

JETVIBES

THE NEWSLETTER FOR TEAM MEMBERS AND FRIENDS OF CARGOJET



Stars
CELEBRATING
Stars

BRIAN KOHUT

YMX TEAM

CONGRATS JAMIE



CEO'S MESSAGE


I would like to extend my sincere gratitude to each of you for your tremendous efforts through this particularly busy peak season. Cargojet continues to benefit from the explosive expansion of e-commerce and global demand for dedicated air cargo services.

Our domestic network continues to see very strong growth in overnight air cargo services, and this was increased recently with our relief efforts to assist in the aftermath of the BC floods. Our dedicated ACMI/CMI and Charter business also continues to benefit and is growing at an accelerated rate. In response, we have recently announced the acquisition of up to 17 new cargo aircraft including the B777-200/300ER to support our international growth over the next five years!

It was an honouring and humbling experience to recently being awarded with a place on Canada's Walk of Fame, the nation's crowning jewel that celebrates Canadian excellence and achievement. I am very proud to be recognized in the category of Entrepreneurship and Philanthropy. This award recognizes not only distinctive accomplishments and successes, but also achievements in philanthropy, advocacy, and contributions toward the greater good! This award is very much for the Cargojet Team, as I could not have accomplished anything without the support, loyalty and hard work of every Cargojet Team Member - a heartfelt thank you to each one of you!

It is discouraging that we are still having to deal with the Covid-19 pandemic after eighteen months. We've gone through an extended period of adjusting with the impact of the pandemic on our Team Members and Customers. Every Team Member's personal health and safety is the absolute priority at Cargojet, and we continue to provide a safe and sanitized workplace. Proper safe distancing protocols are maintained, and masks, gloves and hand-sanitizer are provided to Team Members at every location. Please keep up the efforts to work safely, practice social distancing and washing your hands frequently, as we maintain our focus on safety first and a continued commitment to provide the highest level of service and on-time reliability to our Customers.

We consistently provide all our stakeholders with tremendous value and returns; on behalf of all shareholders, our Board members, and all of our Management Team, I sincerely wish each of you and your families a safe, healthy and Happy Holiday Season!


Dr. Ajay K. Virmani



CONGRATS JAMIE

JAMIE PORTEOUS

Chief Strategy Officer



Cargojet continues to grow and as you have noticed we have added several senior positions to strengthen our organization. With the changing landscape in e-commerce and supply chains, it is extremely important that we continue to strategize and plan ahead to ensure Cargojet's leadership in the market place.

In light of the changing environment and competitive challenges we face today, I am pleased to announce a new position of Chief Strategy Officer for the company and this role will be headed by our Cargojet founding member, Jamie Porteous, effective October 1, 2021.

Jamie has been an integral part of our growth and how we positioned ourselves in the market place. Jamie has taken a step back from day-to-day operations and will focus on strategic functions of our organization. Jamie has contributed significantly to the Cargojet family for the past 20 years since its inception and has been instrumental in developing and building our team and infrastructure from ground up to assist Cargojet in its tremendous growth and success.

In his new role besides Chief Strategy Officer, Jamie will be responsible for our network and fleet planning, investor relations and overall network performance. He will also continue to manage strategic partnerships with Amazon, Canada Post, Purolator, UPS, and DHL. Jamie will also continue to help and guide as required.

I am sincerely appreciative and thankful to Jamie for his vision and countless contributions to our organization, words cannot express my gratitude and appreciation for his continued dedication, commitment, accomplishments, and loyalty over the past twenty years.

Best,

Ajay



WE ARE PLEASED TO WELCOME NBA CHAMPION **FRED VANVLEET** TO THE CARGOJET FAMILY.

*We look forward to having Fred meet our
team and valued customers.*



CONGRATULATIONS BRIAN

BRIAN KOHUT



Congratulations Brian!

Brian Kohut (aka BK) has decided to retire as President of Transforce International after almost 4 decades in transportation and logistics.

