

Jet Vibes

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The Newsletter for Employees & Friends of Cargojet



CARGOJET TEAM ACHIEVES EXCELLENCE IN MANY FORMS

On February 21, 2013 Cargojet celebrated its eleventh anniversary as Canada's Cargo Airline. We have continued to manage the company very well through the challenging economic climate. We have had to make many difficult decisions to ensure the continued growth and prosperity of our business. One of the primary reasons of Cargojet's continued success is our team of dedicated and loyal individuals.

The Cargojet Team continues to pull together. Recently we all received some very sad and disturbing news. One of our colleagues, Ron Byrne, Cargo Movement Control Duty Manager's twenty-one month old son was diagnosed with Acute Lymphoblastic Leukemia. The Cargojet family rallied together and raised over \$35,000.00 to assist Ron and his family cope with financial burden of increased medical and support costs. We wish Nolan and the Byrne family a healthy outcome and speedy recovery.

It is this type of caring and supportive attitude of the entire Cargojet family that has allowed Cargojet to also achieve its level of business excellence. We are once again the proud recipient of the Transportation & Logistics **Carrier Choice Award** excelling in key areas of *On-Time Performance, Customer Service, Competitive Pricing as well as Leaders in Problem Solving*. This is the thirteenth consecutive year that our customers have defined Cargojet as the true leader of air cargo services in Canada. We have also successfully passed both our **ISO9001:08 Quality Standards Audit** and our **IATA Operational Safety Audit (IOSA)**. These achievements continue to define Cargojet's commitment to quality and to operational safety at every level in the company. We thank each and every member of the Cargojet team for their caring attitude and dedication to making Cargojet the most successful air cargo carrier in Canada.

On the business side of things, the first half of 2013 has shown some upward trends in our core overnight volumes and especially in our charter business. As we move into the last half of the year and continue to face pricing pressures from our customers, it is important that we continue to focus on cost control and prudent fiscal responsibility. We look forward to a robust and busy peak period and thank each and every one of you for both your personal and professional efforts over the balance of the year.

Lets all continue to work together as we enter the next season.

Warm personal regards,

Dr. Ajay K. Virmani
President & CEO





“ARCTIC CO-OPERATIVES CHOOSES CARGOJET TO IQALUIT”

Saturday, May 4, 2013 marked the inaugural departure of the dedicated 767-200 from Winnipeg International Airport to Iqaluit. Working directly with Arctic Cooperatives Limited, the direct air cargo shipments are destined for many Member Co-ops and Arctic Ventures in the Qikiqtani Region of Nunavut. This once a week service using a 757-200 freighter will provide a reliable, cost-effective delivery platform to the Arctic.

A true reflection of the power of co-operation, this is a present-day legacy of what was begun so many years ago.

Duane Wilson, VP, Merchandising & Logistics for Arctic Co-operatives Limited says, “We couldn’t be more pleased with this exciting new partnership which ultimately benefits community-based Co-ops in the Arctic, and is fine example of the power of co-operation.”

The first Co-operatives in Arctic Canada were legally incorporated in 1959. During the 1960s and early 1970s, most communities in the Northwest Territories and Nunavut formed Co-operatives as community-based, Member-owned businesses to provide community residents with services and employment opportunities. In those earliest days of the Co-op System, communities realized they could *do better by working together*.

Arctic Co-operatives Limited is a service federation that is owned and controlled by 31 community-based Co-operative business enterprises located in Nunavut and Northwest Territories.





“CHARTERS”

We have experienced significant growth in our air cargo charter business. Operating both scheduled charter programs like our 767 program to Queretaro (QRO), Mexico and ad-hoc and random charter programs with all aircraft types. This is an important source of revenue for Cargojet that utilizes our aircraft during downtime, such as weekdays and weekends when the majority of the fleet otherwise sits idle.

Our sales team markets our charter services and availability through the relationships that we have developed and cultivated with different charter brokers and agents such as Air Partners; Air Charter Services; The Charter Store; Rock-it Cargo and many others.

