

JETVIBES

THE NEWSLETTER FOR TEAM MEMBERS AND FRIENDS OF CARGOJET





PRESIDENT'S MESSAGE

Dear Team,

As we reflect over this past year, it certainly has been one of tremendous growth across the system. Our overnight network continues to grow and we have built the most efficient “middle-mile” network that allows our customers to continue to meet the rapid growth of e-Commerce across Canada. We have also expanded our dedicated ACMI aircraft with new routes to Mexico and remain focused on continuing to grow our brand globally. Financially, we reached a significant milestone by achieving a market capitalization over \$1 Billion! We have come a long way from our humble beginnings and we must all continue to work diligently to enhance and provide a consistent and professional image and reliable service from coast to coast.

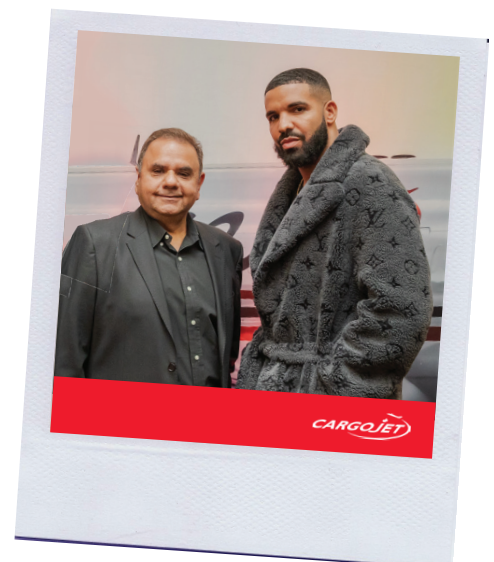
Cargojet has proven that it has the right business model for success in the air cargo industry in Canada and we should all be extremely proud of our accomplishments and successes. We continue to grow our business by providing value and consistent reliable service to our Customers which translates into their continued support and loyalty to Cargojet.

Our team continues to be the true foundation of our success. We could not have done this without the efforts, loyalty and support of every Cargojet team member working together as one team! We continue to operate our network with a very high degree of reliability, safety and consistency that continuously surpasses industry benchmarks.

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.



REMEMBERING LYLE GIBSON

FEBRUARY 17, 1946 - OCTOBER 10, 2019

It is with great sadness that we announce the passing of Lyle, beloved brother, brother in law, uncle and great uncle extraordinaire. Lyle was predeceased by his parents Francis and Evelyn, brothers John and Francis. Lyle leaves behind his brother Stewart (Susan), nephew Stewart (Monica), niece Kyla (Doug), great nephews Troy (Jessica) and Tyce, great nieces Natasha (Eli), Katrina and Taya.

Lyle was born in Alert Bay BC. Lyle attended a one room school house in Englewood until the end of grade eight and then moved to Vancouver to complete his schooling. In 1972, he moved to Toronto and spent most of his career in the airline industry.

He began working for World Ways airlines where he made many life time friends. Lyle returned to Vancouver and spent the last 20+ years working for Cargojet airlines as the Western Regional manager until his retirement in December of 2018. Even then Lyle couldn't stay away and continued contracting for Cargojet until his passing.

Cargojet was like a second family to Lyle. Lyle loved his family, his friends, Starbucks, shopping and travel. He just completed an extensive trip to Australia, New Zealand and the South Pacific in the Spring of 2019. His passing has left a huge hole in the hearts of so many. Lyle you will always be loved and never forgotten.



Dear Team,

It is with much regret that we advise of the passing of Lyle Gibson. Lyle was an original member of the Cargojet family and a mentor, leader and friend to many of us and will be fondly missed by all of the Cargojet team. This is a loss for our company and our team. Lyle had an enviable reputation of respect, professionalism and admiration from the entire industry. His exceptional work ethic and professionalism has always won him the admiration of those who had an opportunity to know and work with him. Lyle was an integral part of Cargojet's growth and success and he will always be amongst us.

Our deepest condolences and thoughts to his family and friends. Please join me in keeping Lyle in your thoughts and prayers.

Best,
Ajay





Champions **CELEBRATING CHAMPIONS**

On December 4, 2019 Cargojet treated its top clients to an event titled “Chapmions Celebrating Champions”. With Drake, Kyle Lowry and Serge Ibaka in attendance we were able to show our clients how truly grateful we are for their continued support.





