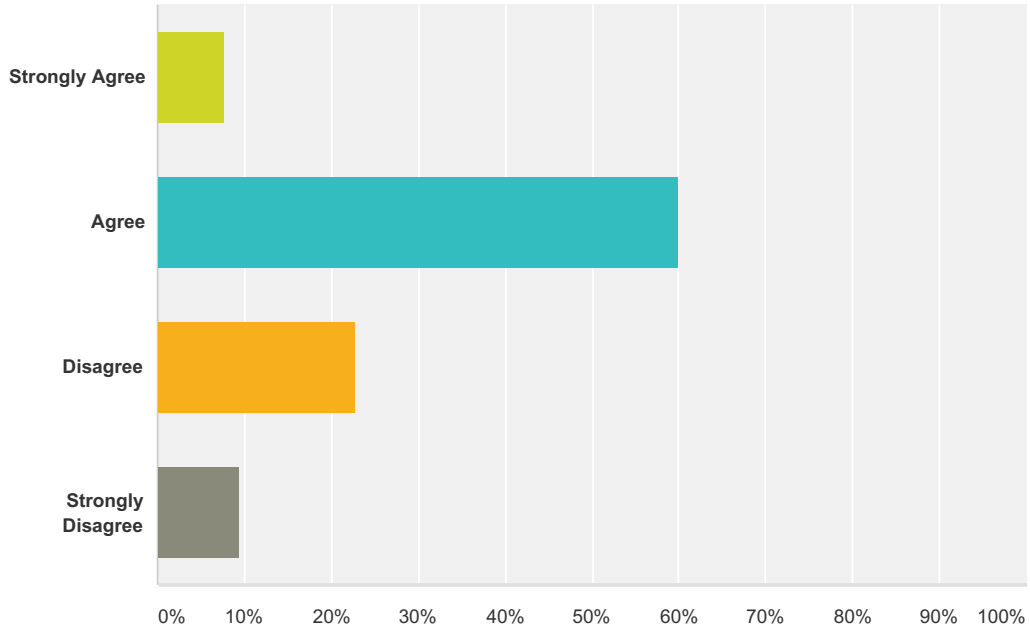
Answer Choices	Responses	
Substantially too high	**14.12%**	37
Too high	**38.55%**	101
About right	**41.60%**	109
Too low	**4.20%**	11
Substantially too low	**1.53%**	4
Total		**262**

#	Comment	Date
1	I don't pay so I won't comment.	7/15/2016 12:20 PM
2	Although they are high I believe that due the low number of members, it is a reality	7/14/2016 3:07 PM
3	Dito previous comment: They are what they are. It's too bad that they are high in part because of constitutional challenge and other costs, but it is what it is.	7/14/2016 2:31 PM
4	In addition to the fees we are paying for continuing education at a fairly high price for seminars etc.	7/14/2016 2:25 PM
5	AOLS Fees are double the other associations I belong too	7/14/2016 2:15 PM
6	again - different situation - I am qualified for cadastral but mostly engage in geodetic/engineering surveys. I would NOT think they were too high if the AOLS attempted to assert governance over non-cadastral sub-disciplines through legislative change.	7/14/2016 1:59 PM
7	I don't know how the assosiation has to fulfill its mandate with such a limited budget.	7/14/2016 1:24 PM
8	about right based on our numbers	7/13/2016 4:47 PM
9	however, i understand that the fee structure is impacted directly by the number of licensed memebers	7/13/2016 9:03 AM
10	outside legal advice could be improved	7/12/2016 10:59 AM

11	Again, I realize they jumped for a reason but am concerned that it is not a temporary measure.	7/12/2016 9:21 AM
12	The AOLS needs to do very serious spending cuts.	7/12/2016 8:30 AM
13	Again as in item 12 above. I do not see an issue. If you belong within a self regulating professional organization, fees must be paid. Put them through the business and account for it through your billing procedures!	7/12/2016 7:37 AM
14	AOLS fees are high. Understand the association is small compared to POE or APEGA but I measure this based upon perceived value.	7/11/2016 5:26 PM
15	Compared with other professions such as Engineering - granted they have more members - too much is spent on the Survey Review Department. The AOLS should pursue changes to the legislation with respect to SRD requirements.	7/11/2016 3:44 PM
16	to high for the value provided	7/11/2016 2:56 PM
17	much higher than engineer fees. need more members to reduce fees but keep service level or have AOLS staff do less and reduce staff levels	7/11/2016 2:34 PM
18	You always get what you pay for and the more we can give to the AOLS presumably the more the members will benefit. I would certainly not want to be known as the cheapest OLS in Ontario.	7/11/2016 2:22 PM
19	a lot of money is wasted	7/11/2016 2:19 PM
20	I would resist any further increases unless there compelling reasons. As noted above we should fund specific challenges with specific levees	7/11/2016 2:09 PM
21	Again, my employer pays so I have no opinion regarding fees at this time.	7/11/2016 1:26 PM
22	At this point the AOLS only provides a professional home for me. I guess the answer is what price do you put on a Professional home	7/11/2016 1:12 PM
23	We need sufficient funds to meet our statuatory requirements wrt the public and this includes discipline and complaints	7/11/2016 12:52 PM
24	increase fees by 100%. Gives the association additional funds, and allows persuit of non compliante individuals.	7/11/2016 12:30 PM
25	We need a strong Association for many of the items I referred to in Question 8	7/11/2016 12:29 PM
26	Fees are always affected by current conditions for the Association	7/11/2016 12:26 PM
27	Much higher than other professions, but we need at least the current level of service, so they are acceptably high	7/11/2016 12:21 PM
28	Do not always agree with how the fees are spent, but return still exceeds payment	7/11/2016 12:20 PM
29	Too high for the value, but not too high. Meaning we need more value or there won't be a C of R membership anymore.	7/11/2016 12:03 PM
30	Ridiculous compared to other professional fees that provide much better value	7/11/2016 12:02 PM
31	See answer to #12. I value the CofR designation but would find it difficult to justify the cost if my employer decides to stop paying the fee.	7/11/2016 12:01 PM
32	up to Council to work out...	7/11/2016 11:59 AM

Q14 The fee structure for the C of R's is reasonable. (The annual fee was $750 in 2016 and will be $775 in 2017)

Answered: 245 Skipped: 48



Answer Choices	Responses	
Strongly Agree	**7.76%**	19
Agree	**60.00%**	147
Disagree	**22.86%**	56
Strongly Disagree	**9.39%**	23
Total		**245**

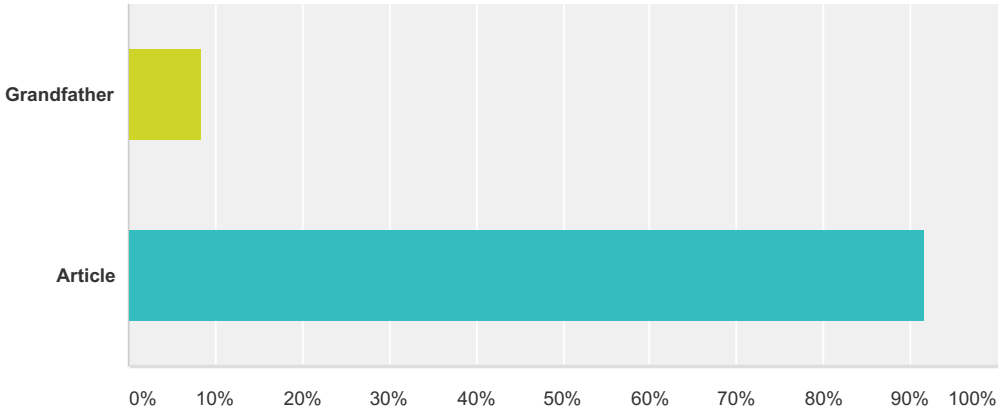
#	Comment	Date
1	The fees should be the same as Cadastral members	7/18/2016 7:49 AM
2	Have no opion	7/15/2016 10:50 AM
3	why cadastral fee are huge in comparison with CoR fee? same level !!!!	7/14/2016 10:16 PM
4	not much value. C of Rs are not required to be members, so there has to be a benefit.	7/14/2016 2:31 PM
5	I guess it depends on what benefits they derive for those fees. I don't know enough about it to respond.	7/14/2016 2:25 PM
6	C of R's fees should be the same as cadastral and C of R' s should have the same legislative protection as cadastral.	7/14/2016 2:15 PM
7	very inexpensive cost to be able to use the OLS designation	7/14/2016 1:59 PM
8	I suggest these number are more in line with what cadastral OLS's should pay.	7/14/2016 1:32 PM
9	Not sure of the value they can attribute for having a C of R.	7/14/2016 1:29 PM
10	We're trying to encourage them and they do not derive the same benefit, so fees are ok here.	7/14/2016 1:24 PM
11	although not a C of R member, i believe their fees should be at least half of the regular member fees	7/14/2016 1:22 PM

12	Unless a CofR is a requirement of the job, the employer likely won't pay for it. This is too much for an employee to paythemselves with their after-tax dollars.	7/14/2016 1:20 PM
13	Not sure they get value for their fee.	7/13/2016 4:03 PM
14	But we need to provide a reason to belong	7/13/2016 8:11 AM
15	I believe the networking opportunities and the OLS designation are worth something; and, for the resulting potential for significant work and income, it is a small price to pay.	7/12/2016 7:53 PM
16	Should be the same	7/12/2016 3:39 PM
17	They have little value in being members. I have no answers, but would prefer to see the fees the same for all members, but that all members find value in this fee.	7/12/2016 10:55 AM
18	I am not sure what benefit the C of R gets for the money.	7/12/2016 9:21 AM
19	Fees are too high for C of Rs. As far as I know, they do not derive any benefit from this membership.	7/12/2016 9:06 AM
20	This fee provides of very limited value to the members	7/12/2016 8:30 AM
21	Who am I to say, would depend on what the "benefit / value" derived from the fees. Be aware of sticker shock if thinking of nailing them with a substancial fees increase.	7/12/2016 8:23 AM
22	Although not familiar with the "C of R's" this accounts for only a 3.3% increase. We all recognize the situation with the aging membership...to me, this is not an issue.	7/12/2016 7:37 AM
23	Not being a C of R I am unsure as to the value that they they they get which of course is the more important question	7/12/2016 7:03 AM
24	Why would I care?	7/11/2016 10:47 PM
25	I believe it is too high for what they are receiving	7/11/2016 8:55 PM
26	There does not seem to be much emphasis on the C of R's - I perceive it to be a side show for the Association.	7/11/2016 5:26 PM
27	I don't know what added value a CofR would get besides belonging to a professional organization and three letters behinh their name.	7/11/2016 4:09 PM
28	Most C of R members that I have spoke with do not see value for their membership fees.	7/11/2016 3:44 PM
29	why is it not the same as Cadastral membership? Are they an OLS or not?	7/11/2016 2:34 PM
30	I don't know? I would defer to the C of R's to answer this question.	7/11/2016 2:09 PM
31	Fees are too high for the support they are getting	7/11/2016 1:49 PM
32	Can't answer for C of R members	7/11/2016 1:45 PM
33	The question to be asked here is do C of R's derive reasonable benefit from maintaining their OLS designation at the current annual or proposed annual membership rate? Of the C of R's I have spoken with, apart from being able to carry the OLS designation as a credential to their name, there is little benefit otherwise being derived from maintaining their membership.	7/11/2016 1:26 PM
34	no commment I am not a CofR	7/11/2016 1:26 PM
35	Not sure if the value derived is reflected in their fees.	7/11/2016 1:26 PM
36	Most efforts at the assoc. is geared to Cadastral. the COR should be roughly a quarter the Cadastral.	7/11/2016 1:20 PM
37	Not enough content is geared towards C of R's.	7/11/2016 1:18 PM
38	> 5% increase is a little high	7/11/2016 1:13 PM
39	My opinion can be changes depending on the benefits that are available for C of R's.	7/11/2016 1:12 PM
40	too high	7/11/2016 12:52 PM
41	As an OLS (Cadastral) I don't feel qualified to comment.	7/11/2016 12:29 PM
42	not much for cr's with fees...	7/11/2016 12:28 PM
43	reasonable	7/11/2016 12:26 PM
44	But do they feel they are getting value?	7/11/2016 12:21 PM
45	Do not know enough about this to comment - not aware of what return is generated from fees	7/11/2016 12:20 PM

46	I have not comment because I do not know what benefit thy receive from being members. I personally do not feel that they are contributing to our association (for the most part) and I note that they are leaving faster than they are joining.	7/11/2016 12:17 PM
47	I don't know if value exists for all the C of R's as a group. Maybe only some.	7/11/2016 12:08 PM
48	Less than Licensed members, so I agree, but likely too high for the benefit to them.	7/11/2016 12:08 PM
49	Need to have all government and private contracts involving CofR work done by CofRs	7/11/2016 12:05 PM
50	Tough to evaluate since I really don't know what value C of R's get from membership	7/11/2016 12:05 PM
51	If by this question you mean the increase is reasonable, then yes, as long as the value is there as above.	7/11/2016 12:03 PM
52	Much too high	7/11/2016 12:02 PM
53	they get to vote and pay a lot less than Cadastral surveyors. it's a joke	7/11/2016 11:59 AM
54	Not sure as I am not a CR	7/11/2016 11:58 AM
55	too low	7/11/2016 11:57 AM
56	not informed enough with respect to C of R's	7/11/2016 11:57 AM
57	If they are permitted to use OLS designation behind their name they should pay same fees as Cadastral members	7/11/2016 11:55 AM

Q15 Did you grandfather or article to join?