Over the past few years, we have done charters directly and indirectly, as well as provided lift for many artists including the following:

DRAKE
Lady Gaga
U2
Bon Jovi
Muse
Stone Temple Pilots
The Eagles
Kim Mitchell
Blue Rodeo
Dixie Chicks
Tragically Hip
Red Hot Chile Peppers



Cargojet's Moves DRAKE's Bugatti



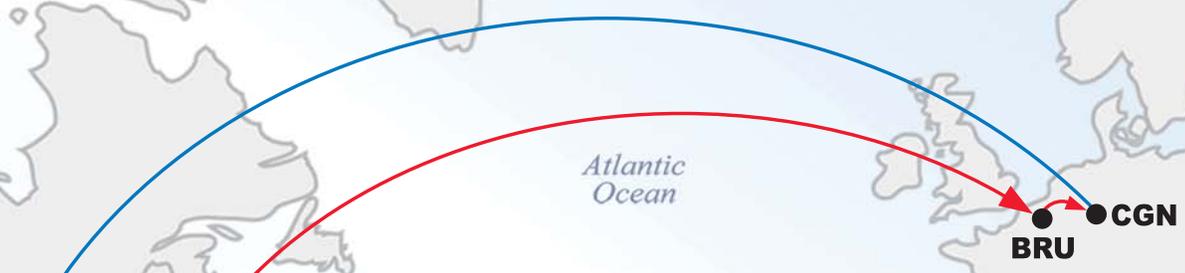
DRAKE's Bugatti



Equipment Being Shipped For Various Bands



“EUROPEAN EXPANSION”



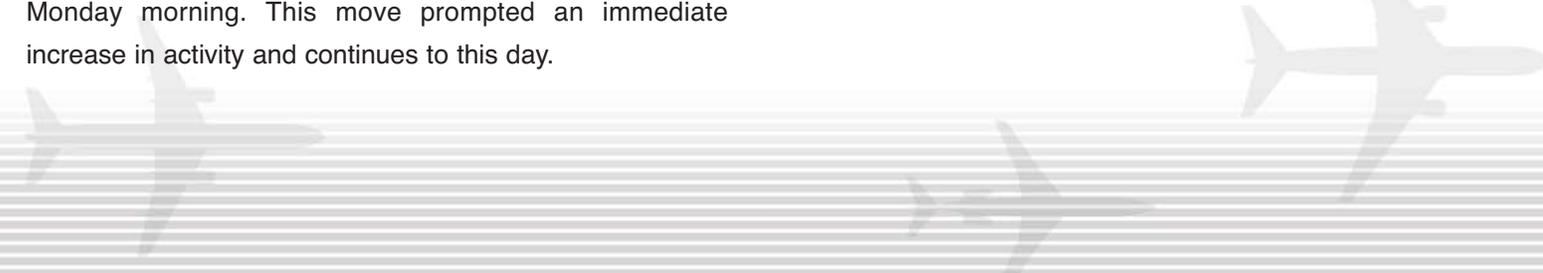
FLIGHT	DAY	DEP. CITY	TIME (LCL)	ARR. CITY	TIME (LCL)
1893	6	YHM	1700	YHZ	2000
1893	6	YHZ	2200	BRU	0900
1893	7	BRU	1000	CGN	1045

FLIGHT	DAY	DEP. CITY	TIME (LCL)	ARR. CITY	TIME (LCL)
1894	1	CGN	0045	YHM	0245



Cargojet expanded our international service to include Belgium and Germany in the spring of 2012. The flight began as a mid-week opportunity to pick up seafood from Halifax and to continue onto Europe for distribution out of Belgium before tagging to Cologne, Germany. In the first quarter of this year we moved this flight to a weekend operation to take advantage of the consolidation market from Germany where the flight operates back to YHM Monday morning. This move prompted an immediate increase in activity and continues to this day.

We continue to target high yielding traffic such as pharmaceuticals, automotive and livestock shipments in addition to consolidations and we move this traffic beyond to markets such as Detroit, Chicago, New York, Boston in addition to offering domestic destinations across Canada.





"FREIGHTER SERVICE TO BERMUDA"



FLIGHT	DAYS	DEP. CITY	TIME (LCL)	ARR. CITY	TIME (LCL)
245	1 - 5	EWR	0845	BDA	1145
246	1 - 5	BDA	1930	EWR	2030

Cargojet's first international expansion point was Hamilton, Bermuda in November of 2005. By adopting a co-load model and working with the 4 largest courier companies in Bermuda in cooperation together in one jet departure as opposed to several smaller independent operations. As a result we have developed a sustainable and long-term business model. With an enviable on time performance record of 98.2% we have been able to provide a consistent level of service which allows our customers to grow their respective businesses in a variable cost environment.

