

JETVIBES

THE NEWSLETTER FOR TEAM MEMBERS AND FRIENDS OF CARGOJET



A JAY VIRMANI WITH CARGOJET
AMBASSADOR MARCUS STROMAN
AND GOOD FRIEND JOSE BAUTISTA

PRESIDENT'S MESSAGE

Wishing every team member and the entire
Cargojet family a safe and Happy Holiday
Season. All the best to each of you in 2019!!

ajay



CELEBRATING
LYLE
GIBSON



**TEAM MEMBER
APPRECIATION**



CLIPPERS FOR A CAUSE
for Children's Hospital Foundation



PRESIDENT'S MESSAGE

As we reflect over this past year, it certainly has been one of tremendous growth across the system. We continue to work diligently across the country to enhance and provide a consistent and professional image and service from coast to coast.

Cargojet continues to prove 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. 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 effort, 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. We recently took delivery of our eleventh B767-300F and our eighth B757-200F with one more B767-300F to be added in the new year; that will provide the base for our continued growth for years to come. The end of this year will also see us retire the last B727-200F from the fleet! This aircraft type has served us very well and assisted with our growth since the beginning.

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!



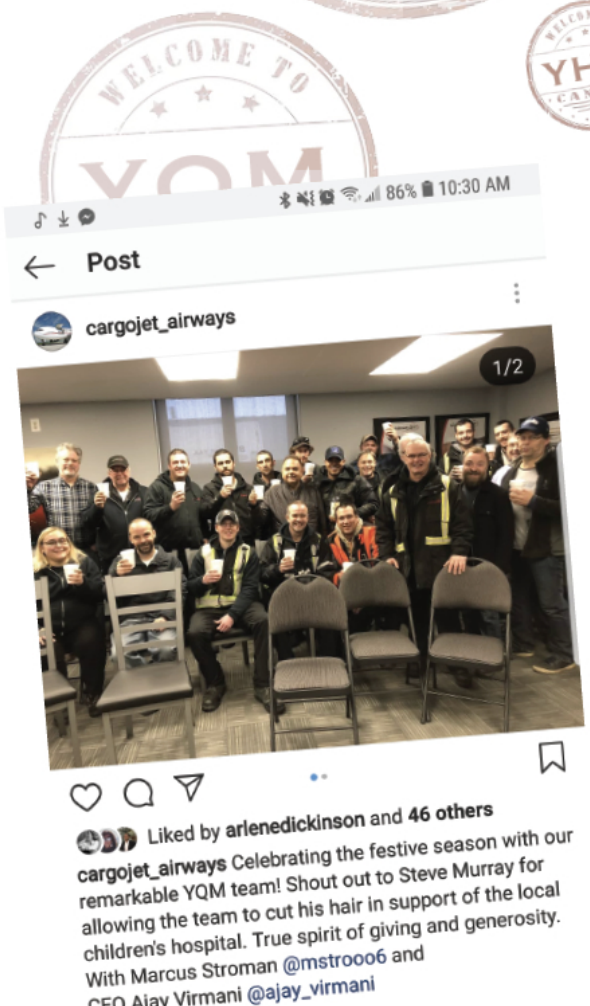
CARGOJET COAST TO COAST



CARGOJET COAST TO COAST



ONCE AGAIN THRILLED TO VISIT EACH BRANCH AND EXTEND OUR APPRECIATION FOR YOUR HARD WORK AND COMMITMENT TO CARGOJET.



CELEBRATING THE CAREER OF

LYLE GIBSON



30 YEARS OF SERVICE

This season marks another milestone with the official retirement of Mr. Lyle Gibson, General Manager Western Canada.

THE FLIGHT OPERATIONS GROUP

"Thank you for many years of friendship and pleasant times. It has been our honour to work with you, and we wish you all good things and happy trails in your new adventure.

Fondest regards,
The Flight Operations Group

CMC

"Many people in this company owe a lot to Lyle. Myself included, he hired me +20 years ago and always saw my potential.

He was a demanding, hardworking boss who set an excellent example. His passion, dedication and work ethic taught me and others so much. He's an inspiration to all and will be deeply missed. We wish you all the best in your retirement and hope that it is everything you have dreamed of...

Chris Ryan
Director, Cargo Movement Control

WISHING YOU WELL LYLE



Lyle!
We Will Miss You!!
Come back and visit OK?!

From our humble beginnings to now, you have worked so diligently for this day to come. You have been such an important colleague and an inspiration to myself and Cargojet since day one. I wish you all the luck and good fortune in this new chapter of your life. I know you will create another great story.

Well Deserved My Dear Friend,

Sergio



Congratulations on your well-deserved retirement.

On behalf of your teammates, colleagues, customers and vendors we are going to miss your objectivity and professionalism.

Stay healthy and strong!