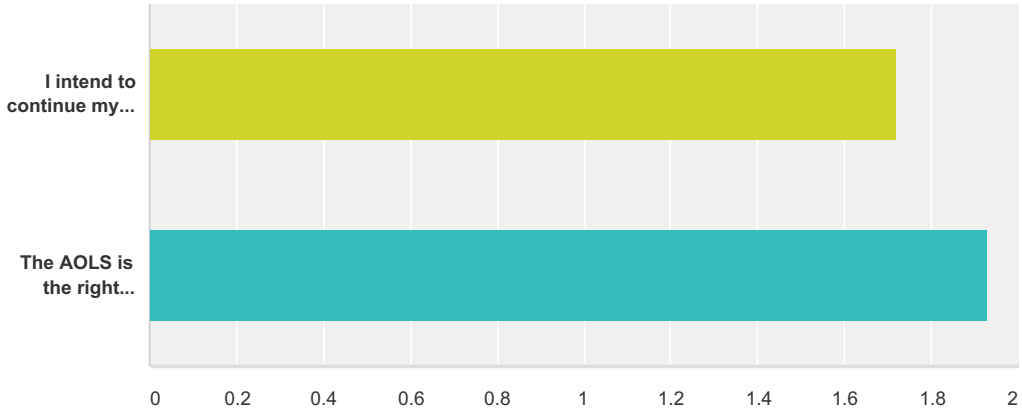
Answered: 254 Skipped: 39



Answer Choices	Responses	
Grandfather	**8.27%**	21
Article	**91.73%**	233
Total		**254**

Q16 Please indicate your level of agreement with the following statements:

Answered: 260 Skipped: 33



	Strongly Agree	Agree	Disagree	Strongly Disagree	Total	Weighted Average
I intend to continue my AOLS membership for the long term (i.e. more than 5 years)	**46.51%** 120	**38.37%** 99	**11.63%** 30	**3.49%** 9	258	1.72
The AOLS is the right professional home for C of R members	**28.15%** 67	**54.20%** 129	**13.87%** 33	**3.78%** 9	238	1.93

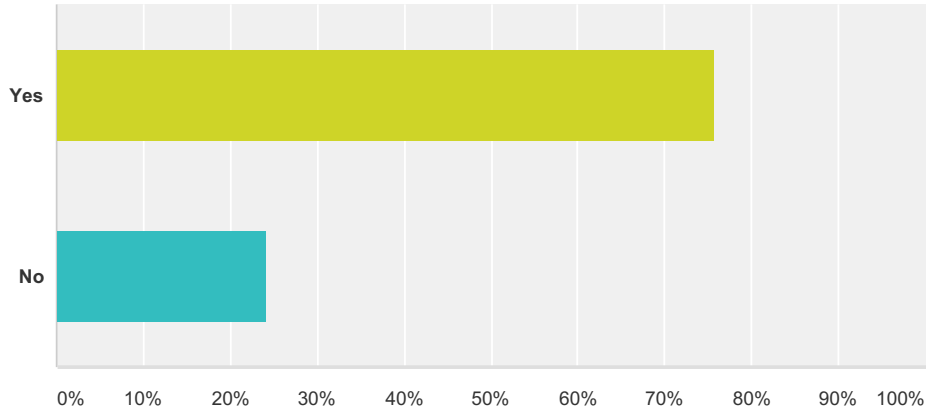
#	Comments for "I intend to continue my AOLS membership for the long term (i.e. more than 5 years)"	Date
1	probably retire within 5 years	7/16/2016 2:30 PM
2	Should be retired in 5 years	7/15/2016 10:53 AM
3	I plan to retire in less than 5 years.	7/14/2016 1:32 PM
4	Until I retire in approximately 3 years	7/14/2016 1:15 PM
5	Again, provided I am still employed in this industry...	7/14/2016 1:14 PM
6	again will depend on various factors	7/13/2016 4:48 PM
7	will retire sometime in next 10	7/13/2016 4:04 PM
8	will retire in a couple of years	7/12/2016 2:43 PM
9	I would continue my membership if the fees do not go up any further.	7/12/2016 9:08 AM
10	I will be retiring from my fulltime position in Nov 2016 but intend to keep my memebership for a few years at least	7/12/2016 7:04 AM
11	retirement is calling	7/11/2016 6:40 PM
12	So long as my employer pays the fees.	7/11/2016 5:31 PM
13	I will likely retire within 5 years.	7/11/2016 3:46 PM
14	not sure	7/11/2016 3:38 PM
15	I should be retired within 5 years	7/11/2016 1:30 PM
16	I have been a practicing Surveyor for 50 years so I probably won't continue much longer.	7/11/2016 1:29 PM
17	My position requires that I maintain my OLS designation	7/11/2016 1:28 PM
18	Not sure in future. Foe now my employer pays.	7/11/2016 1:05 PM
19	May retire in 5 years	7/11/2016 12:54 PM

20	Plan to retire before 5 years	7/11/2016 12:54 PM
21	At age 65+, it might be time for me to retire in order that others might have the opportunities that I have had.	7/11/2016 12:33 PM
22	Financial commitments	7/11/2016 12:31 PM
23	Retiring shortly	7/11/2016 12:22 PM
24	Contingent on continued employment in Ontario and payment by employer.	7/11/2016 12:10 PM
25	I intend on being a member for at least another 10 years and possibly more.	7/11/2016 12:09 PM
26	I will leave as soon as I can retire. What with CPD and the all the fees, it is too onerous unless I am full time.	7/11/2016 12:09 PM
27	Only as it is required for employment/business.	7/11/2016 12:09 PM
28	I want to, but I also need to look at value for the dollar. Mostly I keep it for posterity.	7/11/2016 12:07 PM
29	We have to belong to have licence	7/11/2016 12:06 PM
#	**Comments for "The AOLS is the right professional home for C of R members"**	**Date**
1	I don't think we provide much bennefit to each other.	7/15/2016 10:53 AM
2	it is the right place for those who work in surveying or with surveyors	7/15/2016 8:05 AM
3	I would like it to be, but they may not feel they belong in our Association. Our focus is clearly cadastral.	7/14/2016 2:45 PM
4	It is a great dream and I would love to hold onto it, but our costs are so high that the AOLS does not have the capacity to do anything significant that would give value to C of Rs.	7/14/2016 2:32 PM
5	Not sure. Seems broken right now for them	7/14/2016 2:16 PM
6	IF governance over non-cadastral disciplines is achieved.	7/14/2016 2:00 PM
7	It should be, but isn't working so CofR should be fixed or dropped.	7/14/2016 1:34 PM
8	In the broad sense, I think so...not sure where else can they go.	7/14/2016 1:32 PM
9	I do agree but they need many more members to be of significant benefit to them.	7/14/2016 1:26 PM
10	Do not have a strong opinion on this.	7/14/2016 1:21 PM
11	If they were getting value for membership, they would agree and join.	7/13/2016 4:04 PM
12	I'm not sure. If C of R's don't want to stay in as a result of membership fees, then perhaps it's not right for them. I don't think it's for me to decide.	7/12/2016 7:55 PM
13	It could be, but I think it would only be possible with a lot of work and money spent in creating a parallel and equal system. Without that system, I do not agree that we are the right home for them.	7/12/2016 10:56 AM
14	Have not been well supported beyond good intentions.	7/12/2016 10:09 AM
15	See previous comments.	7/12/2016 9:22 AM
16	This would depend on the benefits for a C of R being a member. Would have to be the same if not better than being a member of the Canadian Survey Association.	7/12/2016 8:25 AM
17	Being unfamiliar with the "C of R" membership system, I do not wish to comment on this concern.	7/12/2016 7:54 AM
18	Many of those who joined are government workers who were hoping for a pay raise	7/12/2016 7:14 AM
19	Your monkey survey lacks a fifth choice in the middle. Neither agree or disagree. It could be the right home if they where properly recognized and designated based on their skill set. As noted earlier C of Rs are not OLSs and should never be recognized as such. It is very misleading for them, actual OLSs and mostly the public.	7/11/2016 10:54 PM
20	At least for my disipline of Geodesy	7/11/2016 5:32 PM
21	My perception is that the AOLS is a good association for cadastral land surveyors in Ontario. There are many options for C of R members for a professional home. The Geomatics field is advancing so quickly and so broadly that it is difficult for a provincial surveying association to provide a professional home to C of R members.	7/11/2016 5:31 PM
22	Likely not unless substantial changes are made to bring value to C of R members.	7/11/2016 3:46 PM
23	the association hasn't recognized the C of R members as a value add	7/11/2016 2:58 PM
24	what other "professional" options do they have? Engineer? does not make sense	7/11/2016 2:35 PM

25	.....On the understanding that the AOLS will do more to support the C of R. We can't call the AOLS the Home of the Geomatics Professional if we don't fully support all our members	7/11/2016 2:05 PM
26	don't feel we provide any benefit to them	7/11/2016 1:54 PM
27	Not sure - would have to be answered by C of R members	7/11/2016 1:46 PM
28	Only if the licensed members change our attitude that we are all equal in our membership and conduct the business of the AOLS accordingly.	7/11/2016 1:28 PM
29	I am not a CofR member so I cannot comment.	7/11/2016 1:27 PM
30	It should be legislated	7/11/2016 1:27 PM
31	Sadly that Depends. There are not too many of us. I understand the engineering profession also has geodetic. I feel surveying is the right fit but not sure how credible it is when there is one photogrammetric ols (oops yes I forgot I am a geodetic OLS but practice photogrammetry, engineering surveys, etc)	7/11/2016 1:23 PM
32	I agree, provided we step it up and provide them more value. If we continue with the status quo then I disagree.	7/11/2016 1:19 PM
33	I agree with this but there are several areas where a person can have a professional home for Photogrammetry and GIM now. It is nice to have a local home.	7/11/2016 1:14 PM
34	They are probably a better fit with many other organisations but we can benefit from having them as members	7/11/2016 12:54 PM
35	Other than the professional designation I see little value for them.	7/11/2016 12:54 PM
36	Again, I don't know. I feel the AOLS has not articulated a clear and compelling strategy or agenda for attracting and keeping the C of R's within the AOLS.	7/11/2016 12:33 PM
37	Strength in numbers	7/11/2016 12:31 PM
38	with some changes to enhance membership & actions of those members	7/11/2016 12:29 PM
39	I mildly agree and I hope that it is the spot for them but not sure that it is. We need to get them to be more engaged but how do we do this?	7/11/2016 12:19 PM
40	Personally, I think it is but the AOLS does not seem to have a good grasp of the GIS profession. This is evidenced by the skew towards traditional surveying related to the AGM and CPD, for example. However, other designations such as GISP are more well known in the industry although skewed towards traditional IT in some cases. Recent URISA/AOLS parternering is a step in the right direction.	7/11/2016 12:10 PM
41	it should be restructured	7/11/2016 12:09 PM
42	Yes, but it has recently lost its way after some good efforts 2-6 years ago.	7/11/2016 12:09 PM
43	Again, should be "neutral" or "unsure" as an option.	7/11/2016 12:09 PM
44	Where else may be appropriate?	7/11/2016 12:09 PM
45	Add the words Could and Should and I'm in strong agreement. I think it could be a lot homier though.	7/11/2016 12:07 PM
46	I really don't know where the Cof Rs belong. They don't have to have a designation to be licenced to work so why would they joing the APLS.	7/11/2016 12:06 PM
47	If the AOLS provides opportunities, which presently are lacking... the AOLS only supports cadastral members	7/11/2016 12:02 PM
48	under the present conditions, it makes absolutely no sense!	7/11/2016 12:01 PM
49	Should not distinguish between licensed members and C of R. Should all be licensed members.	7/11/2016 12:01 PM

Q17 If you are a CofR member, please answer this question. If you are Cadastral, please skip to the next question.Does the OLS designation have value in the CofR community?