"IBC Bermuda has enjoyed a great working relationship with Cargojet since they began providing the service from Newark to Bermuda back in 2005. We have been able to

grow our business because of the additional space offered on the aircraft as well as offer new services such as our Horse Flight service where we transport horses on the aircraft to and from Bermuda." Says Rick Craft CEO of IBC Bermuda.

"Cargojet has consistently provided a very reliable service over the years, and when any issues have risen they have been handled expeditiously with the utmost professionalism. IBC Bermuda looks forward to working with CargoJet for many years to come in providing the most cost effective and quickest Air Freight, and Courier services to our Bermuda and International customers."



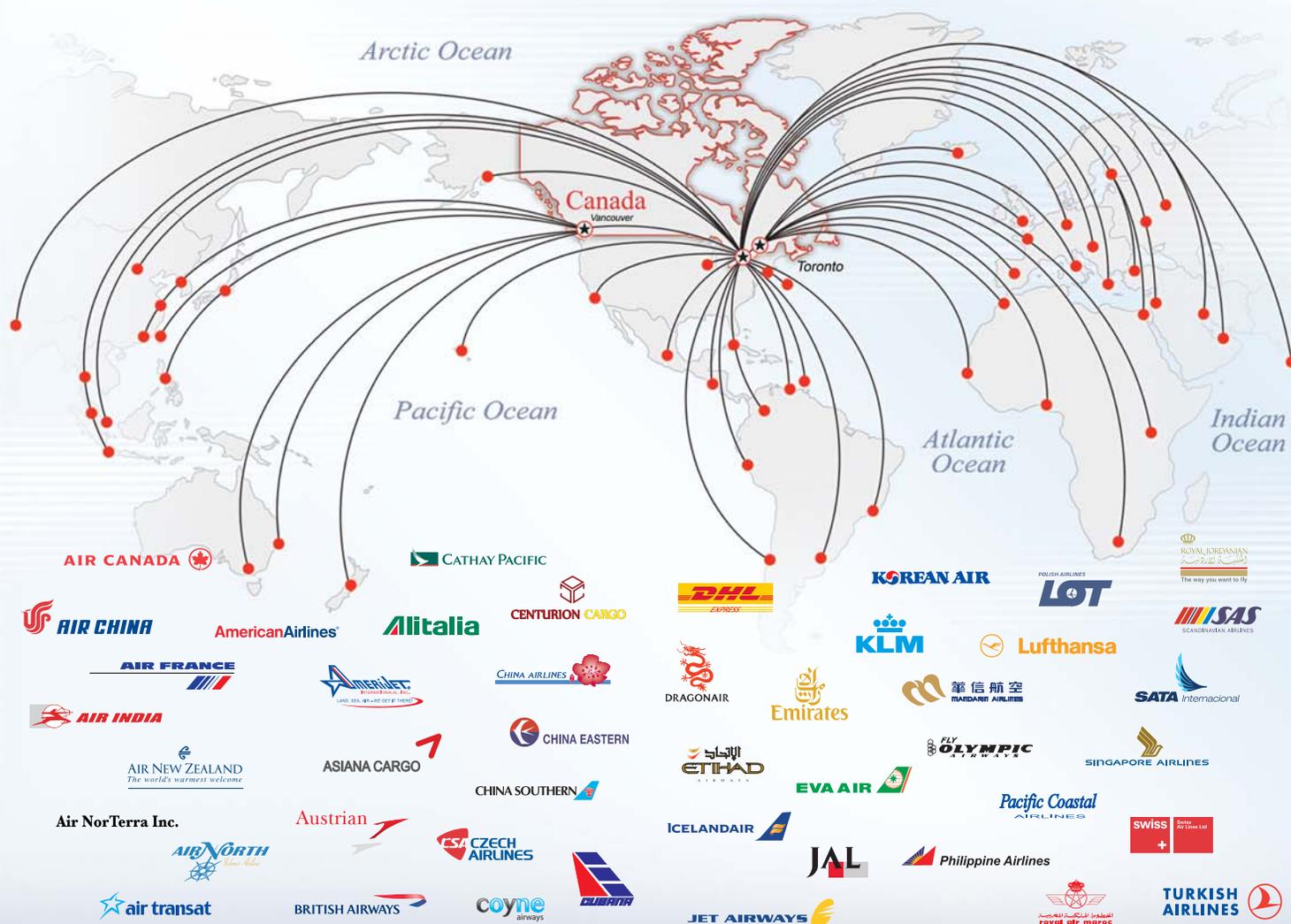
“INTERLINE”

An Interline partnership that is truly strategic has huge benefits for both carriers. Cargojet’s strength is our freighter route network across Canada, whereas the bulk of our interline partners focus on International routes and the majority do not fly to all major cities across Canada.