Born and raised in Sault St Marie, Ontario - Brian began his career in 1986 with TST Overland in Windsor, Ontario before moving to Sameday Courier as Vice President of Sales. While at Sameday, Brian built one of the strongest and most experienced sales teams in all of Ontario primarily catering to the Automotive Industry for Air and Ground Logistics.

Brian joined TFI in 2001 where he built an amazing team of courier and logistics professionals while achieving record revenue results and providing strong shareholder value.

Brian has always been a true partner, supporter and friend to Cargojet from our early beginnings and has been an industry leader when it comes to managing relationships at all organizational levels.

As an avid sports enthusiast Brian will continue to support his beloved Habs and Raptors. We are certain he will be spending much of his time in warmer climates improving his handicap with his lovely wife Annie and son Adam.

We are going to miss Brian's energy and sense of humor but wish him well!



WELCOMING TO OUR TEAM

VITO CERONE

Senior Vice President, International



Cargojet has experienced tremendous growth over the past few years, this has been possible due to the efforts and commitment of the Cargojet team. We have redefined the Canadian Air Logistics Industry and we continue to surpass our customers expectations. In keeping with our long term strategic growth plans, I am very pleased to announce Mr. Vito Cerone will be joining our Cargojet family. Our next phase of growth will come from international expansion. We are positioned to now move into the global market and being the next stage of our journey. Vito will be an integral part of this growth.

Vito was most recently Vice President, Cargo Sales and Commercial Strategy at Air Canada where he oversaw the optimization of all global sales and commercial activities. Vito joins us with over 30 years of aviation experience. Vito will report directly to myself. Vito will be responsible for growing Cargojet's Charter and Interline partnerships. Cargojet is rapidly moving forwarding into the international market with the recent announcement of acquiring additional freighters, including the 777-300. Vito is a recognized leader in the global logistics industry and highly respected for his global relationships and commercial acumen.

Vito's responsibility's will include charters sales, international, ACMI, interline partnerships, Bermuda/Cologne and all other existing international aspects.

BRENT CARD

Senior Vice President Flight Operations



As Cargojet continues to see growth of our operations we are looking forward to building on this momentum and solidifying our position as Canada's leading provider of air cargo services. In keeping with our focus on safety and operational excellence, I'm pleased to announce that Captain Brent Card will be rejoining the Cargojet family as Senior Vice-President, Flight Operations, effective immediately.

Brent previously worked at Cargojet as a B727 pilot from 2003-2008 before leaving to pursue opportunities in aviation management. He has held the positions of Chief Pilot at Sky Regional Airlines, Fleet Chief Pilot, E175 at Jazz Aviation and Vice-President of Flight Operations at Sky Regional Airlines. Brent's commitment to safety, innovation and customer service at Sky Regional were complemented by his open and honest approach to employee relations. In his new position at Cargojet, Brent will report directly to myself.

As we transition into a new era at Cargojet I want to ensure that we continue to build on our strong foundation that has been solidified over many years thanks to the commitment of our entire team. I fully support Brent in his mandate of continuous improvement in flight operations coupled with a focus on consistent and open communication.

As the pilot group has grown consistently in recent years, this open dialogue and cooperation will be critical to our success. Brent's mandate will be to work closely with the pilot group to ensure we move ahead with a renewed sense of communication and collaboration and focus on building a great team.

DEREK PALMER

Vice President Operations



Dear Team,

Cargojet has experienced tremendous growth over the past few years, this has been possible due to the efforts and commitment of the Cargojet team. We have redefined the Canadian Air Logistics Industry and we continue to surpass our customers expectations. The business continues to face challenges as we move through these uncertain times. Now more than ever we need to focus on the domestic overnight business to ensure we continue to be a first class operator. Our goal has also been to exceed our customers needs and expectations and this continues to be our primary focus, we need to earn our customers business each night. I am very excited to introduce our new VP of Operations, Derek Palmer.

