

KEITH COMPANIES INC

Form 425

July 28, 2005

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Rule 425 under the Securities Act of 1933 and deemed
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Subject Company: The Keith Companies, Inc.
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**THIS FILING CONSISTS OF A MESSAGE FROM THE CEO OF THE KEITH COMPANIES, INC. (TKC)
TO EMPLOYEES IN CONNECTION WITH THE PROPOSED COMBINATION OF STANTEC INC.
(STANTEC) AND TKC.**

Additional Information and Where to Find It

In connection with the proposed merger, Stantec and TKC have filed a Registration Statement on Form F-4, a joint proxy statement/ prospectus and other related documents with the Securities and Exchange Commission (the SEC). Shareholders of TKC are advised to read these documents and any other documents relating to the merger that are filed with the SEC when they become available because they contain important information. Shareholders of TKC may obtain copies of these documents for free, when available, at the SEC s website at www.sec.gov. These and such other documents may also be obtained for free from:

Stantec

10160 112 Street

Edmonton, Alberta, Canada, T5K 2L6

Phone: (780) 917-7000 Fax: (780) 917-7330

and from:

The Keith Companies

19 Technology Drive

Irvine, California, USA 92618-2334

Phone: (949) 923-6000 Fax: (949) 923-6121

Stantec and TKC and their respective directors, executive officers and other members of their management and employees may be deemed to be participants in the solicitation of proxies in connection with Stantec s proposed acquisition of TKC. Information regarding the special interests of these directors and executive officers in the transaction described herein will be included in the joint proxy statement/prospectus described above. Additional information regarding Stantec s directors and executive officers is also included in its management information circular for its 2005 Annual Meeting of Shareholders, which was filed with the applicable securities commissions in Canada on or about March 31, 2005 and is available free of charge at the Canadian Securities Administrators web site at www.sedar.com or by contacting Stantec at the address or telephone number set forth above. Additional information regarding TKC s directors and executive officers is also included in its proxy statement for its 2005 Annual Meeting of Stockholders, which was filed with the SEC on or about April 12, 2005 and is available free of charge at the SEC s web site at www.sec.gov or by contacting TKC at the address or telephone number set forth above.

Cautionary Note Regarding Forward Looking Statements

This document contains forward-looking statements. In some cases, forward-looking statements can be identified by words such as believe, expect, anticipate, plan, potential, continue

or similar expressions. Such forward-looking statements are based upon current expectations and beliefs and are subject to a number of factors and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. Some of the forward-looking statements contained in this document include statements about the proposed Stantec and TKC merger; including statements that: (i) the merger will allow the combined company to realize strategic goals; (ii) the merger is expected to be accretive to earnings of the combined company; (iii) the merger will allow Stantec to increase its revenues from its United States operations by approximately 70%; (iv) the combination with TKC will allow Stantec opportunities to cross sell services to TKC's client base; and (v) the TKC shareholders will realize a premium of approximately 30%. These statements are not guarantees of future performance, involve certain risks, uncertainties and assumptions that are difficult to predict, and are based upon assumptions as to future events that may not prove accurate. Therefore, actual outcomes and results may differ materially from what is expressed herein. For example, if TKC does not receive required shareholder approvals, if Stantec is unable to list its stock on a major US exchange or either party fails to satisfy other conditions to closing, the merger will not be consummated. In addition, the combined companies may not realize all or any of the expected benefits of the merger. The following factors, among others, could cause actual results to differ materially from those described in the forward-looking statements: global capital market activities, fluctuations in interest rates and currency values, the effects of war or terrorist activities, the effects of disease or illness on local, national, or international economies, the effects of disruptions to public infrastructure, such as transportation or communications, disruptions in power or water supply, industry and worldwide economic and political conditions, regulatory and statutory developments, the effects of competition in the geographic and business areas in which the companies operate, the actions of management, and technological changes. Actual results may differ materially from those contained in the forward-looking statements in this document.

Message from Aram Keith

Stantec to list on NYSE on August 5

I am pleased to announce that on Friday, August 5, Tony Franceschini and I, along with a few other representatives from Stantec, will be ringing The Opening Bell^ä on the New York Stock Exchange (NYSE) to mark Stantec's first day of trading on the NYSE. Subject to final SEC approval, Stantec will be trading next Friday under the stock symbol SXC.

It is a great honor that I have been asked to accompany Tony and represent TKC at the bell ringing ceremony to help mark this important occasion for Stantec. This is very much a shared milestone for our two companies. As I have said before, joining Stantec will create opportunities for our company. The NYSE listing is another step toward a successful future together. In the next several weeks, we will become part of a North American leader in our industry, which will bring many changes. We should all look forward to taking advantage of the opportunities that will arise from being part of a larger, more diverse firm and embrace the change that will make us one of the top firms on the continent.

Ring^äing The Opening Bell^ä is a great honor for us and it is a great opportunity for Stantec. Via TV coverage, the opening and closing bell ringing are believed to be the most widely viewed daily events in the world.

If you are interested in seeing Stantec ring The Opening Bell^ä on the NYSE on Friday, August 5, you can watch it live at 6:30 AM Pacific Daylight Time (7:30 AM MDT, 9:30 AM EDT) on CNBC.

Thank you for your loyalty and hard work.

Aram