“We don’t compete on the same sectors; instead we’re in a position to support each other’s route structure,” notes Kevin Cincurak, Air Transat’s Manager, Market Development. “Air Transat can bring freight into Canada from Europe or the South into our major airports, and use

Cargojet to move this freight anywhere within Canada. Our customers get efficient, seamless service from origin to final destination.” In turn, Cargojet has access to Air Transat’s network to move their customer’s freight to nearly 60 destinations in 25 countries in Europe, North America, the Caribbean and Central America.

Combining networks enables carriers to offer a reliable, secure, affordable and flexible service that will deliver our customers cargo safely anywhere in the world.





“CARGOJET’S HUMAN RESOURCES TEAM”

What defines a good Human Resources department?

At Cargojet we value the following basic and realistic goals;

- You get paid correctly and on time.
- Your Vacation and Benefit plans are at or above industry average and fully understood.
- Your workplace safety and Human Rights are protected.
- The company is fair and equitable. Accountability is enforced and the company complies with all labour relations and workplace safety regulations.

Our Human Resources team has evolved considerably over the past ten years and we feel confident that today, we have the best team of HR professionals in place to ensure that you consistently receive the best service. Whether it’s your first day on the job at Cargojet or if you’ve been here since day one, the HR team is here to help you navigate the sometimes difficult world of payroll, benefits, vacations and general workplace health and safety.

Combined our team has many years of Human Resources experience and each has either recently completed or is in the process of completing the requisite skills and training necessary to attain their professional designation in either the payroll and/or the general human resources field.

The combined expertise, the continual learning/updating of skills and the demonstrated commitment of the entire team ensures that all Cargojet employees are treated fairly and consistently at all times.



Lynn Pilling
Payroll Specialist CPM
(Certified Payroll Manager)



Chithra Sanathkumar
Payroll Specialist CPM
(Certified Payroll Manager)



Mike Cancela
HR Generalist CHRP
(Certified Human Resources Specialist)



Madura Sooriyadevan
HR Generalist CHRP Candidate
(Certified Human Resources Specialist)



"NOLAN RON BYRNE"



Dear Cargojet Team,

As many of you are aware Ronald Nolan Byrne was diagnosed on May 28th with ALL (Acute Lymphoblastic Leukemia) at 21 months of age. Nolan is our youngest of four children: he has three older sisters, Taylor (age 13) Sadie (age 9) and Ava (age 4).

ALL is the most treatable form of Leukemia and we are very thankful it has a 95% cure rate. Nolan has started his 25 month plan of intense Chemotherapy and various other treatments to help in his fight against cancer. These treatments are very hard on Nolan with numerous side effects some of which will be in effect long after his treatments have concluded. We are happy to report at this time that Nolan is accepting all of his treatments well with no deviations from his treatment schedule. Curesearch.org is an amazing website with lots of information about childhood cancer and all aspects of ALL and other forms of Leukemia/Cancer.

Sarah and I would like to take this opportunity to pass along our sincerest gratitude to every member of the Cargojet team. The last few months have been very humbling and emotional for us as well as very exhausting. All the well wishes received and the Cargojet family coming together in our time of need is something that has touched our hearts and something that will never be forgotten. In a difficult time for us and our family the initiatives taken by all of you has helped ease some of the pain and stress related to this situation, for this we cannot be thankful enough.

We have a long road ahead of us but remain strong and optimistic for Nolan's full recovery, we will keep all of you posted on his progress in the future and what we hope to be many small victories in the next two years.

With Sincerest Thanks,

Ron and Sarah Byrne



The Cargojet family rallied together and raised over \$35,000.00 to assist Ron and his family cope with financial burden of increased medical and support costs. We wish Nolan and the Byrne family a healthy outcome and speedy recovery.