Derek has over 20 years of operations experience leading diverse and cross-functional teams. He also has extensive experience in operational excellence, quality management systems, customer experience, and network operations throughout his career. He is a hands-on leader with a strong emphasis on Safety, People, and Service. He comes to us from Air Canada where he was Senior Director of Global Operations which included the responsibility of operations globally as well as Cargo Network team and Customer Service. Prior to this, Derek was responsible for Air Operations at Purolator as well as Senior Regional Manager, Eastern Canada including Hamilton. Derek holds a

Masters degree from the University of Denver in Transportation Management and Supply Chain Operations.

Derek will be responsible for Cargojet's network performance, network operations, all stations, CMC and all other operational matters domestic and international.

WELCOMING TO OUR TEAM



JOSEPHINE PIETRACUPA

Senior Director Facilities and Real Estate

Dear Team,

Please welcome Josephine Pietracupa as Senior Director Facilities and Real Estate to the Cargojet Family. Josephine brings years of expertise in real estate alongside facility knowledge and insight. Josephine also has over 25 years of aviation industry experience. She started with Air Canada as a manager responsible to oversee construction projects and progressed up the organizational ladder to eventually become responsible to lead a team in negotiating leases worldwide. In addition, she assumed the role of Chair for the Airline Consultative Committees (ACC) at Canada's largest airports where she was responsible to facilitate discussions and drive solutions between the respective Airport Authorities and the airlines operating at those airports.



MATTHEW FOWLER

Station Manager YQM

Dear Team,

It is with much pleasure that I announce the appointment of Mr. Matthew Fowler to the position of Station Manager YQM effective today. Matt comes with rich experience of over a decade in Aviation Management. In his new role, Matt will be responsible for all operational aspects of the Moncton station including the safe operations; efficient handling of cargo; a high standard of customer satisfaction; on-time performance of the network and always fostering a positive and inclusive work environment for all team members.

We are confident that Matt will embrace the Cargojet culture and take the station to greater heights with the invaluable support of all.

CONGRATULATIONS ON YOUR RETIREMENT



STEVE MURRAY

It is with very mixed emotions we announced Steve Murray, Station Manager YQM is officially retiring from Cargojet. Steve has been an extremely integral member of our team, working relentlessly since our inception. Steve has demonstrated his commitment and loyalty to Cargojet each and everyday. He truly has been the backbone of our Moncton operation and our success in this region. We wish Steve the best of health and happiness. He will be missed but will continue to always remain part of the Cargojet Family.

WELCOME TO OUR TEAM

GEORGE SUGAR

Senior Vice-President, Regulatory Compliance



We have added several senior positions to strengthen our organization. With the evolution towards overseas expansion, we have made a significant investment in safety and security to ensure that we are meeting new challenges and complexities with a robust focus on risk mitigation.

In light of this changing environment, I am pleased to announce a new position of Senior Vice-President, Regulatory Compliance. This role will be headed by Captain George Sugar, and he will transition into this role immediately.

George has been an integral part of our growth and has ensured safe flight operations at Cargojet for 19 years in various leadership positions. George has contributed significantly to the Cargojet family and his expertise in regulatory compliance, security and ESG safety will provide significant support as we continue to expand.

In his new role George will report directly to the CEO. I am sincerely appreciative to George for his many contributions and am excited to lend him my full support as he takes on this important new role in the organization.



**MARIANA
DE VOLPE**

Vice President, Safety & SMS



**MALA
RAMDIN**

Manager, Payroll



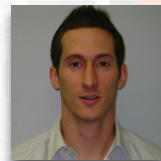
**PRASHANT
BHASKARAN**

Manager, Human Resources



**GEORGE
DONALDSON**

Manager, Warehouse



**TYLER
PORTEOUS**

*Senior Director, Charter Sales &
Business Development*



**BRETT
BATCHELAR**

Customer Experience Manager



**JOHN
COSGROVE**

*Manager, Commercial Scheduling
& Network Planning*



**AKEEL
MATCHESWALA**

Corporate Controller



**MUHAMMAD
MAKKI**

*Manager, Treasury &
Accounting*



**SUNIL
MISTRY**

*Senior Manager,
Financial Reporting*



**JINKY
RYAN**

Supervisor, Accounts Payable



**STEPHANIE
LACROIX**

Customer Experience Supervisor

OUR LATEST ADDITION TO THE FREIGHTER FAMILY



757-200ER C-GAJU



B757-200ER C-FACJ

SALUTING OUR NATIONAL TEAM





Festive Fun



CHRISTMAS CROSSWORD PUZZLE

USE THE CLUES TO COMPLETE THE CROSSWORD PUZZLE.



