

Jet Vibes

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The Newsletter for Employees & Friends of Cargojet



This has been a very exciting year for Cargojet as we celebrate our 15 year anniversary as Canada's Cargo Airline! Not only have we continued to grow our core overnight network but have also expanded Cargojet's brand globally with our extensive scheduled and ad-hoc international charter business.

This past year also saw Cargojet invest and open new facilities in YYT and Head Office, along with the extensive renovations to our existing facilities across the country to enhance and provide a consistent and professional image coast to coast. We also hosted all team members from across the country to visit us in Toronto and our Hamilton Sort Facility while celebrating our 15th Year Anniversary. Additionally our team members joined us at a number of sporting events including the Blue Jays, Raptors and Maple Leafs games and meeting our Cargojet brand ambassadors Marcus Stroman and Kyle Lowry!

Cargojet has proven that it has the right business model for success in the air cargo industry in Canada and we should all be extremely proud of our accomplishments over the past fifteen years! We continue to grow our business by providing value and consistent reliable service to our Customers which

translates into their continued support and loyalty to Cargojet. We could not have done this without the efforts, loyalty and support of every Cargojet team member!

We continue to operate our network with a very high degree of reliability, safety and consistency that continuously surpasses industry benchmarks. We took delivery of our tenth B767F and our sixth B757F this past year that will be the corner stones of our fleet in 2018. We will also see the last operation of our B727-200F's in 2018 as we permanently retired them from service.

I would like to take this opportunity to thank each of you for all of your efforts, hard work and dedication. We will continue to manage and be guided by our principles of Fairness; Respect; Diversity; Equality and Teamwork for all Cargojet team members at all times.

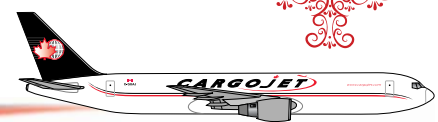
Finally, I wish to thank each of you and your families for your continued support of the Cargojet team. Our success would not have been possible without the commitment, sacrifice and dedication of all of our families, our spouses/partners and our children. To all of you, we offer our sincerest gratitude.

On behalf of the entire Executive Management Team and our Board of Directors, I would like to wish you and your families the best for the Holiday Season and a Happy New Year.

My best,



Dr. Ajay K. Virmani
President & CEO





"HAPPY HOLIDAYS FROM TEAM CARGOJET"



Kyle and Ajay



Team Head Office



Marcus and Ajay



Team Head Office





"HAPPY HOLIDAYS FROM TEAM CARGOJET"



Team Calgary



Team Montreal



Team Halifax





"HAPPY HOLIDAYS FROM TEAM CARGOJET"



Team Hamilton



Team Edmonton



Team Moncton





"HAPPY HOLIDAYS FROM TEAM CARGOJET"



Team St. John's



Team Ottawa



Team Saskatoon





"HAPPY HOLIDAYS FROM TEAM CARGOJET"



Team Winnipeg



Team Vancouver



Team Regina





“CARGOJET AND IOSA”

In keeping with the trend toward greater globalization of industries, aviation is becoming an enterprise that looks very similar from one country to the next. While the aircraft types and route structures are familiar, an area that has resisted harmonization across national boundaries is aviation regulation and the granting of operating rights.

Although ICAO is the official body that broadly sets standards and guidelines, regulators such as the FAA, EASA and Transport Canada maintain their own specific requirements. Further, each government creates its own particular mandates for the granting of traffic rights and foreign ownership.

These variabilities create complications for airlines, become barriers to entry to new markets and also hinder standardization in operating procedures as cross-ownership and alliances between airlines becomes more prevalent. As the worldwide industry association for airlines, IATA through the IOSA program has progressed from an industry advocacy group and financial clearing house to being a vital proponent of safety and standardization.

Since the inception of the program over 10 years ago, the IOSA standards have come to include the latest technological and regulatory safety advances in the industry. Further, as the major airlines of the world develop and institute best-practices and mitigations according to their own operating experience, IOSA incorporates these as well. As a result, IOSA standards are frequently above and beyond the specifications required by national regulators for their domestic airlines.

Another facet of IATA is the way in which it reaches across industries and disciplines to cooperate wherever excellence is found. They collaborate with IFALPA and other industry labour groups, with other associations and manufacturers in the airline business, and with unrelated industries when a best-practice can find application in aviation.

As a result of these efforts, being an operating member of IATA has gained credibility and standing around the globe. Regulators have begun to accept IOSA certification in granting operating authorities to airlines, and they have taken on IATA programs as required elements in their own national regulations.

Cargojet has been a full member of IATA since we began operating aircraft 15 years ago. Initially, the primary reason was to be able to participate in the clearing house for payments on traffic from interline partners. This has become supplemented by the need for continuous improvement required through a program such as SMS, and to always strive for an enhanced level of safety.

The IOSA standards encompass over 2000 distinct specifications in all areas of operation in our company. Many of the standards we meet in flight operations and maintenance are beyond Transport Canada requirements, and put us in good standing with EASA and the FAA as our business becomes more global in scope. Many of our colleagues worked very hard for an extended period to prepare, conduct and close the IOSA audit. Our participation in the program over the years has made us a better airline.

Everyone at Cargojet plays an essential role in safety, through compliance with procedures, reporting hazards, and making suggestions for improvements. There may be times where complying with these procedures is not entirely convenient due to the inevitable time pressures in our operations, but it is important that at all times tasks are done as published without being rushed to maintain the desired safety margins. Also, it is usually quicker to slowly do something right once, than hastily and incorrectly multiple times.

Thank you for all of your efforts every day in making Cargojet successful and safe.



Christmas Cocoa

Holiday Recipe

What You Need

- 1/2 cup sugar
- 1/4 cup unsweetened baking cocoa
- 1/3 cup water
- 1/2 teaspoon ground cinnamon
- 1/4 teaspoon ground nutmeg
- 4 cups milk
- 3/4 cup marshmallow creme

Make It

1. In 2-quart saucepan, heat sugar, cocoa, water, cinnamon and nutmeg over low heat, stirring constantly, until mixture is smooth. Heat to boiling; reduce heat. Simmer 4 minutes, stirring constantly.
2. Stir in milk. Heat over low heat. Pour cocoa into 6 mugs. Top each with 2 tablespoons marshmallow creme.

Prep Time: 15 min
Total Time: 15 min
Makes 6 servings



Christmas Crossword

Use the clues to complete the crossword!



Across

1. One of Santa's Reindeer
3. Santa's Helpers
5. December 25 is _____
7. Christmas Drink
10. The name of a popular snowman

Down

2. Christmas Month
4. He hates Christmas!
6. You hang them by the chimney
8. On Christmas morning we unwrap our _____
9. _____ to the world!