YWG BASE

YWG Base would like to extend our Heart Felt Best Wishes and thoughts for a very Happy (And at a minimum, Business Class seating) retirement, to our mentor and Team Leader in Western Canada, Lyle Gibson. In every way, Lyle has made an impact on all of us and has shared an invaluable and incredible range of knowledge with us. Our ability to complete the daily tasks of our operational network have been molded and directed by his oversight and guidance. Please stay in touch Lyle and know that our door is always open! Also, we know that if you do visit us, it will be in Summer, because you don't have a warm enough jacket for YWG Winter's.

Lyle is a seasoned aviation professional with over 40 years of total airline experience. He began his direct air cargo career over 22 years ago in 1996, at Canair Cargo. While quickly learning and developing the air cargo business, Lyle took on more and more challenging roles and responsibilities and was part of the original team that joined Cargojet. During his career with Cargojet, Lyle has assumed multiple roles including heading up our Cargo Movement Control and customer service centre, to leading our Western Canada team, as our first General Manager responsible for all commercial activities at what was then four stations comprised of Vancouver, Edmonton, Calgary and Winnipeg. With the growth of our business his area of responsibility grew to include Saskatoon, Regina and Thunder Bay.

Lyle has an enviable reputation of respect, professionalism and admiration from our customers, our employees and our suppliers across country. His exceptional work ethic and professional attitude has won him the admiration of his peers across the industry. We sincerely thank Lyle for his many years of dedication and contributions to Cargojet's growth and success and wish him all the best of health and happiness. We are also very pleased to announce that Lyle has agreed to continue to participate and remain a part of the Cargojet family in a part-time and consulting role, as we move forward into 2019!

Jamie B. Porteous
Executive Vice-President & Chief Commercial Officer



YQR



We are going to miss Lyle's guidance and leadership as he heads off and enjoys the next chapter of his life. Lyle demonstrates the true meaning resilience, drive and commitment both personally and professionally. When speaking with Lyle you always knew you were going to have a meaningful and sincere discussion regardless of the topic and that is something our customers and the Cargojet family are going to miss. Enjoy your retirement and keep in touch.

Gord Johnston
Senior Vice-President, Sales

ANNOUNCING...

COMMERCIAL MANAGEMENT ORGANIZATION

Dear Team,

As we continue to grow and prosper as an organization, I am very pleased to announce the following changes to the Commercial management organization:

1. Mr. Chris Ryan, is promoted to the position of Senior Director, Service – National Accounts. This position, based at head office is responsible for all service and commercial contract obligations with Canada Post, Purolator, UPS and Amazon. This position is effective January 1, 2019.
2. Mr. Richard Cromwell, is promoted to the position of Director, Cargo Movement Control (CMC). This position, based in YHM CMC, is responsible for the day to day operations and coordination of the Cargojet network. This position will be effective November 19 2018 to allow for an overlap of duties during this peak season.
3. Mr. Neill Davis, is promoted to the position of Station Manager –YHZ. This position is responsible for all commercial activities and team relations at our Halifax base. This position is effective immediately.

Each of the above positions will report directly to the undersigned. Please join me in congratulating Chris, Richard and Neill in their new roles and responsibilities and I look forward to working with them as we continue to grow our business and to continue to provide reliable and consistent service levels to our customers.

Regards,

Jamie B. Porteous
Executive Vice-President & Chief Commercial Officer



CHRIS RYAN



RICHARD CROMWELL



NEILL DAVIS



Dear Team,

We are very pleased to announce that on September 13, 2018 our new HR and Payroll Solution, Jet Connect, went live. We also successfully implemented Phase 1 of our Jet Connect Time Management System.

Why Change?

Our hardworking and dynamic team is our greatest asset. You all have propelled us into one of Canada's fastest growing organizations. As we continue to expand our global footprint and workforce, we need to ensure we are providing our team with the best HR and Payroll services available.

As such, we reviewed our payroll systems and after listening to each of you, we determined that we needed to change. Our processes were manually intensive, disjointed and could not accommodate our large number of current and future team members. You could not view or manage your personal information or track and request vacation time-off online. At our stations, time and attendance tracking including sick time, overtime, vacation, anniversary increases and hours worked was being tracked manually by the payroll group and station personnel.

The JetConnect Solution: Some of the immediate benefits with JetConnect:



- **Totally unified HR, payroll, and benefits** in one solution—that means fewer data entry errors, more accurate data for everyone, and one master system of record for ALL data;
- **A new Intranet portal** for all team members is available to access their own pay, benefits, and relevant company information themselves—with fast, do-it-yourself features that will eliminate waiting and calls to HR
- **Increased online efficiencies:**
 - Complete processes, less paperwork, and fewer errors
 - One central platform for everything
 - Employees and managers can complete tasks easily without relying on HR for help
- **Reduced costs:**
 - Reporting at our fingertips, no extra charges
 - Reduced printing and mailing costs (manuals, forms, pay statements)
 - Fewer time entry/payroll errors—saving on re-running check corrections

Thank you to the entire Cargojet Team for your continued support as we continue to transition to this exciting new digital platform to better service all of you.