CARGOJET'S TRUE *Champions*

CARGOJET CROSS-COUNTRY







CANNABIS IN THE WORKPLACE

Modern 21st Century society is an ongoing display of scientific advancements, one of which is the improvement of health and safety initiatives in the home and workplace. Another characteristic of modern society is the competition between the conflicting priorities of personal liberty and public safety. The newly revised Cargojet Drug and Alcohol Policy addresses these issues in a way that conforms with industry and regulator best-practices as well as available science.

In the past, toxic chemicals and inadequate equipment routinely claimed lives and caused life-changing injuries. Developments in protective devices and in the understanding of the effects of the compounds we ingest or release into our environment have removed many of the hazards we used to take for granted or accepted simply as a part of life. Accidents still do happen of course, but today it is usually a case of not using, or misusing, available protections rather than an absence of the protections themselves.

In addition to our physical world, we have a better understanding of our psychology and the effects that the mind can have on our physical well-being. Even a mind free of disease or chemical imbalance is still subject to chronic stress in our frantic and demanding technological lives. Everyday pressures have a profound effect on our health, and another advancement has been a focus on things such as work-life balance, and the release of stress through exercise, diet, and social interaction.

The use of cannabis products is where these topics come together. Some seek to relieve stress through the responsible use of intoxicants; in some cases these intoxicants are used in medicine to relieve acute and chronic pain; often, a social setting involves the consumption of such products. Typically, when these products are used responsibly, safety in the workplace is maintained, but impairment of any kind can bring about severe consequences at work or at home.

The effects of alcohol on the body are well known and long studied. Within reasonable variances, blood alcohol levels can be taken as a measure of impairment, and the dissipation of blood alcohol over time is consistent and predictable. While blood alcohol equivalents are frequently used as illustrations of impairment for other intoxicants, this can be dangerously misleading. Cannabis and marijuana and their derivatives are metabolized in significantly different ways than alcohol. Since it has only recently been legalized, unlike alcohol the effects of cannabis on long-term health and on physical and cognitive performance have not been extensively tested and studied by public health agencies and scientists. By their nature though, most cannabis products undoubtedly have mood altering and performance degrading effects. A mind that is impaired in such a way is a poor judge of its own level of impairment.

The active agents of most cannabis products are stored in body tissue; that is, not confined to the bloodstream and nervous system. They can be present for some considerable time as well. Therefore, the traditional “bottle to throttle” benchmark of 12 hours used for alcohol cannot be applied to cannabis, and blood levels cannot measure the extent of impairment. Further, any active agent present in the body tissue is released by the presence of cortisol and adrenalin. Therefore, when the body is under stress (for example in an emergency situation or when there is an increase in physical activity), these active agents are released into the bloodstream. In other words, just when a person needs to be sharp and focused, their own body makes them a bit high.

It is for this reason that the Cargojet Drug and Alcohol Policy is written as it is. Because of the variable nature, and unpredictable onset, of impairment from cannabis, some job classifications are quite restricted for consumption and others are prohibited altogether. We have a responsibility to the public and our co-workers to maintain a high level of safety in the workplace, and we simply do not know enough about cannabis to control its effects in an aviation industry that requires the highest degree of precision and attention to detail to ensure that safety.

The issuance of the Cargojet policy is mandatory as a condition of our certificate, and it is aligned with the other major air operators in Canada as well as the Canadian military and Transport Canada guidelines. Please read the policy carefully, and comply with it completely. Your manager is available at any time to answer questions or concerns, and we appreciate your cooperation in keeping Cargojet safe and secure for all of our team members and customers.

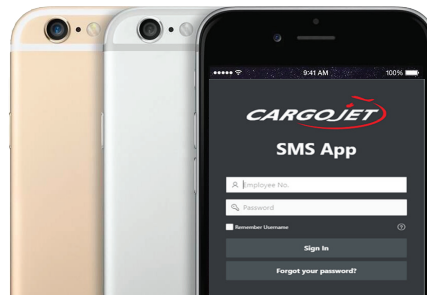


WELCOME DARRIN!

Please welcome one of our new team members His Worship Darrin Thorne to the Cargojet YYT Team.

Darrin started May of 2019, as if he's not busy enough already he is also the Mayor of town called Flat Rock Newfoundland population of 1400 people!

He has become the honorary mayor of the Cargojet team and greets the team when entering the lunch room by saying "PLEASE RISE"!