Answered: 33 Skipped: 260

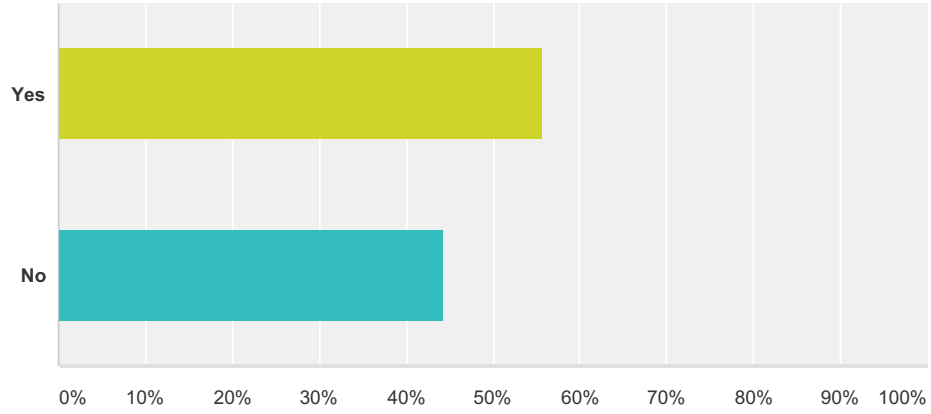


Answer Choices	Responses	
Yes	**75.76%**	25
No	**24.24%**	8
Total		**33**

#	Comments	Date
1	Yes from a CPD and a networking perspective but there are many other organizations that are more aligned with the CofR products and expertise.	7/14/2016 1:36 PM
2	In order to be a photogrammetrist first you have to be land surveyor with all the knowledge of this profession , the photogrammetry is "added value" on the top of geodesy, cadastral land surveying and land surveying in general.	7/13/2016 8:54 AM
3	Yes. OLS designation has value nationally and internationally. Personally I think an OLS is an OLS is an OLS. The C of R designation doesn't mean much to many people/organizations.	7/12/2016 11:19 AM
4	A lot of the work I do (non cadastral) requires an OLS. Having this credential allows me to look after these jobs myself without the need to work under a cadastral OLS which would be the case without it. being supervised or the supervision of a	7/11/2016 5:54 PM
5	no jobs require it.	7/11/2016 3:40 PM
6	somewhat	7/11/2016 2:59 PM
7	Having the OLS designation does demand respect from others within our business community. I have attended many court rooms and the OLS does bring respect with it.	7/11/2016 1:36 PM
8	OLS designation is recognized in the government only.	7/11/2016 1:10 PM
9	Accepted Professional credibility	7/11/2016 12:41 PM
10	It is not well known or recognized. I have never seen a job ad that required the GIM dsignation.	7/11/2016 12:12 PM
11	It should have and it would have if more opportunities were available for C of R members	7/11/2016 12:09 PM

Q18 If you are a Cadastral member, please answer this question. If you are not, please skip to the next question.As a Cadastral member, do you think the CofR members should be allowed to use the OLS designation?

Answered: 217 Skipped: 76



Answer Choices	Responses	
Yes	**55.76%**	121
No	**44.24%**	96
Total		**217**

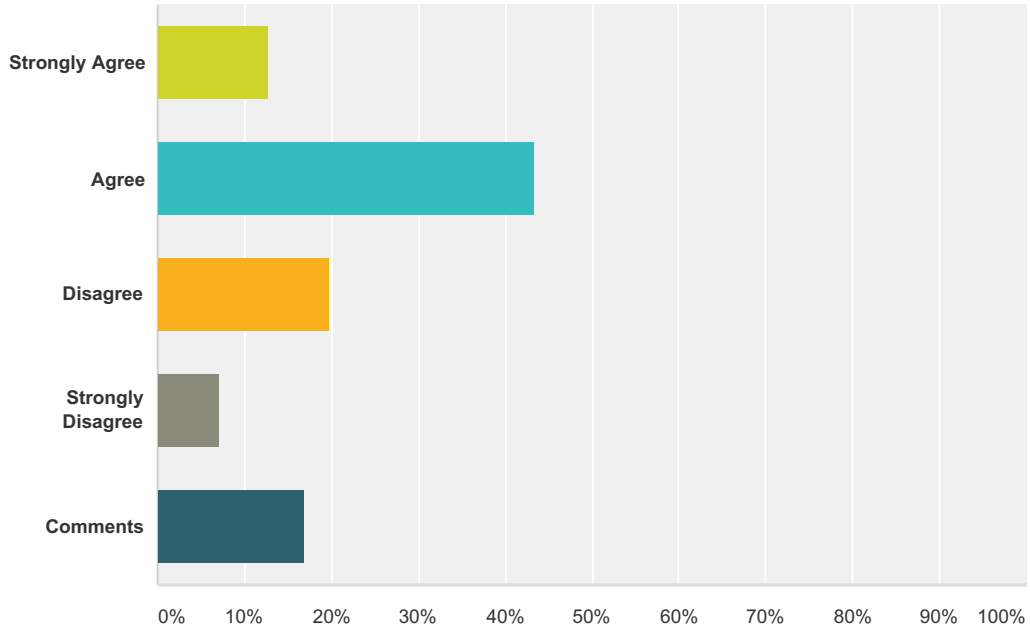
#	Comments	Date
1	BU THEY SHOULD INDICATE THEIR DECIPLINE EXAMPLE: OLS(GIS)	7/14/2016 4:36 PM
2	It is confusing to the public. It should be a different designation under the AOLS.	7/14/2016 3:46 PM
3	The designations should be distinct, especially for the public. CofR leaves to be desired perhaps.	7/14/2016 3:13 PM
4	OLS is (and will likely always be) associated with cadastral surveying.	7/14/2016 2:43 PM
5	Does it add value for them?	7/14/2016 2:22 PM
6	Not as things stand. Achieve governance over non-cadastral sub-disciplines legislatively, construct meaningful entry requirements and expand the profession properly and effectively.	7/14/2016 2:13 PM
7	No, because it confuses the public. Some similar designation would be great.	7/14/2016 1:45 PM
8	Can there be another designation - OLIP?	7/14/2016 1:37 PM
9	If they continue to be members then they should be allowed to use the OLS designation. As a CofR member and a Cadastral member I felt that we were not entirely welcome and not looked upon as equals among the Cadastral membership.	7/14/2016 1:36 PM
10	once upon a time everyone knew that you hired an OLS to prepare a building location survey. nowadays, they don't what an OLIP is, or a Surveyor's Real Property Report, and if an OLS can't do what you need (because they are not cadastral) then I guess OLS doesn't mean what it used to.	7/13/2016 11:28 AM
11	as long as there is differentiation between cadastral discipline	7/13/2016 9:12 AM
12	Perhaps with a specialty designation but not sure how that would be done.	7/13/2016 8:49 AM

13	They are either members or they are not.	7/12/2016 7:58 PM
14	not sure	7/12/2016 2:56 PM
15	but qualified, example " OLS - Aerial "	7/12/2016 11:14 AM
16	OLIP was the intended designation for CofR's	7/12/2016 10:11 AM
17	There should be a clearer distinction of what form of professional designation would apply to each of the C of R members.	7/12/2016 10:09 AM
18	Without exclusivity, it makes no sense to allow C of R members to use the OLS designation.	7/12/2016 9:36 AM
19	This will just cause confusion for the public.	7/12/2016 9:00 AM
20	Being an Articling student and unfamiliar with the "C of R" membership and of the methods required to become licenced, I do not feel I should answer this concern.	7/12/2016 8:04 AM
21	Yes - perhaps all the branches should have specific variations. OLS(C) for cadastral, etc.	7/12/2016 7:42 AM
22	I think that we, as an association, need to stop the "us" and "them" mentality	7/12/2016 7:16 AM
23	Very misleading to the public.	7/11/2016 11:03 PM
24	We should have 1 designation for all members.	7/11/2016 4:01 PM
25	I say this not to be mean but considering the current status of the membership i.e. little continuing education by AOLS, no peer review by AOLS, little interest in the AOLS by CofR members, little interest in CofR members by AOLS. How will AOLS stop the use of the OLS designation forward? Cannot take it away if someone is already using it	7/11/2016 2:55 PM
26	I think that it creates confusion for the public, that historically knows what OLS represents, but have no idea as to the other specialized areas that the AOLS now serves	7/11/2016 2:44 PM
27	We are all OLS's.	7/11/2016 2:09 PM
28	If they agree to be held to a standard that we are. Doesn't have to be the same standard, but something that is applicable to them.	7/11/2016 1:53 PM
29	I really dont know.	7/11/2016 1:41 PM
30	The standards that come with holding an OLS designation apply to all equally, C of R and Cadastral.	7/11/2016 1:37 PM
31	Otherwise the CofR's will not renew.	7/11/2016 1:35 PM
32	OLS should use PLS and others should have reflective designations GIS Professional, Professional Hydrographer, etc.	7/11/2016 1:32 PM
33	The term Ontario Land Surveyor brings to mind land and boundaries. Perhaps a different term, Ontario Geographic Specialist is more appropriate?	7/11/2016 1:28 PM
34	If their membership is mandatory - yes they should be called OLS. If their membership is voluntary, no I don't think it makes sense to carry the designation.	7/11/2016 1:24 PM
35	yes, but there should be an identification that they are not cadastral surveyors	7/11/2016 1:24 PM
36	I think that they should have a professional designation that shows they are members of the AOLS but I think if would confuses the public when they are required to hire an OLS for boundary surveys and CofR's cannot do this type of work.	7/11/2016 1:12 PM
37	Yes. The same as doctors. Everyone understands the distinction between an ENT specialist and a Phd holder - both are entitled to refer to themselves as doctor, so long as the public is not being mislead. A C of R would be bound by the same ethical standards as an OLS and would be bound to conduct their professional affairs so as to maintain public trust and confidence in the profession.	7/11/2016 1:06 PM
38	If we do not allow them to use the OLS designation then there will be almost no benefit for them to belong	7/11/2016 1:04 PM
39	The admission requirements are the same so they have the right to use the designation.	7/11/2016 1:00 PM
40	Should have a different designation to recognize their unique professional status.	7/11/2016 12:44 PM
41	Earned the right	7/11/2016 12:41 PM
42	There should be a clear and substantial difference in designations of professionals who are deemed competent to practice cadastral surveying, and those who are not	7/11/2016 12:35 PM
43	Causes confusion for the public. Should have some other designation	7/11/2016 12:34 PM

44	Use it - OLS and designation	7/11/2016 12:32 PM
45	Like an "engineer" can mean many different things, so too should a "surveyor".	7/11/2016 12:28 PM
46	I think it is too easy to exclude them from our assoc. We need to find a way to entice and engage them. This should be the spot for them, but i am not sure that it is. As of right now, they do not bring much to the table, IMHO.	7/11/2016 12:26 PM
47	As long as professional standard met and monitored.	7/11/2016 12:24 PM
48	Like and engineer or doctor as they come in many forms with many differing levels of credentials and education.	7/11/2016 12:23 PM
49	It appears rather easy for them to get the designation.	7/11/2016 12:21 PM
50	Broaden the profession. If we continue to hold on to the designation for only cadastral member, the profession will remain stuck in the past and there is not likely any sense in keeping other C of R members here, there will be no value for them. It is time to be less territorial.	7/11/2016 12:20 PM
51	I worked very hard for my OLS designation, accepting the requirements and completing a second University education, working through the articling process and writing exams. My Father and Uncle were OLS's and there was respect in my family for the exclusive designation and the underlying work to achieve it. I mean no disrespect to the hard working individuals that are C of R's.	7/11/2016 12:16 PM
52	They don't do the same work	7/11/2016 12:11 PM
53	Of course.. you're either a member or not.	7/11/2016 12:09 PM
54	They should use OLIP. OLS should be for Cadastral only.	7/11/2016 12:04 PM
55	Provided them go through a similar educational and professional development procedure as an OLS.	7/11/2016 12:02 PM
56	This is confusing to the public who know what an OLS is and expects a cadastral land surveyor. They should not have this designation as it is not representative of the person who can sign a boundary survey	7/11/2016 11:59 AM
57	Or perhaps P. Surv. ?	6/28/2016 11:18 AM

Q19 The AOLS should be spending resources (time, money, energy) in actively pursuing new C of R members?

