

CARGOJET

Vol 20 #2 Summer 2019

JET VIBES

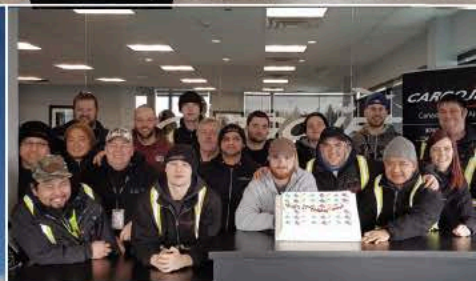
THE NEWSLETTER FOR TEAM MEMBERS & FRIENDS OF CARGOJET

TORONTO RAPTORS
SUPERSTAR & MVP
KAWHI LEONARD
CELEBRATES WITH CARGOJET



CANADA-WIDE PIZZA!

**ENGINEERING
& MAINTENANCE
UPDATE**



CELEBRATING 17 YEARS



PRESIDENT'S MESSAGE

Congratulations to the NBA World Champion Toronto Raptors! I'm sure the excitement of the NBA finals captured your interest and that you were just as thrilled as I was to see Canada's team win the world championship! The Raptors remind me very much of the team that we have here at Cargojet. A diverse, multi-cultural team who respect each other and work very hard as a team to accomplish our goals! Teamwork, Diversity, Equality, Fairness and Respect continue to be our guiding principles and are the foundation of who Cargojet is today.

Cargojet has once again been selected as Canada's Cargo Carrier of Choice by Canadian Shipper (formerly Canadian Transportation & Logistics) magazine, a national leading publication. Cargojet surpassed our customers' expectations as well as the industry benchmark in the key areas of On-time Performance, Customer Service, Quality of Equipment & Operations, Competitive Pricing, Leaders in Problem Solving and Sustainable Transportation Practices. Cargojet is the only Canadian Air Cargo carrier to receive this honour for the seventeenth year. Our on-time performance levels are running at an enviable 98.9% and this award is a direct result of the dedication and loyalty of our professional team who are the real driving force behind our success.

We continue to be motivated by the tremendous growth and success that we have achieved at Cargojet. The explosive growth of e-Commerce (on-line shopping) has dramatically changing the traditional overnight air cargo network in Canada. While we still serve the Business-to-Business ("B-to-B") sector, the tremendous growth in the Business-to-Consumer ("B-to-C") sector has had a positive impact on Cargojet's continued growth. Not only have we experienced tremendous growth in demand on our traditional weeknight network, we now have a year-round weekend flight on Sundays operating from Hamilton to Calgary and Vancouver and back. This trend is expected to continue as on-line shopping continues to grow and is available to consumers 24/7. Cargojet plans to continue to be the de-facto enabler of e-Commerce growth for across Canada.

Cargojet continues to add aircraft with two more B767-200F aircraft expected to be delivered later this year and early in 2020. We are also expanding our facilities across the country including a new facility to house all of our Commercial and Maintenance team in YMX that is scheduled to be completed in October. A new and dedicated GSE facility in YVR and our recent purchase of the Westjet hangar in YHM are also part of our continued growth plans. As we continue to move forward with these exciting new opportunities, we will also continue to face many challenges.

A big part of our success has been our ability to manage our growth wisely and to exercise prudent care in managing and controlling all of our operating cost areas. As we continue to move forward with these exciting new opportunities, we will also continue to face many challenges. Our focus will be to maintain our cost control efforts while continuing to provide reliable, on-time, and value added services to our loyal customers. I am counting on each of you to ensure we operate as efficiently and safely as possible so that we continue to be industry leaders.

We will continue to do this in order to meet the operational and financial goals for our customers, our shareholders and ultimately all of the Cargojet Team!

Thank you to each and every member of the Cargojet Team for your contributions to our success and we wish you and your families and fantastic and safe summer!