Sincerely,
Your HR Team

CELEBRATING

15 YEARS

Swargam, Chandra	Director, Fuel & Comm
D'Souza, Kevin	Director, Infrastructure
Bialkowski, Sebastian	Captain
Brazier, Colin	Captain
Hansen, Neil	Captain
Hoffman, Trevor J.	Captain
Hawthorne, Robert	Maintenance Base Manager
Graham, John	Maintenance Base Manager
Najm, Tony T.	Captain
Strangway, James S.	First Officer
Engelbrecht, Marc A.	Lead Hand
Moz, Gino	AME Lead Hand
Corey, Geoffrey	QA Trainer/Engineer
Bourgeois, Trevor	Aircraft Mech Engr, ACA
Rinaldo, Paul D.	VP, MTC & Engineering
Lising, Ronald	Maintenance Duty Manager
Gill, Andrew	Captain
Harper, Mark	Asstant Chief Pilot-Mgr
Marr, Robert	Captain
Gatz, John	Maintenance Base Manager
Pearce, Dorian	Maintenance Base Manager
Marshall, John D.	Maintenance Duty Manager
Rowsome, Douglas	Maintenance Base Manager
Ocelak, Rich	Maintenance Ctrl Engineer
Martin, Paul	Director of Line MTC
Blais, Phillippe	Manager, CMC Process
Bilinski, Edward	Lead Hand
Sibbald, Trevor W.	Maintenance Duty Manager
McKinnon, Robert	Captain
Willcott, Andrew	Supervisor, Ramp Ops
Wintschel, Jonathan	Supervisor, Operations
Maki, Jalab	Lead Hand
Stares, Sandra	Sales Manager Maritime

CONGRATULATIONS TO EACH OF OUR LONG TIME EMPLOYEES CELEBRATING ONE OF THESE KEY MAJOR MILESTONES.

YOUR COMMITMENT IS UNMATCHED AND WE VALUE YOUR SERVICE.

HERE'S TO THE NEXT 5 YEARS!

10 YEARS

Tigas, Menchie	Accounts Recievable Coord
Reichelt, Douglas	Maintenance Duty Manager
Lightfoot, Peggy	Load Planner Salary
Jones-Baumgardt, Janet H.	First Officer
Kim, John Y.	Chief Financial Officer
Murgier De Volpe, Mariana	Director, SMS & Security
Shamakov, Alexander	Aircraft Mech Engr, ACA
De Sousa, Christina	Load Planner
Zamarco, Mario	Manager, Crewing
Hand, Michael	Lead Hand
Pilling, Carolynn	Payroll Specialist
Bulaon, Jose_Maximilian	Ground Handler
Molinaro, Chris	Maitenance Ctrl Engineer
Giblak, Marcel	Lead Hand
Franklin, Bryan	Lead Hand GSE
Juteau, Eric	Operator
VanBemmelen, Tamara	Administrative Ops Coord.
Sawchuk, Ryan A.	Lead Hand


5 YEARS

Tompkins, Peter	Lead Hand
Gifford, Mackenzie	Ground Service Equipment
Avelino, Benedict	Crew Planner
Ingco, Al_Frederick	Payroll Administrator
Turcotte, Randy	Manager, Training & Standard
Nicholson, Douglas	Captain
Singh, Kalvinder	Aircraft Mech Engr
Ahadzada, Farhad	Supervisor, Operations
Sells, John	Captain
Bhandary, Shray	Second Officer
Stephanides, Alexandre	Lead Hand
Wojnar, Clayton	Maintenance Duty Manager
Chandler, Kevin D.	Load Planner
Hynes, Wallace	Maintenance Base Manager
Feltham, Stephen	Aircraft Mech Engr, ACA
Caluza, Ruben	Ground Handler
Matcheswala, Akeel	Assistant Controller
Smarlack, Daniel	Sales Manager
Medwid, Rachel	Supervisor, Planning
Gauthier, Genevieve	Load Planner
Riedy, Barry	Second Officer
Alexander, Jeffrey	Second Officer
Manzo, Daniele	Second Officer
Morrow, Christopher	Captain
Hansen, Sydney	Load Planner
Choromanski, Jessica	Dispatcher
Kavanagh, Brent	Supervisor, GSE
Vessey, Shayne	Lead Hand
Bergel, Kamil	Supvr, Fueling & De-Icing
Sahdev, Shruti	Accounts Receivable Coord
Ahadzada, Fawad	Lead Hand
Dela_Cruz, Rowena	Accounts Receivable Coord
Tarpey, Kody	Lead Hand, MTC
Defent, Adam	Lead Hand, MTC
Macaulay, Allison	Lead Hand
Charles, David	Operator
Naidu, Kunaal	Load Planner
Andu, Tadesse	Lead Hand

CLIPPERS FOR A CAUSE

Shear brilliance! Cargojet raises funds for the Children's Hospital Foundation





The base put together a baby shower at work for Rachell Arabe, another example of the what we do to give our base a family feel.