Answered: 242 Skipped: 51



Answer Choices	Responses	
Strongly Agree	**12.81%**	31
Agree	**43.39%**	105
Disagree	**19.83%**	48
Strongly Disagree	**7.02%**	17
Comments	**16.94%**	41
Total		**242**

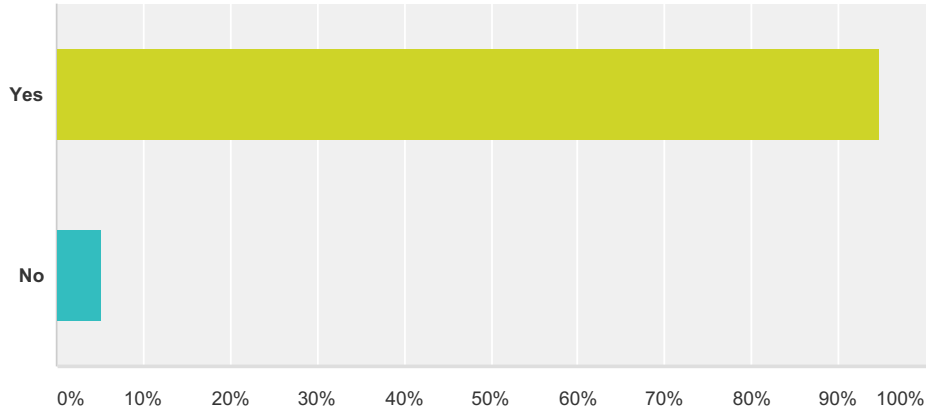
#	Comments	Date
1	Agree only if the current C of R members overwhelmingly feel membership provides them value and they are willing to take a lead role in recruiting new members.	7/15/2016 8:16 AM
2	I think it should be the natural progression of graduating from University just as the cadastral specialization is. If we want to practice there is no other choice than to be accredited with the AOLS. It should be the same for all specializations.	7/14/2016 3:13 PM
3	Only if they had time and money to burn.	7/14/2016 2:43 PM
4	What does the AOLS offer C of R members? Not much.	7/14/2016 2:31 PM
5	The benefit to the C of R's needs to improve before recruiting members	7/14/2016 2:22 PM
6	spend resources effecting legislative change to bring non-cadastral disciplines under the governance umbrella. I really don't see the utility of handing out designations to members who aren't really governed (or who have the option of leaving and continuing their survey activities if they don't wish to be governed)	7/14/2016 2:13 PM
7	I would have agreed but I think the time when that would have made a difference has passed.	7/14/2016 1:45 PM

8	To boost numbers in the AOLS, perhaps yes.	7/14/2016 1:37 PM
9	I think it may be a losing battle as the fees have risen many have resigned and there have only been a few CofR members who articled. The path to a P.Eng. is much quicker and less onerous for those who graduate from an approved program.	7/14/2016 1:36 PM
10	I still believe the number of cadastral members required for the market will be declining over the medium term whereas I see growth in the C of R area. We need to seek a rebalancing of the AOLS membership with a stronger weighting on skills sets that a typical C of R would have.	7/14/2016 1:28 PM
11	Depends on whether or not AOLS intends to provide them with value for membership.	7/13/2016 4:06 PM
12	If what we are offering has no value to them, then there is no point in chasing them. If we have what they want, then they'll come to us.	7/13/2016 11:28 AM
13	I think the AOLS should recruit new OLS members, period. This includes all disciplines	7/12/2016 11:19 AM
14	They need to get value for their membership.	7/12/2016 10:11 AM
15	These would be wasted resources. C of Rs will only join AOLS in good numbers if there is a good value proposition for their membership. Currently they get to pay relatively high membership fees (compared to say engineers or planners); pay for CPD courses; and get nothing in return.	7/12/2016 9:36 AM
16	Yes, if the costs related to any initiatives to gain more C of R membership if covered by the fees taken in by current C of R members.	7/12/2016 8:34 AM
17	It has been a failure to date	7/12/2016 7:16 AM
18	Until proper designations established, continuing education set up, articles process established, discipline. . . why would you waste resources and why would they want to join?	7/11/2016 11:03 PM
19	Agree with the caveat that there has to be ownership within the C of R group ie they want to be part of the AOLS and will advocate on how things could be improved.	7/11/2016 5:58 PM
20	Not until changes are made to the AOLS and related programs to provide value to C of R members.	7/11/2016 4:01 PM
21	this is the question. We have struggled with this for years. We need to be all-in or all-out. Right now we are waffling.Ultimately unless having an OLS designation for a CofR means winning/losing jobs then having them a optional members of our Association will be unsuccessful	7/11/2016 2:55 PM
22	Your retention data is the best evidence to make that decision. Discussions with current members with reguards to value for money. Also C of R members vote on issues that affect cadastral companies, which they may not know how it would affect the cadastral companies	7/11/2016 2:44 PM
23	Agreee, if there is a good case for both sides to benefit. Disagree if there is no benefit or only one side benefits.	7/11/2016 1:53 PM
24	In order to attract future C of R members, they should not have to fulfill such lengthy educational requirements and long articling time the same as cadastral members.	7/11/2016 1:10 PM
25	I agree with comment, though I am afraid the AOLS may have already missed the boat on this one.	7/11/2016 1:06 PM
26	With our dropping numbers we can use all of the members we can get	7/11/2016 1:04 PM
27	It appears from the number of recent retirements that most C of R members are deciding that there is not enough value it it and we have received very few applications in the past few years.	7/11/2016 1:00 PM
28	Minimal effort. Focus should be on value and service to these members. They will come if there is good value.	7/11/2016 12:50 PM
29	although I personally do not get value from C of R members I do recognize the benefit of their inclusion in the AOLS	7/11/2016 12:44 PM
30	Again, strength in a larger membership group	7/11/2016 12:41 PM
31	Yes, and it should focus on creating, communicating and enhancing the image of the licenced professional	7/11/2016 12:35 PM
32	AOLS resources should be spent recruiting Cadastral candidates	7/11/2016 12:34 PM
33	need to have a reason for them to be here BEFORE we go out and get them. - Likely need regulations for them to take anything away	7/11/2016 12:32 PM
34	Again, should be the option of "unsure". This survey is a start, but the question of C of R membership is "to what end?"	7/11/2016 12:28 PM
35	I am right in the middle. Should we go after them, or should they be coming to us?	7/11/2016 12:26 PM
36	Strongly agree. It wouldn't take much either - the whole UW thing has been languishing and Richard Kelly, whose part of the the UW group trying to make this work, wants to meet and get it done. They pump out 40 to 60 grads a year.	7/11/2016 12:24 PM

37	If realistic expectation of sustainable membership	7/11/2016 12:24 PM
38	If the Association is to grow and prosper.	7/11/2016 12:09 PM
39	no. only if there is a program to make it mandatory membership (like the cadastral). but it would take a very long time to build the consensus among the potential c of r's	7/11/2016 12:06 PM
40	maybe an attractive package outlining the benefits?	7/11/2016 12:05 PM
41	It's good to have more members, but I wouldn't put too much money in pursuing C of R members.	7/11/2016 12:04 PM

Q20 Are you aware of the articling process to become an AOLS member?

Answered: 246 Skipped: 47

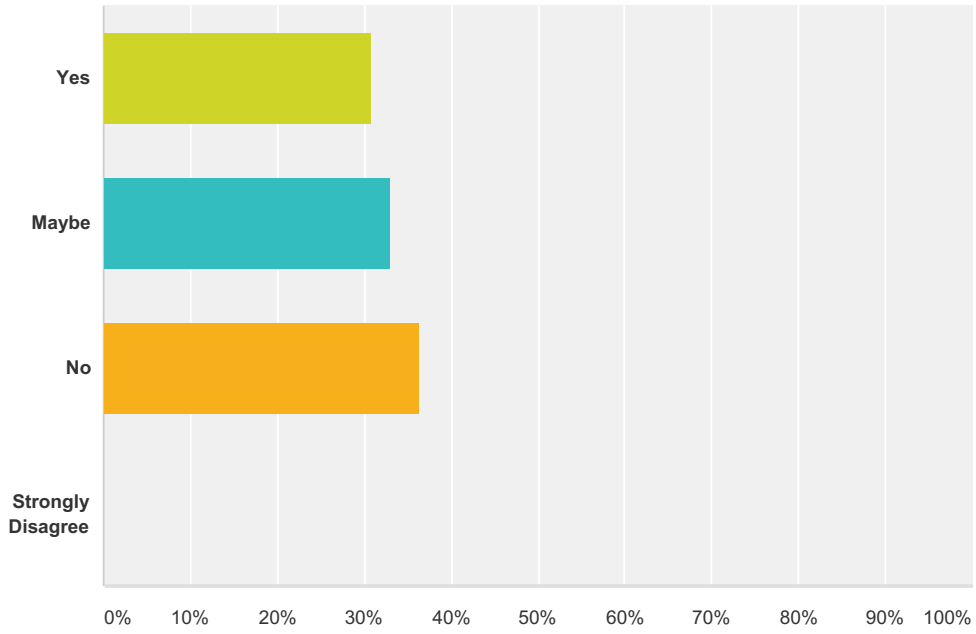


Answer Choices	Responses	
Yes	**94.72%**	233
No	**5.28%**	13
Total		**246**

#	Comments	Date
1	BUT THERE SHOULD BE SECOND OPTION OR OPTION B,FOR EXAMPLE IF STUDENT WANT TO DO INDIPENDENTLY WITH OUT HELP OF SURVEYOR OR FIRM THERE SHOULD BE A METHOD MORE DETAIL LIKE ARTICLE BY PROJECTS	7/14/2016 4:36 PM
2	For cadasrtal, not entirely suer of the process to become a CofR.	7/14/2016 1:45 PM
3	Currently Articling someone.	7/14/2016 1:30 PM
4	well I'm aware of what I had to do to become an OLS. I'm not sure I know of the current requirements.	7/13/2016 11:28 AM
5	only in a general sense	7/11/2016 5:54 PM
6	Member of AERC	7/11/2016 4:13 PM
7	The articling procedure for cadastral members has changed. Not sure if it is the same for CofR's	7/11/2016 1:53 PM
8	when anyone asks I refer them to the AOLS website	7/11/2016 1:32 PM
9	not compleyely up to date	7/11/2016 12:57 PM
10	Haha - that's a good one! I was tempted to answer "No"	7/11/2016 12:35 PM

Q21 Would you be interested in articling a student?

Answered: 240 Skipped: 53



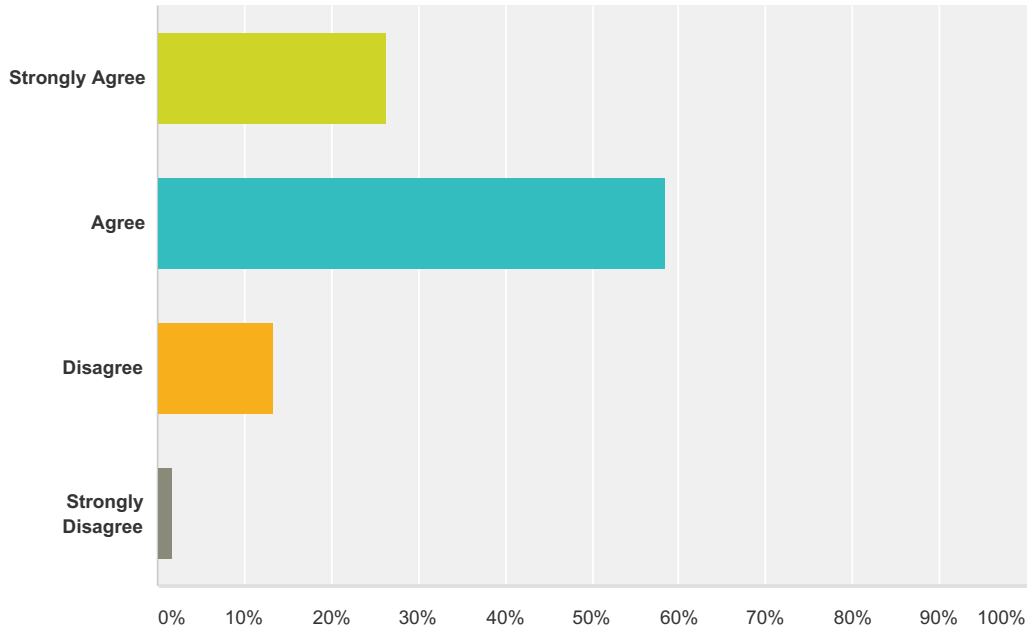
Answer Choices	Responses	
Yes	**30.83%**	74
Maybe	**32.92%**	79
No	**36.25%**	87
Strongly Disagree	**0.00%**	0
Total		**240**

