

WHAT IS THE PRESIDENT'S CREW?

The President's Crew is a challenging, dynamic and self guided development initiative of Dillon Consulting Limited for recent graduates from post secondary institutions. The experience will prepare members to stay ahead of the curve in our rapidly changing society.

The President's Crew will help hone effective leadership skills through a series of development initiatives, a focus on multi-disciplinary projects, training opportunities, and senior guidance. Members of The President's Crew will learn to understand the business of consulting, how to serve changing client needs, and how to effect positive change. The program is open to individuals from all disciplines who can add value to a professional services consulting firm; but only a few will be selected each year! Following the year long program, President's Crew members will transition to technical positions with Dillon Consulting Limited.

Applications for the May 2011 start date are no longer being accepted. Applications for the May 2012 start date will be accepted from September 1 to October 31, 2011.

Check us out at www.ThePresidentsCrew.com or www.LescouadeDuPresident.com.

HOW TO MEET US

Watch for us at upcoming career fairs at universities across the country throughout the academic year. For more information, contact the NextGen team directly at NextGen@dillon.ca.

HOW TO APPLY

To see if you meet the qualification criteria, visit

www.ThePresidentsCrew.com

The application process is completed entirely online; see website for details.

CONTACT INFORMATION

For more information about The President's Crew or Dillon, contact Jeff Nyenhuis at:

NextGen@dillon.ca

(888) 799-CREW

DILLON: What We Do

Dillon Consulting is a technically diverse professional services firm specializing in the application of engineering, planning, environmental science and management for our clients. We are a geographically dispersed and client-focused company of over 700 people located in 16 offices across Canada. Dillon is organized into twelve practice areas, including Building & Facilities Design, Environmental Management & Atmospheric Services, Geoscience, Landscape Architecture & Environmental Design, Municipal Engineering, Natural Environmental Management, Planning & Development Strategies, Transportation Engineering, Transportation Systems Planning, Waste Management & Remediation Solutions, Water Resources, and Water/Wastewater Systems Design.

Canada's Best Employers / Canada's Greenest Employers

Dillon has been recognized as one of the top 30 "greenest" employers in Canada. As a part of the Best Employers Study, which evaluated over 250 companies and listed Dillon as one of the top 50 Employers, the Green 30 award recognizes Dillon as an organization whose employees are highly positive about their record on environmental stewardship. Dillon was chosen as a 2011 recipient of The Green 30 award based on our passion and commitment to reducing the impact of our business on the environment through the following practices:

- Implements a corporate environmental management strategy, embedding sustainability into measures of success; communicates progress to staff and clients.
- Carbon neutrality is achieved by reducing greenhouse gas emissions—office energy upgrades, three-stream solid waste recycling and green procurement practices. The rest is offset by investing in Canadian renewable energy projects.
- Has a goal of investing one per cent of revenue into social, environmental and community initiatives. Helps volunteer committees implement local projects aimed at improving the environmental footprint.



What is The President's Crew Really Like?



Orientation 2011

During orientation week in Toronto and Oakville, we were introduced to countless members of Dillon from new staff to senior management. Being exposed first hand to corporate structure of Dillon really made us realise just how interconnected the company is and how important it is to maintain strong and lasting relationships with each other. What we found consistently throughout Dillon is individuals within this company really care about each other and, most importantly, care deeply for our clients. Everyone wants us to succeed and is always willing to help see you through the transition out of your previous academic background into a professional one. The orientation session also encouraged us to step out of our comfort zone and prepared us for the many exciting challenges to come.

Equipped with the necessary tools to accomplish our goals, we are set to embark on our own journey through the company. A journey that will take all seven of us in different directions and will land us in areas we may have never expected to be in. It's all part of the President's Crew challenge and excitement! Without the help of the NextGen team facilitating The President's Crew program there would be no way our crew year would be a success, so I would like to say thank you for making this incredible program that much better.

(H. McCracken)

Planning & Development Strategies

BUJAGALI, UGANDA HYDROPOWER PROJECT SOCIAL AND ENVIRONMENTAL ASSESSMENT

By 2006, severe power shortages had crippled Uganda's economy so a power supply project was developed as a mid- to long-term solution. The Bujagali Energy Limited, a consortium of New York-based Sithe Global Power, LLC and Nairobi-based IPS Limited, was selected by the Government of Uganda as the preferred bidder for the Bujagali Hydropower Project. The project involved development of a 250 MW hydropower facility on the Victoria Nile and associated high-voltage transmission lines to interconnect the facility to the national grid.

Bujagali Energy Limited's plan for financing involved multilateral and bilateral financial institutions including the World Bank Group (IDA, MIGA, and IFC), the African Development Bank, and the European Investment Bank. Dillon was selected, as part of an international team, to prepare the social and environmental assessment (SEA) documentation that would be needed by both the banks and by Uganda's National Environmental Management Authority.

While based in Canada, Dillon provided overall management of the SEA, and designed and oversaw the consultation and disclosure program. Important challenges for the SEA included:

- Being one of the first projects to fall under IFC's newly approved Performance Standards on Social and Environmental Sustainability, including need for "free, prior and informed consultation" with, and "broad community support" from, directly affected communities.
- Ensuring that the requirements of all government agencies and lenders were addressed while meeting a fast tracked schedule.

The work resulted in two closely related SEA reports; one for the hydro facilities and one for the transmission facilities, each in two volumes. The SEAs were approved by the National Environmental Management Authority and by the various lenders, paving the way for construction to start.