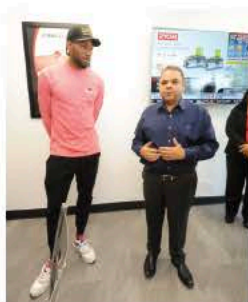
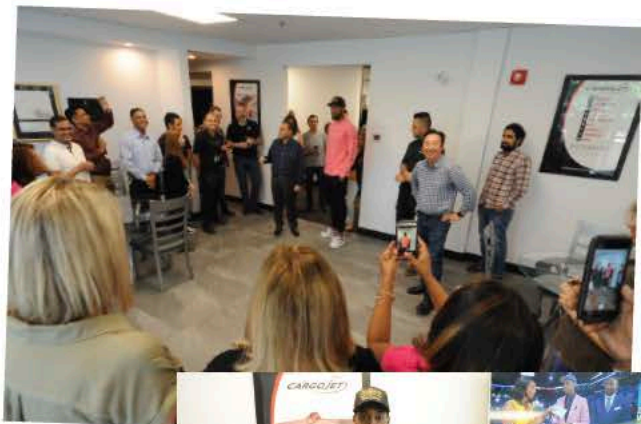
Best regards,





KAWHI LEONARD MVP/WORLD CHAMPION VISITS HEAD OFFICE

We had a very special visitor come to Head Office to meet the team and even brought pizza's for everyone. Kawhi Leonard of the Toronto Raptors and reigning MVP and World Champion of the NBA visited recently. He was extremely gracious taking the time to click pics and say a few words to all. Looking forward to having him stay in CANADA!



WELCOME THE NEW V.P. LINE MAINTENANCE

Dear All,

Please join me in welcoming Leo Cordeiro to our Cargojet team as our new Vice President Line Maintenance.

Leo brings 31 years of aviation technical operations experience including Maintenance Control, Supply Chain and Logistics Management, Heavy Maintenance and Line Maintenance.

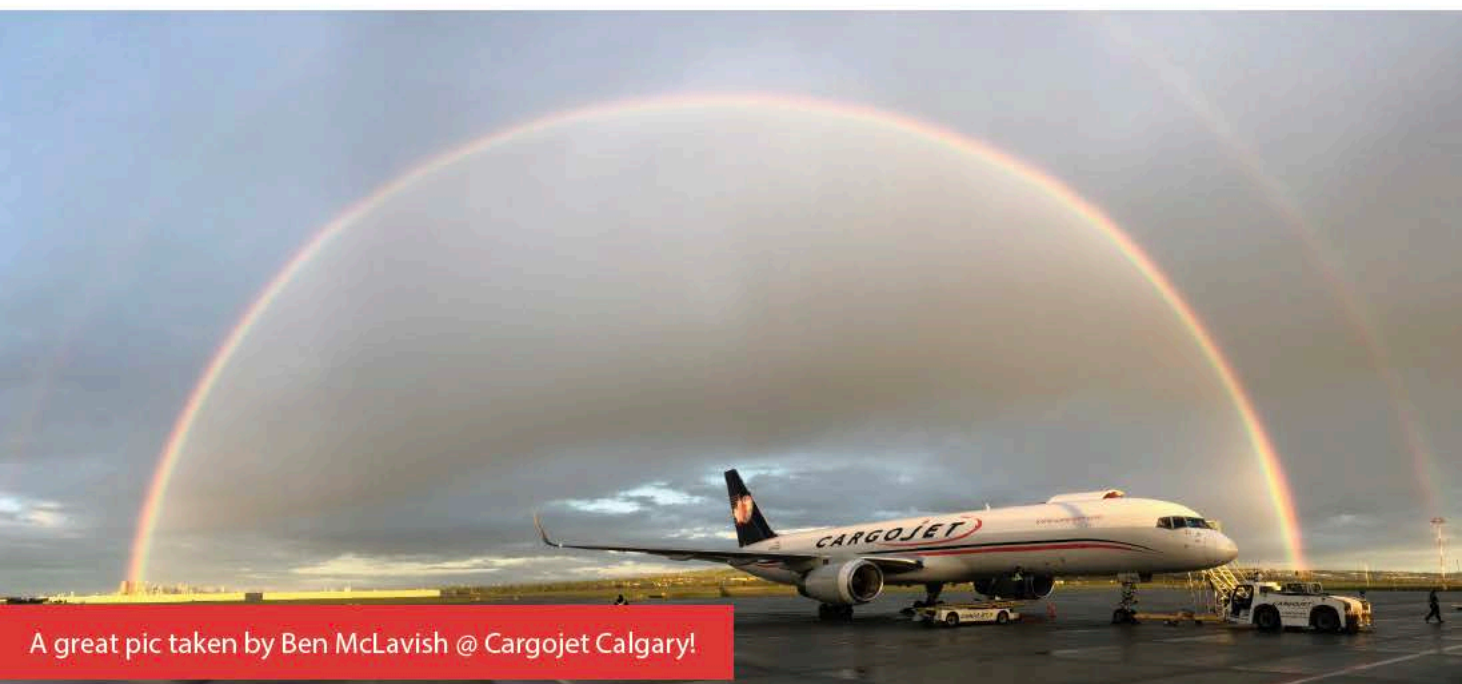
Leo is a certified Aircraft Maintenance Engineer and has extensive experience in the design and implementation of productivity and process improvement programs, including maintenance planning, compliance, and safety.