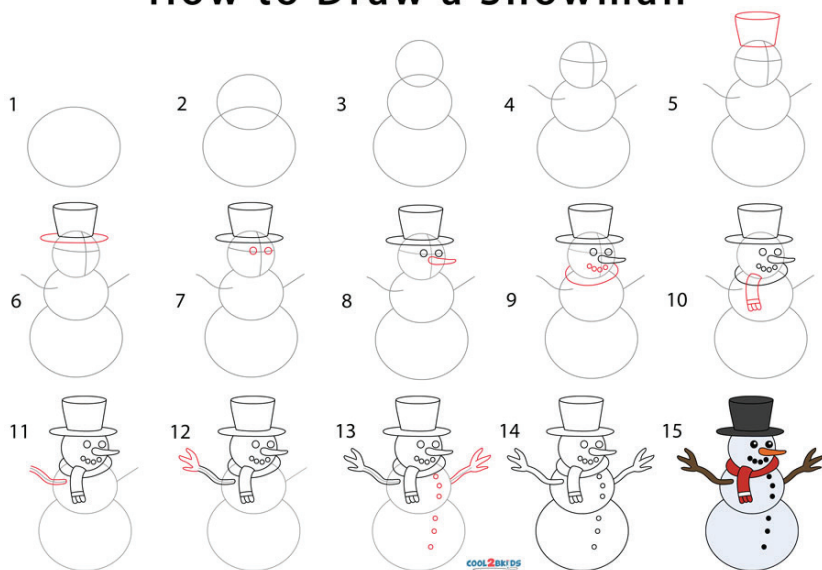
Across

1. One of Santa's Reindeer
3. Santa's Helpers
5. December 25th 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!

How to Draw a Snowman



Festive Fun

K F A M I L Y T R N K B J L H
Y M U T J C O R B S X G O J H
Y U P L R C A R O L S I Y I F
Y C M R R E Q N W E E V E N N
L H F E E P E H D N D I J G O
S R B T D S C S S Y W N G L R
Y I Q M T Y E R C M C G S E T
U S T O C K I N G S J A E I H
U T L I G H T S T G S D N W P
L M F L I O V S M S N J S E O
K A V F X B I Z G I I G D T L
B S R E B Z S L E I G H X C E
F K Y O L Q H R N S N O W R U
X N L R J F Z C D N D E X X V
H S T A R W S A N T A T L V M

BOW	FAMILY	NORTH POLE	SNOW
CANDY CANE	GIVING	PRESENTS	STAR
CAROLS	JINGLE	REINDEER	STOCKINGS
CHRISTMAS	JOY	SANTA	TREES
ELF	LIGHTS	SLEIGH	

THE GRINCH PUNCH

This colorful Grinch Punch is the perfect drink for the Christmas season. It is such a fun idea and kids love it, you can whip it up for your holiday party, cozy How The Grinch Stole Christmas movie nights, and even just for yourself if you feel like it. **What you'll need**

Pineapple juice – or use orange juice instead, Make sure the fruit juice that you use is smooth and does not have bits in it.

Sprite – or you can use lemon lime soda or lemonade.

Lemonade concentrate – use your favorite brand.

Kool Aid – You need kool aid that is green color. I used liquid Kool-aid, but you can easily used the crystal kind –some flavors are lemon lime Kool aid. Just make sure to follow the instructions on the packet for proportions of kool aid and water.

Tap water – to help dilute the green kool-aid.

How you'll make it!

Gently stir together sprite, water, lemonade concentrate, pineapple juice, and Kool-Aid in a large pitcher.

Dip the glass rims in water (or sugar syrup or cont syrup) and then into the sanding sugar to coat them.

Pour Grinch punch into glasses, add in ice cubes if desired, and serve.