#	Comments	Date
1	Currently have an article get student	7/14/2016 10:18 PM
2	AFTER I BECOME AN OLS	7/14/2016 4:36 PM
3	Not in a position to do it at government since we have not crews.	7/14/2016 3:30 PM
4	In a couple of years or so.	7/14/2016 3:13 PM
5	have student now.	7/14/2016 2:43 PM
6	Have in the past, but am now too close to retirement	7/14/2016 2:00 PM
7	I will be retiring within the next year.	7/14/2016 1:37 PM
8	We have two students at York this fall, one in 3rd.year and one just starting.	7/14/2016 1:37 PM
9	Too late in my career.	7/14/2016 1:36 PM
10	Already have one	7/14/2016 1:33 PM
11	Currently Articling someone.	7/14/2016 1:30 PM
12	already have one	7/14/2016 1:28 PM

13	already am	7/14/2016 1:16 PM
14	due to my current age	7/13/2016 4:50 PM
15	I am already doing this	7/13/2016 9:12 AM
16	I am past my time for articling a student. But I can answer questions on request!	7/12/2016 7:58 PM
17	I am doing so now.	7/12/2016 11:19 AM
18	the process needs attention	7/12/2016 11:14 AM
19	N/A	7/12/2016 8:04 AM
20	I currently have an articling student but with my retirement in just 4 months I will be unable to take on another	7/12/2016 7:16 AM
21	I do not have the right kind of practice to article a student	7/11/2016 8:59 PM
22	Have done so many times and continue to do so.	7/11/2016 5:58 PM
23	Likely not at this point in my career.	7/11/2016 4:01 PM
24	If the educational requirements came down significantly. Currently the requirements are way too high.	7/11/2016 3:40 PM
25	Not possible in my current situation.	7/11/2016 3:15 PM
26	I have done this a few times before otherwise I would consider doing it again however based on current workload	7/11/2016 3:12 PM
27	already articled 3 under the old system and currently 1 under the new system.	7/11/2016 1:58 PM
28	The organization that I work for is not able to provide field experience.	7/11/2016 1:37 PM
29	Function of Govt. funding	7/11/2016 1:32 PM
30	my employer does not allow it	7/11/2016 1:32 PM
31	We have no ability to provide field time	7/11/2016 1:24 PM
32	I am currently articling a student with another getting ready to article	7/11/2016 1:12 PM
33	Not practicing so I could not article a student.	7/11/2016 1:00 PM
34	Maybe in the future, but not at the present time	7/11/2016 12:41 PM
35	My current employment does not offer that opportunity.	7/11/2016 12:28 PM
36	please find one that wants to work in this area and has a realistic expectation towards compensation.	7/11/2016 12:26 PM
37	Currently have an articling student.	7/11/2016 12:24 PM
38	Retiring Shortly	7/11/2016 12:23 PM
39	I am one.	7/11/2016 12:20 PM
40	At this point no, in the near future yes.	7/11/2016 12:16 PM
41	Difficult to find a good student. We have made several attempts to find and hire potential students across our office in Ontario.	7/11/2016 12:16 PM
42	Unfortunately, I would not have proper resources to do so.	7/11/2016 12:12 PM
43	doing so now	7/11/2016 12:05 PM

Q22 The C of R members should be required to article

Answered: 231 Skipped: 62



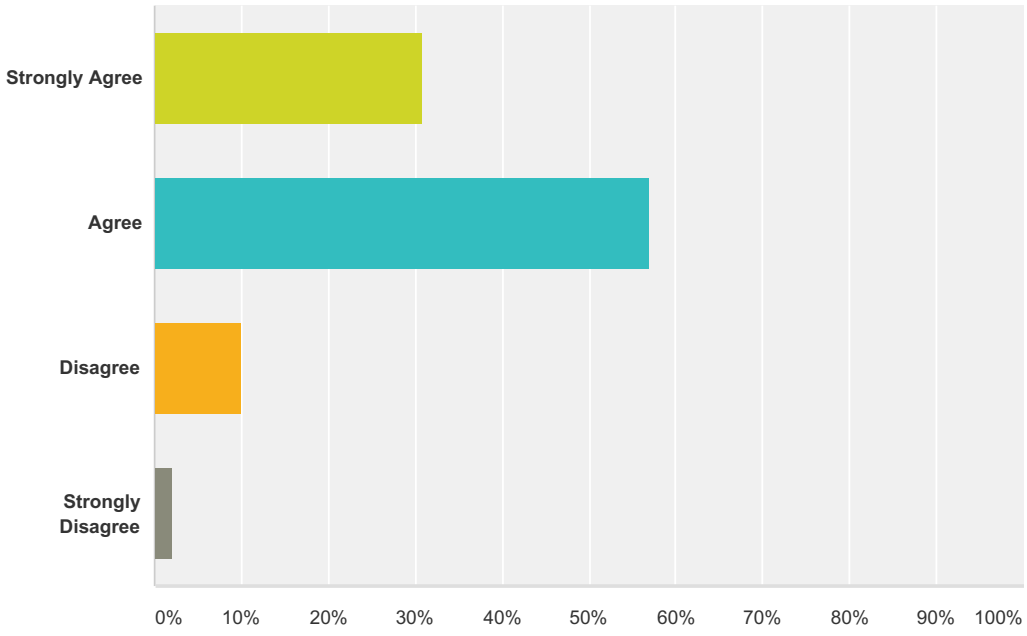
Answer Choices	Responses	
Strongly Agree	**26.41%**	61
Agree	**58.44%**	135
Disagree	**13.42%**	31
Strongly Disagree	**1.73%**	4
Total		**231**

#	Comments	Date
1	Would any join?	7/15/2016 12:28 PM
2	1 year	7/14/2016 3:13 PM
3	That decision belongs with them.	7/14/2016 2:43 PM
4	Need legislative protection first	7/14/2016 2:22 PM
5	Agree, however to set up the organization and structure to do so for the numbers doesn't seem reasonable.	7/14/2016 1:45 PM
6	This is where they would get their extra credibility and ultimately the benefit.	7/14/2016 1:37 PM
7	Even though I grandfathered I believe that in order for the Cadastral members to be more accepting of the value of CofR members they must be held to the same process.	7/14/2016 1:36 PM
8	It depends on previous experience in industry.	7/14/2016 1:34 PM
9	Would depend on what "article" means.	7/13/2016 4:06 PM
10	Probably a shorter article period might be appropriate as these fields are more technical and the education is received at University. Articles would provide a time of client interactions. And business practices.	7/13/2016 8:49 AM
11	depends on level of education and expertise	7/12/2016 2:56 PM

12	I did not answer this question because I currently do not see the value CoR members would derive.	7/12/2016 9:36 AM
13	If they want some type of letters but not OLS.	7/12/2016 9:30 AM
14	Professional standards and conduct for sure.	7/12/2016 8:34 AM
15	Articling is an important part of becoming a professional	7/11/2016 8:59 PM
16	The need to have the qualifications deemed appropriate to their specific area of expertise: period.	7/11/2016 5:58 PM
17	Maybe, not sure	7/11/2016 5:54 PM
18	Opportunity for experience.	7/11/2016 4:13 PM
19	would have a hard time attracting members, since it would not be required to practice in their field	7/11/2016 2:44 PM
20	It should be part of the standards put in place for themselves. It allows their peers to evaluate their skills and determine if they are worthy of holding a license.	7/11/2016 1:53 PM
21	It all depends on the benefits available to the C of R member. If they are posed to change then yes, if they stay the same, more than likely no.	7/11/2016 1:36 PM
22	See answer to Q19	7/11/2016 1:35 PM
23	Unless their work does require a signature in the furture	7/11/2016 1:32 PM
24	Provided they are appropriate and not a replica of what the cadastral articling students are required to do.	7/11/2016 1:27 PM
25	Yes, they should be required to article up to the same amount of time as Cadastral members.	7/11/2016 1:10 PM
26	Sure - it would really just be an apprenticeship	7/11/2016 1:04 PM
27	Gaining practical experience is an important part of the admission process.	7/11/2016 1:00 PM
28	If seeking the OLS designation as a C of R	7/11/2016 12:57 PM
29	Maybe, but the process should be short and straightforward	7/11/2016 12:35 PM
30	The grandfathering clause should be made a permanent option to articling.	7/11/2016 12:28 PM
31	no comment because i am not in their field.	7/11/2016 12:26 PM
32	We need to involve mostly C of R members in this discussion	7/11/2016 12:25 PM
33	Yes, for basic insurance of skills but more so on professionalism, ethics and the ability to serve and protect the public.	7/11/2016 12:23 PM
34	Unsure on this. If OLS desgination is to be used then yes. Is this necessary, not likely.	7/11/2016 12:16 PM
35	IF - the licence is required for them to do their job. If its not a requirement then why would they put themselves through the process.	7/11/2016 12:11 PM
36	Should be some evaluation of work experience and education	7/11/2016 12:09 PM
37	only if mandatory membership	7/11/2016 12:06 PM
38	uncertain	7/11/2016 12:05 PM
39	If they want the OLS designation	7/11/2016 12:04 PM

Q23 The C of R members should be required to write entrance exams

Answered: 230 Skipped: 63



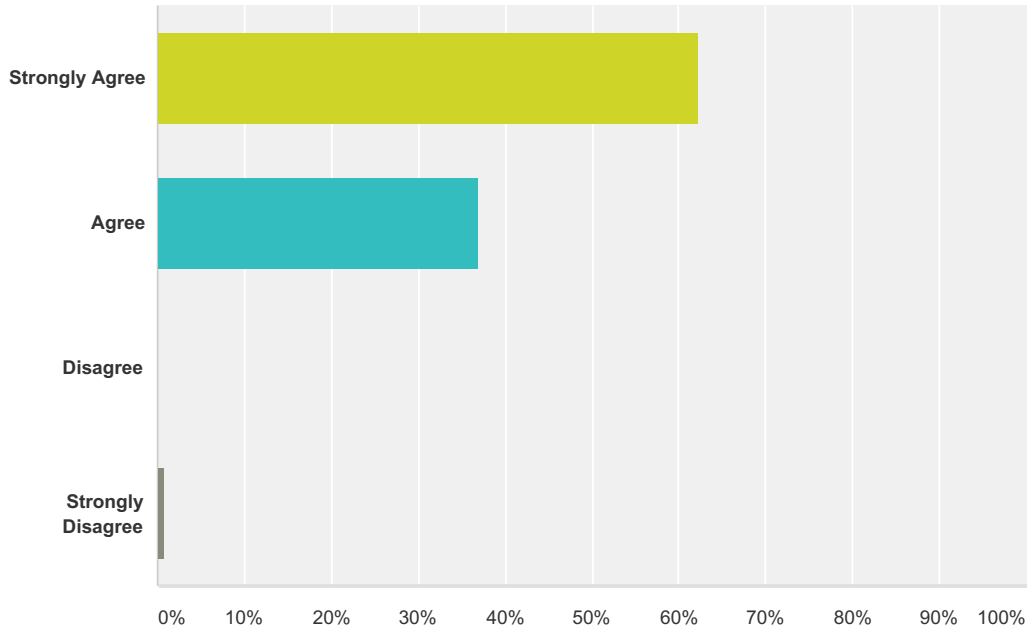
Answer Choices	Responses	
Strongly Agree	**30.87%**	71
Agree	**56.96%**	131
Disagree	**10.00%**	23
Strongly Disagree	**2.17%**	5
Total		**230**

#	Comments	Date
1	Would any join?	7/15/2016 12:28 PM
2	After a University degree, an ethics exam and oral exam. Similar to engineers.	7/14/2016 3:13 PM
3	If they say so.	7/14/2016 2:43 PM
4	Need legislative protection first	7/14/2016 2:22 PM
5	Perhaps on the engineer's model of ethics based.	7/14/2016 1:45 PM
6	This is where they would get their extra credibility and ultimately the benefit.	7/14/2016 1:37 PM
7	See above	7/14/2016 1:36 PM
8	It depends on previous experience in industry.	7/14/2016 1:34 PM
9	Only if their field requires it. Take guidance from what other jurisdictions do	7/13/2016 8:49 AM
10	see above	7/12/2016 2:56 PM
11	Same as above.	7/12/2016 9:36 AM
12	See above	7/12/2016 8:34 AM