Leo will be based out of Hamilton and will visit all the Line Maintenance bases across our Network and lead the Line Maintenance Team with a focus to continue to improve on Cargojet's Technical Dispatch, Fleet Reliability and On-Time Performance for our customers.

As Cargojet continues to grow, we remain focused strategically and structured to meet our growth capacity and to provide a platform for effective and efficient technical maintenance operations for our customers.

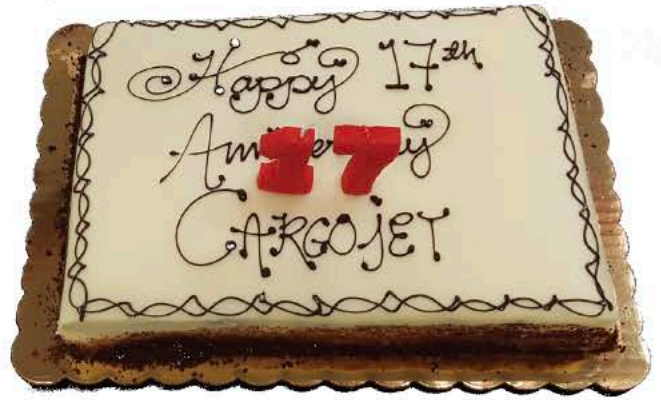
Please join me in welcoming aboard Leo!

Best,
Ajay

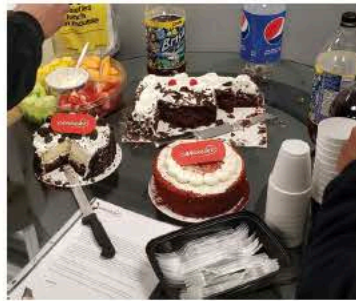
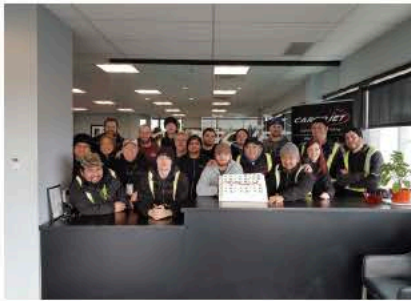


A great pic taken by Ben McLavish @ Cargojet Calgary!

17TH ANNIVERSARY PIZZA CELEBRATIONS



As part of Carojet's 17th Anniversary Celebrations, all of our offices and bases were treated to pizza!!



A photograph of two men standing in an aircraft hangar. The man on the left is wearing a black t-shirt and has a beard. The man on the right is also wearing a black t-shirt and has his arms crossed. They are standing in front of a large aircraft fuselage. The hangar floor is visible, and there are some markings on the wall.

MAINTENANCE & ENGINEERING UPDATE

Strengthening our Maintenance and Engineering Team

As Cargojet continues to grow and prosper we strive to exceed our high standards of aircraft Technical Dispatch, Fleet Reliability and On-Time Performance for our customers. With the growth and acquisition of newer generation aircraft we have expanded our capabilities in Maintenance & Engineering.