THE SMS APP

We are pleased to announce the launch of the SMS App. The SMS App has been developed to provide you with a more functional way of submitting Safety Reports and to improve your experience for accessing safety related information from your mobile device.

The SMS App is accessible through Kargomine. You can also install it on your cellular phone or other personal devices following this link: <https://airways.cargojet.com/ords/f?p=sms>

The SMS App is very easy to navigate and contains two main pages: Safety Reporting and Safety Website.

Through the Safety Reporting page you can easily submit Safety Reports that will be automatically sent to the SMS Department. This will be considered as the primary method for reporting concerns.

The Safety Website has also been relocated to this SMS App. You can access all safety related information to include Policies, Safety Objectives, and Safety Trend Reports. Other information such as Company Manuals, Health & Safety documentation and Committees' meeting minutes, Training material, MSDS, and links to relevant and regulatory websites, can also be accessed through the SMS Website.

MYID TRAVEL PROGRAM

In increasingly connected times, our lives are enriched by understanding different cultures, and by experiencing the extraordinary achievements and natural wonders all around us. Here at home, an increasingly diverse society allows us to see the human experience from different perspectives, and provides an opportunity for our children to become true citizens of the world.

There is no better way to achieve this first-hand than travelling. A modern wonder we take for granted is air travel, something that today allows most anyone to routinely do in hours, that not long ago required weeks or months for only the most privileged to do once in a lifetime.

In a further enhancement for Cargojet team members, the MYiD Travel program was introduced recently, and the results have been wonderful. Since its inception 155 team members and their families have used the program to take 1,231 trips all around the world. The system is easy to use, and the satisfaction levels have been high. Destinations have been both exotic and ordinary, as our colleagues have used the program either for a grand tour to the other side of the world or to commute to see relatives here in Canada.

We encourage you to take advantage of this benefit for Cargojet team members. Details are available at: <https://www.myidtravel.com/desktop/>

George Sugar
Senior Vice President, Flight Operations

ATLANTIC CANADA

My name is Dave Williams and I am the recently appointed Regional Manager Commercial for Atlantic Canada based in Moncton. Having spent 31 years in the courier and trucking industry in the Maritimes I am excited to be joining such an accomplished team at Cargojet. I have watched Cargojet grow from a small 727 operator with a keen eye on service excellence and customer satisfaction to the most reliable coast to coast all cargo carrier in Canada. This coupled with Cargojet's expansion beyond our borders gives me a great sense of pride to be joining such an incredible team.

I will be focused on our people and our customers from both a sales and service perspective and look forward to meeting all of you soon. Thank you all for your warm welcome.

Yours truly

Dave Williams, Regional Manager, Atlantic Canada



CARGOJET PROMOTIONS

As we continue to grow our organization we strive to ensure our teams/stations continue to receive the support of Ajay, the executive team as well as base management. Therefore, I am pleased to announce a reorganization to our commercial team in YWG.

Please join me in congratulating and welcoming them to their new positions. We look forward to the continued safe and on-time operations at our key Winnipeg station and to fostering a positive work environment for all team members.

Regards,
Jamie



Mr. Shane Craig, to the position of **Station Manager - Winnipeg**, responsible for our overall YWG commercial operations.



Mr. Fernando Silva, to the position of **Training & Procedures Manager**, responsible for operational training and procedures at YWG.



Mr. Farhad Ahadzada, to the position of **Ramp Operations Manager**, responsible for our ramp operations at YWG.

UPS RECOGNITION

#WINNING

We would like to share Cargojet's YYZ Aircraft Maintenance Team's recognition from UPS. We had been awarded "2018 Highest Performance All MD11 Gateway" within all the UPS network. Our on time performance in 2018 was the highest in all of the UPS Gateway around the world. Thank you for my team members for making this happen, Robert, Kwok, and Sath. We will strive to give the best service for 2019 again.

Mike Onate
YYZ Maintenance Base Manager



#CARGOJETFAMILY



CONGRATULATIONS

Cargojet sends congratulations to Al Fredrick Ingco on his September 6th wedding.



5 YEARS

Congratulating Christopher Morales on his 5th Anniversary with Cargojet.

WELCOME KEANE



Welcoming Keane Alfonso Cruz to the Cargojet Family.



WELCOME NAVEAH

On June 9th, Thomas Vass welcomed Naveah!