13	If they are to use a professional designation like OLS, there needs to be some assurance of competency.	7/11/2016 8:59 PM
14	see #22	7/11/2016 5:58 PM
15	Again, maybe not sure	7/11/2016 5:54 PM
16	Should model after Professional Engineers	7/11/2016 3:15 PM
17	here again unless the government requires them to be under AOLS, not feasible, especially the costs involved for the small numbers at this time	7/11/2016 2:44 PM
18	No sure	7/11/2016 2:27 PM
19	Same comments as above.	7/11/2016 1:53 PM
20	It all depends on the benefits available to the C of R member.	7/11/2016 1:36 PM
21	See answer to Q19	7/11/2016 1:35 PM
22	Provided they are appropriate and not what the cadastral articling students are writing.	7/11/2016 1:27 PM
23	Ethics exam only	7/11/2016 1:04 PM
24	If it is at all possible to prepare such exams, then we, as an existing professional body, should do so keeping in mind what standards should exist to protect the public.	7/11/2016 12:28 PM
25	A general exam on the AOLS as a minimum	7/11/2016 12:26 PM
26	Same comment - the direction needs to be set by the C of Rs	7/11/2016 12:25 PM
27	Depends on what though. I would say that our requirements for exams need to largely align with the exams most students have already written. Additional studying and exams should mostly be around professional ethics, business management, a bit of legal / background on the profession they are about to join, weighing of evidence etc.	7/11/2016 12:24 PM
28	Yes, a core skills exam!	7/11/2016 12:23 PM
29	If the licences is required to protect the public.	7/11/2016 12:11 PM
30	Ethics or others depending on experience and education. the credentials need to be evaluated.	7/11/2016 12:09 PM
31	only if mandatory membership	7/11/2016 12:06 PM
32	uncertain	7/11/2016 12:05 PM
33	If they want the OLS designation	7/11/2016 12:04 PM

Q24 The C of R members should be subject to the Code of Ethics

Answered: 238 Skipped: 55



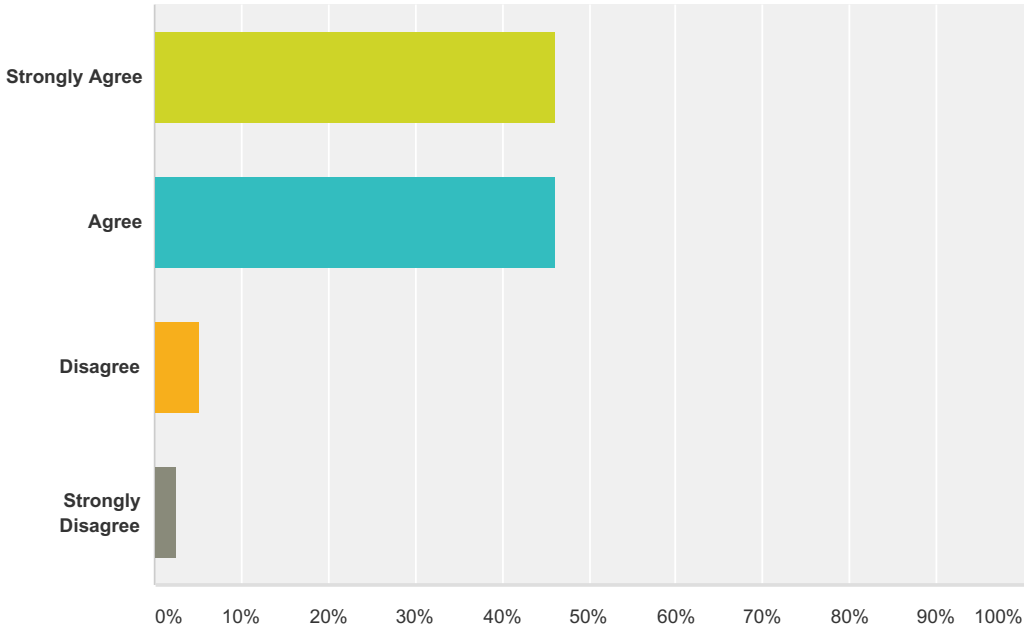
Answer Choices	Responses	
Strongly Agree	**62.18%**	148
Agree	**36.97%**	88
Disagree	**0.00%**	0
Strongly Disagree	**0.84%**	2
Total		**238**

#	Comments	Date
1	If nothing else, this is the one "benefit" that we can offer. But not much different than being a member of the better business bureau.	7/14/2016 2:43 PM
2	Need legislative protection first	7/14/2016 2:22 PM
3	Why would they be any different?	7/14/2016 1:37 PM
4	Since when they are not!?	7/13/2016 8:54 AM
5	This is something that distinguishes a proffession from other careers.	7/13/2016 8:49 AM
6	Same as above.	7/12/2016 9:36 AM
7	I like our Code of Ethics	7/11/2016 5:58 PM
8	You mean we are not currently subject to the Code of Ethics?? Wow..OK... All AOLS members either licenced or otherwise should be subject to the Code of Ethics.	7/11/2016 1:36 PM
9	See answer to Q19	7/11/2016 1:35 PM
10	We do not have regs for most of the work that CofR's are involved in so this is the only way to give our Act some teeth.	7/11/2016 1:04 PM
11	Part of the value proposition	7/11/2016 12:24 PM

12	If they are are licenced of course thye must.	7/11/2016 12:11 PM
13	only if mandatory membership	7/11/2016 12:06 PM

Q25 The C of R members should be required to participate in the mandatory CPD program?

Answered: 232 Skipped: 61



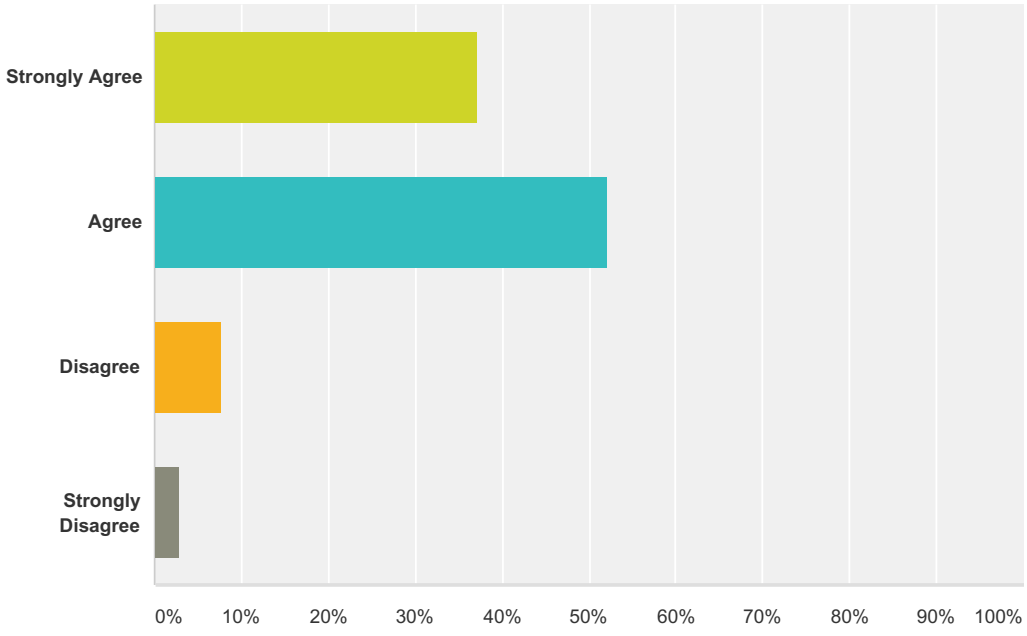
Answer Choices	Responses	
Strongly Agree	**46.12%**	107
Agree	**46.12%**	107
Disagree	**5.17%**	12
Strongly Disagree	**2.59%**	6
Total		**232**

#	Comments	Date
1	Would any join?	7/15/2016 12:28 PM
2	The theme I am picking up here is that C of R members should be "equal" to licensed members in terms of standards, ethics, professional development, etc. But without a statute to mandate this, it is doomed to fail as we will never have enough C of R members to voluntarily submit to the extra cost and work to have a "membership" which their competitors are not required to have.	7/14/2016 2:43 PM
3	Need legislative protection first	7/14/2016 2:22 PM
4	I cadastral members feel the pain, so should they.	7/14/2016 1:45 PM
5	Maybe a modified version that better suits their areas?	7/14/2016 1:37 PM
6	Agree- if they are not required already to do so by another professional body.	7/14/2016 1:34 PM
7	To be considered "Professional" is to continue to learn and improve by learning. Fulfilling CPD requirements could replace the Peer Review requirement for C of R's.	7/13/2016 1:48 PM
8	for their discipline	7/13/2016 9:12 AM
9	if they want to be a member, they should have to play by the rules of all	7/12/2016 11:14 AM

10	Same as above.	7/12/2016 9:36 AM
11	If you have the OLS designation it is in the Regulations as a requirement, so by law...Yes. However how many Cadatral OLS's retired during the last CPD reporting period....Is that why this questionnaire is being circulated.....The AOLS just lost almost $65,000 in annual revenue...Some serious thought needs to be put into the entire CPD program.	7/12/2016 8:34 AM
12	Relevant content would need to be provided.	7/11/2016 4:01 PM
13	CPD is a sign of a dying profession	7/11/2016 3:15 PM
14	agree but the offerings for C of R are very limited	7/11/2016 2:59 PM
15	Agree, but not to the same level at the beginning.	7/11/2016 2:27 PM
16	And i thought that we already were, wow!!! I thought that C of R's were members of the AOLS already and this was part of the membership requirements, I did not know that we were treated different than the licensed members.	7/11/2016 1:36 PM
17	See answer to Q19	7/11/2016 1:35 PM
18	We will have to ensure that there is adequate content. Something that I believe is not there at present.	7/11/2016 1:06 PM
19	CPD as it relates to their field.	7/11/2016 1:04 PM
20	But only if we can legitimize this with a good program.	7/11/2016 12:28 PM
21	an contribute to funding same.	7/11/2016 12:26 PM
22	but not immediately - we need to show value to the C of R members or we will drive them away	7/11/2016 12:25 PM
23	Also part of the value proposition.	7/11/2016 12:24 PM
24	I would agree to this if the CPD program was modified to better suit C of R members.	7/11/2016 12:12 PM
25	If licenced - then they should be required to do the same amount of continuing ed as they rest of us.	7/11/2016 12:11 PM
26	Does the AOLS really want to police this? Any professional needs to keep their skills current in order to be employed/employable.	7/11/2016 12:09 PM
27	only if mandatory membership	7/11/2016 12:06 PM
28	maybe a modified program	7/11/2016 12:05 PM

Q26 The C of R members should be required to participate in the peer review process?

Answered: 234 Skipped: 59



Answer Choices	Responses	
Strongly Agree	**37.18%**	87
Agree	**52.14%**	122
Disagree	**7.69%**	18
Strongly Disagree	**2.99%**	7
Total		**234**

#	Comments	Date
1	Would any join?	7/15/2016 12:28 PM
2	Is it applicable in their case?	7/14/2016 3:13 PM
3	see above	7/14/2016 2:43 PM
4	Need legislative protection first	7/14/2016 2:22 PM
5	Without details of how that would work I can't respond.	7/14/2016 1:45 PM
6	Part of being a professional	7/14/2016 1:37 PM
7	Difficult to do with the current SRD setup and many of the other organization to which they belong do not have the same rigorous peer review process which many would find onerous.	7/14/2016 1:36 PM
8	Do not have a strong opinion on this. It really depends on how the profession moves forward. See 27 below.	7/14/2016 1:34 PM
9	There are no standards to be reviewed against. Perhaps guidelines would be more useful and used as educational tools and for improvement of the reliability of data.	7/13/2016 1:48 PM

10	Will cadastral surveyor perform review process? Would this be OK if photogrammetrist will perform review process for cadastral surveyors? Of course this is rhetorical question...	7/13/2016 8:54 AM
11	Not sure how this would be accomplished but it seems logical if there is a CPD program.	7/13/2016 8:49 AM
12	Same as above.	7/12/2016 9:36 AM
13	As the AOLS is self governing...yes.	7/12/2016 8:34 AM
14	I agree. Not sure how that would be carried out.	7/11/2016 5:54 PM
15	Standard of a self governing profession(?)	7/11/2016 4:13 PM
16	All members should be subject to the same requirements.	7/11/2016 4:01 PM
17	How have we let this slide so long? This is the difference between being a professional and a technical person/firm	7/11/2016 2:55 PM
18	If there is perceived benefits for C of R's in the AOLS, then they will come. I'm not sure how you convince municipalities and large corporate users to foster trust in a member C of R as opposed to the non member. It seems that marketing should not be directed to the general public; but we may need direction from a marketer on this.	7/11/2016 2:27 PM
19	All members of the Association should then also be peer reviewed for their participation in the other categories as well. So if a cadastral surveyor completes a photogrammetric project they should also be peer reviewed for such, or not do it at all.	7/11/2016 1:36 PM
20	See answer to Q19	7/11/2016 1:35 PM
21	AOLS doesn't have a strong enough knowledge base at this time to do so.	7/11/2016 1:27 PM
22	We don't even really know what most of them do? We could look at business practices but that really is not our mandate.	7/11/2016 1:04 PM
23	Not necessarily the same process, as most C of R members are employed in government or organizations where the cadastral review process would not work.	7/11/2016 1:00 PM
24	Their choice	7/11/2016 12:50 PM
25	Yes, but within their field of expertise only	7/11/2016 12:35 PM
26	I do not see how this could possibly be done.	7/11/2016 12:28 PM
27	same as above	7/11/2016 12:25 PM
28	See above.	7/11/2016 12:24 PM
29	only if mandatory membership	7/11/2016 12:06 PM

Q27 What is the one message you'd like to send to the AOLS executive?