Engineering - Capacity and Cost Focused

The Engineering Team provides technical expertise for aircraft fleet acquisitions, engineering, power plant and heavy maintenance. Glenn Simard the Vice President of Heavy Maintenance and Fleet Acquisition leads the Team in analyzing fleet performance and introducing reliability enhancements and incorporation of airframe and engine modifications to improve our maintenance program and fleet reliability. Working with the aircraft and engine manufacturers as well our MRO vendors for power plant and heavy maintenance, we look for opportunities to control costs and improve fleet performance. In order to meet our customers' demands, new aircraft are evaluated and sourced to provide Cargojet with the required additional aircraft capacity.



Line Maintenance & Maintenance Control - Operational Performance

As Cargojet grows across the network and expand to new destinations through schedule and charter growth, we have aligned our organizational leadership to be regionally focused. Leading the Line Maintenance Team, Leo Cordeiro is the Vice President of Line Maintenance bringing 31 years of aviation technical operations experience in Maintenance Control, Line and Hangar Maintenance. Paul Martin is the Director of Line Maintenance East and John Graham is the Director of Line Maintenance West. Sean Jamieson is the Director of the Maintenance Control Centre. MCC is an integral part of our Technical Dispatch, with Sean's leadership we focus on continuous improvement initiatives.

Supply Chain - Efficiency, Cost Control & Mitigate Risks

Technical purchasing and an efficient supply chain enables Cargojet to meet our strategic and financial goals and is a complex ecosystem of different tiers of suppliers; original



equipment manufacturers (OEMs); maintenance, repair and overhaul (MRO) providers. Leading the Supply Chain Team, Larry O'Brien is the Director of Technical Purchasing & Supply Chain and is responsible for purchasing & material control, rotatable and repair system, inventory, tool calibration control system, shelf life control system and negotiating pooling and loan/borrow agreements. The Supply Chain Team strives to deliver value by improving efficiency, control costs and mitigate risks in support of Cargojet's operations.

Proactive Initiatives

The weekly fleet readiness program is a proactive initiative where maintenance actively prepares the aircraft for an on-time departure by completing aircraft and engine system functions including engine runs and 'mock' departures. The 'mock' departure has maintenance operating cargo doors, loading systems, APU starts while checking for faults and resolving them before the actual freight loading and departure commences.



Collaboratively, the maintenance Team's mandate is a proactive approach to Technical Dispatch, Reliability and On-Time Performance for our customers.

Paul Rinaldo - Senior Vice President Maintenance & Engineering

WELCOME THE NEW V.P., PEOPLE



Dear All,

Please join me in welcoming Kimberly Boyle to our Cargojet team as our new Vice President, People effective today. Kimberly Boyle is a senior Human Resources leader with broad HR experience built over 30 years in Industry, Consumer Goods, and the Energy sectors. Kim is a People leader who has worked to integrate new businesses, empower teams and develop/launch new programs & policies that strengthen culture and employee engagement when business results are needed most.

Kim's focus will be to continue and expand upon our current People initiatives to further develop our strong and positive team culture by proactively serving as the liaison between team members and local management in all departments and

all locations of Cargojet. She will be co-based in Hamilton and Toronto head office and will spend much of her time visiting Cargojet offices across the country. Additionally, she and her team will provide consultative services and training for all leaders on employee coaching and counselling, performance management, etc., helping to contribute a higher level of employee/management trust at all levels within the organization. Kim will take on leadership for our broader HR and Payroll team, relying on Rumina Ratansi for her continued expertise. Rumina has been a key asset to Cargojet as our HR Consultant for more than a year and will partner with Kim during this transition and continue to lead on several of our key People related initiatives.

Kim has been the top People and Safety leader at Alectra Inc. (previously Enersource), Sleeman Breweries and Vincor Wines (now Arterra). Her career diversity has given her the opportunity to develop innovative concepts and apply best practices in People and Safety, helping her to become a recognized leader in her field and ready to serve the Cargojet team.

Cargojet's primary strength has always been its team and its people. In this ever growing and challenging industry our people and human resources are of utmost importance to ensure we remain competitive and strong in the market place. Our plans are to place greater emphasis on our people and we are happy to have Kimberly join the Cargojet team to address our needs for greater emphasis on Human Resources.