Answered: 96 Skipped: 197

#	Responses	Date
1	I think the best scenario would be if the AOLS was THE association for CofR's but because we have so few I think it's difficult to highly regulate them like we are.	7/15/2016 12:28 PM
2	It is time to bring CofR members into the fold and license them. This will remove the second class citizen membership status and encouage others to apply as an OLS. We are all profesaionals i.e. like the members of PEO. There are pleanty of mechanisms in place to govern the OLS membership. Its is time to stop the close minded thinking. The OLS license should apply equally to all those who create spatial data, if not then in my view the OLS designstion will continue down a path toward irrelevancy.	7/15/2016 12:26 PM
3	KINDLY HAVE OPTION B TO ARTICLES THIS WILL LOWER THE WORKLOAD FOR THE SURVEYOR AND ALLOW A STUDENT PROOF HIMSELF INDEPENDENTLY.	7/14/2016 4:36 PM
4	The AOLS designation had a very distinct meaning at one time. It is no longer clear and this diminishes it.	7/14/2016 3:46 PM
5	It's great to have the webinars and the emails from the AOLS. Practice manual is fabulous. (Please consider reducing the number of meeting hours required..this is so challenging) - Am I the only one who finds it so?	7/14/2016 3:13 PM
6	You have enough on your plate without being saddled with the task to expand the profession. It was a great dream, but it is dead.	7/14/2016 2:43 PM
7	The AOLS does not offer C of R members much reason to join. This needs to change.	7/14/2016 2:31 PM
8	If parallel legislative protection was offered to the C of R membership this would attract members	7/14/2016 2:22 PM
9	To me, the Association as a whole appears to be cadastral-centric. This arises from legislation and the Ontario tradition. We should attempt to assert control over all sub-disciplines of surveying through legislative change.	7/14/2016 2:13 PM
10	I am enjoying a rewarding career in photogrammetry and I am teaching photogrammetry at a post-secondary school, however, there just aren't many job opportunities in the profession any more. A cadastral surveyor trains for years to become an expert in boundaries, and then works most of the time doing non-cadastral surveys, thus creating even less of a demand for non-cadastral OLS's. Embrace the non-cadastral OLS's or reconsider the viability of retaining these members.	7/14/2016 1:58 PM
11	Continue your good work in recruiting new members	7/14/2016 1:48 PM
12	Fix the CofR issue or drop it from the legislation.	7/14/2016 1:45 PM
13	Yes, welcome and include them on a modified basis and slowly build a strong C of R base.	7/14/2016 1:37 PM
14	I think if we continue with the C of R categories that they must be treated as equals with their Cadastral peers.	7/14/2016 1:36 PM
15	Unify the profession - one set of rules for all members.	7/14/2016 1:34 PM
16	We need more members, but still we need to keep the standards to become a good member.	7/14/2016 1:31 PM
17	Why not become an ethics-based profession when it comes to this issue like so many others (i.e. PEO, where professional members are all P.Eng but it is up to the professional to practice within their area of expertise).	7/14/2016 1:30 PM
18	not easy to integrate C of R members given the narrow mandate of the Surveyor's Act and the history of how the current C of R membership came to be but increasing the integration of C of R's and seeking to grow their #'s in our membership is very important to our future.	7/14/2016 1:28 PM
19	As a member of PEO, having such a large membership I can see how much weight they hold. The AOLS should try to increase the membership to have a louder voice in the community.	7/14/2016 1:23 PM
20	Remain concerned about lack of transparency re: constitutional challenge	7/14/2016 1:16 PM
21	Keep up the good work...it looks like we are on the right track.	7/14/2016 9:55 AM
22	We have a hired an employee based on his being a member of the AOLS and compensate him accordingly. There is added value to the C of R OLS designation when presenting our employees as professionals to clients and potential clients in the RFP process (i.e "We have X members of the AOLS in good standing") . Removing the OLS designation from C of Rs would be detrimental to our business and undermine one of our staff.	7/14/2016 8:35 AM

23	An OLS is an OLS when it comes to integrity and ethics so no different in the eyes of the public. One must always look at us from the public side of things.	7/13/2016 4:50 PM
24	Focus on keeping our legislated monopoly of cadastral surveying. Forget artificial targets for membership size based on the past but do let the economics of supply and demand for cadatral surveys dictate the membership size.	7/13/2016 4:24 PM
25	The other 4 branches make us a unique and diverse association each with its own specialization. The current members of the other branches have played an integral role in expanding knowledge and resources under the umbrella word of "Geomatics". I think it would be a shame to lose the C of R's.	7/13/2016 1:48 PM
26	Take back what was ours. This is not a comment in reference to C of Rs, but a comment regarding the fact that we have allowed other "professions" to do work that at one time only an OLS was allowed to do, by law.	7/13/2016 11:28 AM
27	I think we are moving in the right direction generally. As an association we need to grow in size and not decrease but we need to make sure that growth is not done at the expense of good quality credentials.	7/13/2016 9:12 AM
28	If there would be the only one photogrammetrist left in the Association, he/she should stay as a member. Or simply you as an Association would like to "let him/her loose" because there is only "one" left? If there would be a 500 photogrammetrists, geodesists etc. within the Association would you like to "get them loose". So you as an Association are not proud anymore that we as Canadians are unique, and only we have division into branches of land surveying?	7/13/2016 8:54 AM
29	Expansion of the work that requires OLS input. Example : As built Utility mapping. Mapping that ties or shows property lines should be supervised by an OLS. We should also become the custodians of one unified coordinate system that other users come to for advice.	7/13/2016 8:49 AM
30	Fees are too high for number of members & AOLS staffing levels too high for number of members	7/12/2016 3:42 PM
31	be more forthcoming on pending legal actions	7/12/2016 2:56 PM
32	C of R membership has been a " bust' and will always be a "Bust"	7/12/2016 1:09 PM
33	keep up the good work, and apply practicality, retain a new law firm to review current stupidity as lawyers are bleeding the AOLS ! my opinion	7/12/2016 11:14 AM
34	IMO the only system that would work is if all members are equal. If we cannot create a parallel system (and I think we cannot), we should not recruit or promote the AOLS to these members. We have created a two class system that is not fair to our C of R members.	7/12/2016 10:57 AM
35	Good work all.	7/12/2016 10:15 AM
36	The reasons behind the need for the last increase in fees was not communicated as clearly as it should have been to the membership prior to the ballot voting that was sent out. What was anticipated to be a one time charge above the fees to compensate for the cost of the court case, ended up being factored into the annual increases in subsequent years.	7/12/2016 10:09 AM
37	Refocus the AOLS back on what its original mandate was: governance and regulation of cadastral surveying. A great deal of effort has already been put in trying to "expand" the profession. I am not sure we can point to any other jurisdiction that regulates the other branches of survey that the AOLS wants to include.	7/12/2016 9:36 AM
38	C of Rs should be either 100% in or out. Currently exist in a grey area.	7/12/2016 9:30 AM
39	AOLS needs to provide value to C of R members beyond only membership	7/12/2016 9:14 AM
40	Austerity and caution moving forward in fees structures and CPD requirements. We need Cadastral surveyors to fulfill our mandate to serve the public. "Shooting ourselves in the foot" serves no-one.	7/12/2016 8:34 AM
41	This was a bad idea from the start It was just a money grab.	7/12/2016 8:34 AM
42	Blain is the best, but do you mean the Executive Committee or Executive Director?	7/12/2016 8:28 AM
43	Although I am uncertain of the parameters required by a "C of R" member, I am of the general opinion that if a "C of R" member uses the designation "O.L.S.", they should be held to the same guidelines and legislative requirements as is required by a licenced cadastral member.	7/12/2016 8:04 AM
44	Questions 22 - 26 all indicate my strong feeling that C of R should be treated no different than licenced members. We need to move to an ethics based profession with ALL members having the same requirements, responsibilities and obligations.	7/12/2016 7:16 AM
45	Do whatever it takes to settle the constitutional challenge NOW!!!!!!! As you will remember from the AGM this was the feeling of the entire room on this topic at Open Forum.	7/11/2016 11:03 PM
46	The additional registered areas of practice strengthen our profession and is worth investing in despite my concern about the fees.	7/11/2016 8:59 PM

47	Keep up the great work!!	7/11/2016 7:55 PM
48	Look at alternate funding mechanisms NOT just doubling members fees	7/11/2016 6:32 PM
49	I believe we are better off having the C of R's under the AOLS umbrella / identity.	7/11/2016 5:58 PM
50	I think that your main focus is on the cadastral surveyor and that is understandable. It would be nice if more attention could be given to the C of R members especially in regards to continuing education. There has been some progress in that area.	7/11/2016 5:54 PM
51	I have noticed a positive change in direction over the last few years to revitalize the AOLS - attendance at last year's AGM in London was evidence of this. More changes are needed to broaden the appeal of the AOLS and attract new members.	7/11/2016 4:01 PM
52	We should join with Professional Engineers	7/11/2016 3:15 PM
53	IT SEEMS THAT THE ARTICLING PERIOD SUPERVISING IS NOT SAME FOR ALL OF THE ARTICLING STUDENTS. I AM DOING MY ARTICLING AT JDBARNES WITH REGULAR MONTHLY MEETINGS AND ASSIGNMENTS. BUT SOME OF THE OTHER STUDENTS HAS NOT ENOUGH SUPERVISION AND TASK TO DO. AND I HAVE A SUGGESTION, AOLS CAN ESTABLISH SOME STUDENT GROUPS WHICH STUDENTS CAN SHARE THEIR VIEW POINT AND EXPERIENCE TOGETHER ,THESE GROUPS CAN BE ORGANISED BY SOME OF THE OTHER INTERESTED STUDENTS.SHARE THEIR FIELD NOTES...ETC. I CREATED A GROUP ON TELEGERAM APPLICATION, ON CELL PHONE. AND I ADDED SOME OF THE STUDENTS.ALL THE STUDENTS THAT I HAD ADD ARE THE ONES WHOSE THEIR FIRST LANGUAGE WAS FARSI.WE SHARE OUR EXPERIENCE AND SOMETIMES I SHARE SOME OF MY FIELD NOTES SAMPLES FOR THEM. I GOT POSITIVE FEEDBACK. SO I THINK MAY BE IT IS A GOOD IDEA TO EXPAND.	7/11/2016 3:10 PM
54	Right or wrong, make a decision and get on with it. Hire a program manager to focus on and execute this plan or it will never be complete.	7/11/2016 2:55 PM
55	KEEP UP THE GOOD WORK!!	7/11/2016 2:53 PM
56	C of R members should be considered full members in every respect outside of a cadastral practice.	7/11/2016 2:40 PM
57	Be careful of any annual dues raises and be careful about any additional 1043 staff additions	7/11/2016 2:27 PM
58	Lots of smart people within the AOLS executive. I am sure we can find a way to engage the C of R contingent and to offer value for them through the OLS designation.	7/11/2016 2:10 PM
59	One issue I see is that many employers don't require a C of R requirement. If it were a requirement, there would be more benefit to get your C of R.	7/11/2016 2:09 PM
60	Not sure that by providing an "artificial" home for the C of R members we are doing anyone a favour.	7/11/2016 1:58 PM
61	Make a decision on this one way or the other. The C of R members need to speak up and be involved in this process. It seems as though the cadastral members have been deciding their fate, however, it is equally up to the C of R members to decide if they want AOLS as their home.	7/11/2016 1:53 PM
62	Drop the CR class	7/11/2016 1:52 PM
63	Stop beating a dead horse. Beating a horse for 20 years plus makes no sense.	7/11/2016 1:47 PM
64	Require more time to be spent under articles. Students need to spend a lot more time in actual survey issues.	7/11/2016 1:41 PM
65	Embrace the future by treating existing and potential C of R members as equals, not as second class.	7/11/2016 1:37 PM
66	I believe that the AOLS should have produced standards for the production of all types of projects that any of the OLS designations may complete and have peer review for them all. We currently have many OLS firms or individuals completing projects outside of their designation (ie: any firm with a drone should be having a photogrammetric OLS supervisiong their projects,WHICH IS NOT HAPPENING). If you are going to have C of R's they should at least be recognized as the professional with the organization.	7/11/2016 1:36 PM
67	Reconsider the image of the AOLS office. If you want to solve the demographics issue start by solving the demographics issue at the AOLS office. Replacing the Executive Director with someone forward thinking and younger who is not an OLS. You are currently conveying the image of an 'old boys club'.	7/11/2016 1:27 PM
68	C of R as a registered member doesn't seem to work. Their membership should be required as mandatory or cancel the designation	7/11/2016 1:24 PM
69	Do not get involve in business initiatives.	7/11/2016 1:10 PM
70	Please help to add more value to C of R memberships and help it to be more recognized in the Geomatics (GIS) industry.	7/11/2016 1:10 PM

71	Appreciate all your efforts!	7/11/2016 1:08 PM
72	There is much more to being a land information professional that simply cadastral surveying. If the AOLS is going to continue to remain a relevant and expanding profession, we are going to have to broaden our membership and appeal to other.	7/11/2016 1:06 PM
73	We have an opportunity to attract new members from the Waterloo GIM program. We need to accept the Universities curriculum as sufficient and make them all write an ethic exam. They are not getting an exclusive licence an therefore should be treated differently.	7/11/2016 1:04 PM
74	Either make the C of R designation valuable or discontinue it.	7/11/2016 1:00 PM
75	treat all members equal regardless of discipline to build a stronger association.	7/11/2016 12:57 PM
76	A preamble should be included with this survey giving a brief description of what C of R's are, give the members that are being asked to vote some background information to make them aware of the need for having C of R's part of their membership, this information should factual, not skewed to promote either a positive or negative viewpoint	7/11/2016 12:54 PM
77	the future of our profession is critical but we cannot reduce the value and requirements of membership just to increase membership. If funding is an issue then some hard decisions may be required to save costs at the AOLS.	7/11/2016 12:44 PM
78	As stated previously, the Association would have more prominence professionally with a greater base of members representing the many various disciplines of the survey profession.	7/11/2016 12:41 PM
79	Use your connections for better promoting AOLS and surveying professionals in Ontario; seek assistance from the provincial government to subsidize AOLS operations	7/11/2016 12:35 PM
80	Have any "exit" surveys been done with former C of R's? Find out why they left. This survey may determine why they stay.	7/11/2016 12:28 PM
81	Please stress (at every opportunity) the value we provide to the public and the need to properly reflect that value by way of fees. MONEY is the answer to all of our issues and we should be charging more for our services. if we charge more, we will pay better, attract more and better members, do better work, etc. etc. Also, thank you for your dedication and devotion to our profession and our association.	7/11/2016 12:26 PM
82	stick to the mandate of the AOLS	7/11/2016 12:25 PM
83	What will it cost to keep our C of R members vs what will it cost our reputation and credibility to lose them?	7/11/2016 12:25 PM
84	There are too many 'priorities' at strat planning. Pick 2 and do them well, then move onto another 1 or 2 next year when you've nailed them. Since the beginning there have been too many items on the critical item list and lots of them have been there for too long, which means they weren't really as important as the 1 or 2 you managed to complete. Put CR value proposition on the list and let's get it done. A corollary message would be that most of the work is already done and in the records of the PIC committee.	7/11/2016 12:24 PM
85	I believe you should check with persons who left from being C of R's as to why they left and what could change for them to stay. I suspect it means little to their money making capabilities.	7/11/2016 12:23 PM
86	The AOLS is spending too much money on "nice to have" things like the book and the ODCC. I do not perceive this as providing a good return on my dues. The CPD hours are a good idea, but the required hours are excessive; I do not feel that I have learned much that is directly useful to being a cadastral surveyor relative to the time that I have spent on it. It is a bit of a make work project.	7/11/2016 12:21 PM
87	Twenty years since C of R's were grandfathered as OLS', I have not seen an integration between OLS cadastral members and the C of R's. We need to have C. of R's on council and they need to be heard, if they are going to be relevant in helping define AOLS policies. In reality, the C.of R's have different professional concerns than cadastral members and therefore, they do not feel engaged with us. I believe all OLS' going forward should write the same professional exams and be held accountable to the same standards, regardless of their backgrounds. Therefore, the C.of R. will not longer be separated from the remaining members after existing members retire.	7/11/2016 12:15 PM
88	The AOLS continues to be far behind other professional associations in inviting new members, which is why the AOLS is such a small groupl	7/11/2016 12:09 PM
89	keep C of R	7/11/2016 12:08 PM
90	Remove C of R designation. We are all professional surveyors no matter which field we practice in. Distinction between C of R and licensed should disappear and all become licensed professional surveyors.	7/11/2016 12:05 PM
91	keep up the good work	7/11/2016 12:05 PM
92	Keep and generate more C of R members	7/11/2016 12:05 PM

93	I like the idea of CR membership, but we should all be subject to the same professional rigors and expectations otherwise it doesn't make sense. If the CR membership or prospective CR members don't want to put in the time and effort required to become a professional then they shouldn't be granted such designation.	7/11/2016 12:04 PM
94	If CofR is allowed to use OLS then they should be abiding by the same requirements, continuing education, membership fees, peer review, code of ethics etc that cadastral surveyors must work under.	7/11/2016 11:59 AM
95	Limiting AOLS membership to Cadastral would be a huge mistake that is backward looking as opposed to progressive in the changing professional/technical world.	7/11/2016 11:59 AM
96	Keep up the good work.	7/11/2016 11:59 AM

Q28 Please share any general comment you'd like with the AOLS

Answered: 37 Skipped: 256

#	Responses	Date
1	Keep our membership up without dropping out standards.	7/15/2016 12:28 PM
2	CHEERS FOR THE NEW MOVES!!!!!!!!!!!!	7/14/2016 4:36 PM
3	Great to have many seminars to choose from during the year. Would love to see a seminar on grading plans. This is smtg we lack in University. Challenges, approach, TRCA requirements etc. Staff from the various municipalities could present as well as some surveyors and P.Eng's. Thanks for all the work you do!	7/14/2016 3:13 PM
4	It was a nice gesture to try to include other disciplines, but it never worked. The fundamental problem (somehow trying to have some professionals voluntarily submit to extra costs and time that their competitors can opt out of) is out of our control. Having the AOLS continue to attempt to come up with a more affordable, quasi-membership is not feasible. I think the last 10 years have demonstrated that clearly.	7/14/2016 2:43 PM
5	The CofR situation is confusing to the public. There should be one OLS designation. The Association should seek to govern all sub-disciplines of land surveying within Ontario. Each member should have the opportunity to qualify for any and all sub-disciplines that they are qualified for.	7/14/2016 2:13 PM
6	Thank you for this survey. It is timely.	7/13/2016 4:50 PM
7	The work done by volunteers and staff is commendable and I think the "mother ship" MNRF should fund some AOLS activities. Otherwise let's not do more than our size can support.	7/13/2016 4:24 PM
8	The action "let them loose" toward only few C of R's left within Association is truly unfair! I believe, that because there are only a few members in "C of R" category the action is undertaken. So you as an Association are not proud anymore that we as Canadians are unique, and only we have division into branches of land surveying?	7/13/2016 8:54 AM
9	I believe the AOLS can be more aggressive in representing OLS interests without conflicting with its Prime purpose of public protection. Unfortunately I think we are too small a group to have a separate organization. I thank the staff and Council for their work.	7/13/2016 8:49 AM
10	do study if cheaper to own or rent space	7/12/2016 2:56 PM
11	Cadastral members have self-governing status because we give opinions.....C of R members give technical advice only	7/12/2016 1:09 PM
12	AOLS should persue a designation of " Survey Engineer" within APEO as a separate discipline ! have grandfathering ! assemble all our expertise and meet with them. AOLS is shrinking, but has a unique position. Would attract more CofR,s more work, WE ARE SURVEY ENGINEERS !! so lets get recognized as such ! there is such a thing as being too independent ! there is strength in numbers .	7/12/2016 11:14 AM
13	For all you sailors: "there are heavy seas approaching but stay the course" "you cannot change the wind but you can adjust your sails".	7/12/2016 10:15 AM
14	Council should try to rein in expenses by, for example, reducing the size of the secretariat. Money could also be saved by rethinking the peer review process and SRD.	7/12/2016 9:36 AM
15	As a past president perhaps I have a greater passion about the AOLS than some others but I am very proud of our association and its members. I hope that in the very near future we treat all members, no matter what branch of practice, with the same respect and professionalism.	7/12/2016 7:16 AM
16	This survey was a good idea to gain input and understand what changes are needed to our membership and how we can bring value to all members.	7/11/2016 4:01 PM
17	1) Please do not do another round of grandfathering 2) Need to find a value proposition for CofR members. Not likely it will be found. maybe legislative change? Partnership with large Cof R type organizations?	7/11/2016 2:55 PM
18	I don't think that this survey was well thought out or presented. 1.) Almost every questions deserves a neutral response. We had to either agree or disagree in various strengths. There should be a "Don't know" and a "Neither Agree or Disagree. 2.) Asking for the participant to identify him or her self on the first page and then ask pointed questions about fees and and other matters will not be popular I bet. It's a little like an ambush. This should be an option at the end of survey.	7/11/2016 2:27 PM

19	We cannot also forget our technical staff. They are the backbone of any organization and need support as well. Training for current technical staff and support to local colleges for students considering careers in Geomatics is needed	7/11/2016 2:09 PM
20	Focus on supporting and promoting office and field staff for OLS firms and building our OLS membership.	7/11/2016 1:52 PM
21	We are very good at pushing buttons, measuring and computing but there is a very significant lack of understanding of the principles of surveying in the younger members. We can measure and compute but many times can't get the right answer..	7/11/2016 1:41 PM
22	Thank you	7/11/2016 1:37 PM
23	I am very pleased to be an Ontario Land Surveyor, but see many areas where the expanded profession has provided income, but little return to the surveyor other than having a professional home.	7/11/2016 1:36 PM
24	Please, please, please overhaul the website (for real this time).	7/11/2016 1:27 PM
25	I praise the efforts of Educational Foundation and recruiting new members.	7/11/2016 1:10 PM
26	Please do not increase the rate of C of R rapidly. I cannot afford the high costs of maintaining it in the long run if it exceeds $1000. Thank you.	7/11/2016 1:10 PM
27	I am worried about the future of the profession.	7/11/2016 1:06 PM
28	As a Association we need to make a decision on this. They are in the current legislation.	7/11/2016 1:04 PM
29	As previously stated	7/11/2016 12:41 PM
30	Keep up the good work, and concentrate on effective ways of enforcing rules and regulations. The "gentleman's times" of surveying are long gone, and it's yours and every member's job to ensure that professional affairs are conducted in a professional way, and not in a "take the money and run" way.	7/11/2016 12:35 PM
31	As we become more national or even global in scope, we need to see the benefits in having C of Rs join a "provincial" association. I see absolutely no benefit for a hydrographer to join or even a geodetic surveyor.	7/11/2016 12:28 PM
32	please try to keep costs to a minimal and seek to achieve value in all that you undertake. thank you!	7/11/2016 12:26 PM
33	Don't make it about membership numbers because that just feels crass. Make it about value.	7/11/2016 12:24 PM
34	I would love to see a prosperous and engaged future full of C of R's. I have tried to market to future persons in the 5 categories and hope to be able to still do so.	7/11/2016 12:23 PM
35	I've advocated for this for year.. and while I'm pleased to have support and increasing awareness, I'm not seeing any action on this front. I'm a member of ACLS and RICS which welcomes surveyors who are not cadastral members. This is the way to go, however, the AOLS doesn't seem to be able to take the necessary measures in order to expand.	7/11/2016 12:09 PM
36	Now the world has been changed , we should expand our possibilities in to other survey related groups and stand together.	7/11/2016 12:08 PM
37	Sole practioners are disappearing, as well as 'pure' land surveying firms, especially in larger urban settings, could lead to unfair pricing practices	7/11/2016 12:05 PM