Please join me in welcoming Kimberly!

**Best,
Ajay**

WELCOME TO THE TEAM

Please welcome our new team members from YMX further to our acquisition of a ground handling and GSE company. This is in continuation of our strategic initiative to insource all ground handling operations at airports across our Canadian network. We are thrilled to have every one of you be part of our Cargojet family.



Bergeron, Cedrik
Ground Handler



Bishop, Eric
Ground Handler



Logins, Raivis
Ground Handler



Valliere, Francis
Ground Handler



Alonso-Manrique, David
Ground Handler



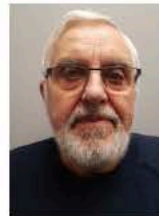
Marcheterre, Louis-Thomas
Ground Handler



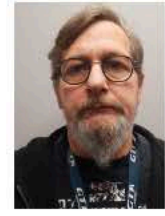
St-Arnaud, Gabriel
Ground Handler



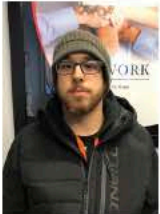
Drolet, Richard
Ground Handler



Kardos, Claude
Mechanic GSE



Dassylva, Alain
GSE Supervisor



Do Rego, Maxime
Lead Hand



Soulie, Philippe
Lead Hand



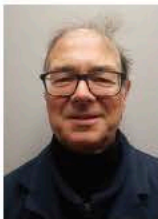
Dupuis, Maxime
Lead Hand



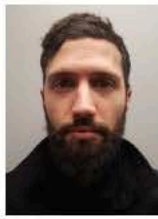
Laverdiere, Francois
Lead Hand



Juteau, Louis-Martin
Lead Hand



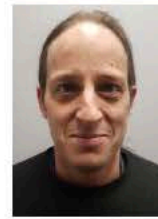
Rondeau, Michel
Mechanic GSE



Medynski, Anthony
Mechanic GSE



Rouleau, Martin
Mechanic GSE



Ouellette, Maxime
Mechanic GSE



Medynski, Mark
Supervisor, Operations



Frison, Pierre
Supervisor, Operations



Wilson, Shawn
Mgr/Train GSE, Proc, Log

CARGOJET'S NEW TEAM MEMBERS

Mowser, Christopher J. Ground Handler	YEG	Rouleau, Martin Mechanic	GSE	YMX
Prado, Rizaldy Ground Handler	YEG	Wilson, Shawn Mgr/Train	GSE, Proc, Log	YMX
Staby, Terri L. Ground Handler	YEG	Belliveau, Dominic Aircraft Mech Engr,	ACA	YQM
Ayles, Brian R. First Officer	YHM	Dean, Michael A. Ground Handler		YQM
Ba, Kaman First Officer	YHM	Morton, Richard Aircraft Mech Engr,	ACA	YQM
Barry, Saikou O. Ground Handler	YHM	Richard, Jean Marc Ground Handler		YQM
Bhandal, Dilshan First Officer	YHM	Thickins, Justin D. Operator		YQM
Brochu, Adam First Officer	YHM	Alonso-Manrique, David Ground Handler		YUL
Cordeiro, Leonilde VP Line Maintenance	YHM	Bergeron, Cedrik Ground Handler		YUL
Desmeules, Francois First Officer	YHM	Bishop, Eric Ground Handler		YUL
Durban, Julien First Officer	YHM	Do Rego, Maxime Lead Hand		YUL
El Daour, Mohammed First Officer	YHM	Drolet, Richard Ground Handler		YUL
Elkadi, Haitham First Officer	YHM	Forget, Gabriel Ground Handler		YUL
Elshikh, Ahmed First Officer	YHM	Frison, Pierre Supervisor, Ramp Ops		YUL
Holmes, Rebecca E. Administrator, GSE	YHM	Gour, Gabriel Ground Handler		YUL
Jelcic, Milena Ground Handler	YHM	Juteau, Louis-Martin Lead Hand		YUL
Kozmaqi, Albana Ground Handler	YHM	Lacombe, Dawson Ground Handler		YUL
Krasniqi, Endrit Ground Handler	YHM	Langianese, Luca Ground Handler		YUL
Linton, Eric First Officer	YHM	Laroche, Myriam Ground Handler		YUL
Maddix, Yohan Ground Handler	YHM	Laverdiere, Francois Lead Hand		YUL
Maxim, Eugen First Officer	YHM	Laverdiere, Simon Ground Handler		YUL
Mazzeo, Marcelo First Officer	YHM	Logins, Raivis Ground Handler		YUL
Molnar, Carl R. Operator	YHM	Marcheterre, Louis-Thomas Ground Handler		YUL
Mulligan, Malcolm C. Rotable Controller	YHM	Medynski, Mark Supervisor, Ramp Ops		YUL
Murphy, Brandon First Officer	YHM	Pineda-Leroux, Jonathan Ground Handler		YUL
Pare, Chyenne Ground Handler	YHM	Savage-Veilleux, Sonny Ground Handler		YUL
Pichot, Xavier First Officer	YHM	Soulie, Philippe Lead Hand		YUL
Postma, Cameron Crew Scheduler	YHM	St-Arnaud, Gabriel Ground Handler		YUL
Schafrick, David M. Ground Handler	YHM	Valliere, Francis Ground Handler		YUL
Sharma, Neeraj First Officer	YHM	Hale, David A. Ground Handler		YVR
Taylor, John Ground Handler	YHM	Morris, Gregory M. Sales Manager		YVR
Teles, Jussara Ground Handler	YHM	Quatchon, Jommel A. Ground Handler		YVR
Toth, Matthew Operator	YHM	Santillana Escobar, Rene D. Ground Handler		YVR
Vowles, Tyler Ground Handler	YHM	Shergill, Satinderpal S. Ground Handler		YVR
Wiehler, Emmanuel I. Ground Handler	YHM	Tiacoh, Remy Ground Handler		YVR
Wittrup, Jeffrey First Officer	YHM	Benavidez, JB E. Ground Handler		YWG
Zarzour, Mohamed First Officer	YHM	Cabral, Noah Ground Handler		YWG
Hiltz, Bradford Supervisor, Operations	YHZ	Garung, Jureign Ground Handler		YWG
Miller, Parker F. Lead Hand	YHZ	Laurito, Justine D. Ground Handler		YWG
Nurse, Bradley Ground Handler	YHZ	Alfajem, Mohammed T. Ground Handler		YYC
Dassylva, Alain GSE Supervisor	YMX	Calera, Edwin D. Ground Handler		YYC
Kardos, Claude Mechanic GSE	YMX	Dalisay, Crisanto D. Ground Handler		YYC
Medynski, Anthony Mechanic GSE	YMX	Dula, Nico M. Ground Handler		YYC
Ouellette, Maxime Mechanic GSE	YMX	Bhaskaran, Prashant HR Business Partner		YYZ
Rondeau, Michel Mechanic GSE	YMX	Doherty, Lisa HR & Recruitment Special		YYZ

#CARGOJETFAMILY



Cargojet sends congratulations to Kostadin Marin and his new wife Veronica. Their wedding took place on Sep. 8th. 2018.

5 YEAR ANNIVERSARIES



Congratulating
Mattieu Gabriel on
his 5th Anniversary
with Cargojet.



Congratulating
Khadija Toubi on
her 5th Anniversary
with Cargojet.

WELCOME TO THE CJ FAMILY



On February 15th Matthew
Ryback and his family
welcomed Norah Gail
Céline Ryback to the world.

Congratulating Nawreet
Singh on the birth of
her baby girl Siana Singh.



STEVE HASKINS RETIRES

I wanted to let everyone know that I am
retiring from Cargojet effective May 2019.

I have been employed by Cargojet since June
19, 2002, and I will treasure the memories
that I have made over the last seventeen years.
I have worked for six airlines over my career,
and I have definitely enjoyed Cargojet the
most. It was a pleasure to work with such a
great group of people.

I am now looking forward to this next life
phase which will include lots of world travel.
I wish all of you the very best for the future.
Cheers!
Steve

