

# Jet Vibes

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Spring 2018

The Newsletter for Employees & Friends of Cargojet

## "ANNOUNCING OUR INTERNATIONAL EXPANSION"



I am very excited to announce a few changes to our Board of Directors effective April 12, 2018. Jim Crane, a longtime friend of mine and Cargojet's, has been elevated to the position of Chairman of the Board. Jim's years of experience, business and success will serve us well in this new role. Jim is the President and Chief Executive Officer & President of Crane Capital Group, Inc. Jim earned a Bachelor of Science degree in Industrial Safety from Central Missouri State University in 1976. In 1984, Jim founded Eagle USA Airfreight (EGL, Inc.), a freight forwarding company, and sold it in 2007. In 2008, Jim formed Crane Worldwide Logistics (CWL), a global provider of customized transportation and logistics services. Jim is also the owner of Champion Energy Services, a retail electricity company in the United States. Jim is also the controlling investor in the Houston Astros baseball team. I personally look forward to his guidance and influence. I would also like to welcome Arlene Dickinson to our Board as the first woman to hold this position in Cargojet. Arlene is an accomplished professional with many years of Marketing and business experience. I am equally looking forward to working with Arlene. I would also like to thank Jamie Porteous for his involvement in the board for over 10 years. Jamie is an integral part of Cargojet's success and will remain on the board in a management capacity in addition to his role as Chief Commercial Officer.

It is hard to believe that 2018 marks the sixteenth year of Cargojet's existence. Time certainly flies from our humble beginnings in early 2002, when we began operating our first of three B727-200F aircraft on the domestic overnight network, to where we are today!

When you look at us today, not only have we significantly grown our domestic overnight network in Canada but we now operate scheduled international cargo flights to Cologne, Germany; Bogota, Colombia and

Lima, Peru each week. Just recently we held a customer function here at our new Head Office in Mississauga with a Latin American theme to celebrate the launch of these new services. Our event was attended by our Ambassador Marcus Stroman (Ace Pitcher of the Blue Jay's) along with many of our industry colleagues and friends who have supported us since our inauguration February 2nd.

The utilization of our B767-300F and B757-200F aircraft fleet during the day and on weekends is a very important part of Cargojet's growth strategy. This is evidenced by the success of our global charters program that is gaining in success and popularity. Having said that, we are looking at developing new routes and are in the evaluation phase of some new destinations later this year.

As most of you know we will be retiring our last B727-200F at the end of 2018 and will be taking delivery of two more B757-200F's and an additional B767-300F this year. This aircraft fleet will leave us well positioned to look for and take advantage of further international expansion opportunities on both a scheduled and charter basis across the globe!

We continue to focus our efforts on providing our customers, both domestic and international, with consistent and reliable on-time performance. Cargojet has proven that we can provide unparalleled levels of service and we have always found creative and innovative ways to provide our customers with even further value-added benefits.

2018 has started off strongly from both a financial and operational standpoint. We continue to see benefits from the growth of e-commerce and online shopping in Canada which is driving increasing demand for our overnight services. This coupled with the expansion of scheduled air cargo routes between Canada and points in South America and Europe and increased charter demand clearly sets the stage for yet another busy year.

Looking forward to continued growth and success with each of you and I thank everyone on the Cargojet team for your efforts!

My best,

Dr. Ajay K. Virmani  
President & CEO



**CARGOJET**



## "CARGOJET ANNOUNCES JIM CRANE, AS CHAIRMAN OF THE BOARD"



We welcome Mr. Jim Crane to his new role as Chairman of Cargojet's board. We will continue to seek his guidance, forward thinking, entrepreneurial insights and contributions to the continued growth of Cargojet,' said Ajay Virmani, President and CEO. "We are excited to have Jim move into this role; his valuable insights will continue to be significant to Cargojet's growth strategy in the years to come," adds Ajay Virmani.

"I have worked with Ajay Virmani and the Cargojet management team since their inception and have been impressed with their tremendous growth, entrepreneurial leadership and professional management. I look forward in continuing to assist the team to create greater shareholder value," says Jim Crane, President and CEO of Crane Capital Group Inc.

Jim is the President and Chief Executive Officer & President of Crane Capital Group, Inc. Jim earned a Bachelor of Science degree in Industrial Safety from Central Missouri State University in 1976. In 1984, Jim founded Eagle USA Airfreight (EGL, Inc.), a freight forwarding company, and sold it in 2007. In 2008, Jim formed Crane Worldwide Logistics (CWL), a global provider of customized transportation and logistics services. Jim is also the owner of Champion Energy Services, a retail electricity company in the United States. Jim is also the controlling investor in the Houston Astros baseball team.



## "WELCOME ARLENE DICKINSON TO THE BOARD OF DIRECTORS"

*"I am looking forward to serving on the board of directors for CargoJet. The organization continues to demonstrate real leadership in the areas of growth, profitability and employee and customer satisfaction. I will strive and contribute in a meaningful way to the companies business objectives and to engaging and working closely with the board and management."*

Arlene Dickinson

Born in Germiston, South Africa Dickinson and her family immigrated to Calgary in her early years. She went on to graduate high school at the age of 16. Her first advertising job was at a Calgary television station.

Here she worked alongside a programmer who had a deep interest in investing and introduced her to a broker who taught her three key philosophies: "Don't be greedy. Always leave some money on the table and you can't go broke taking a profit." Unfortunately a little over a year in her position was downsized.

A former colleague then presented her with the opportunity to become one of three partners in their then small marketing firm Venture Communications Ltd. As a partner Dickinson would receive no salary or living wages. With hard work and determination within a decade, Dickinson was able to buyout her two partners and began to mold Venture Communications Ltd. into what it is today. One of Canada's largest marketing agencies.

Success with Venture Communications Ltd soon led to a cover in Profit magazine. This article about women entrepreneurs would land Dickinson a coveted position on the popular show Dragon's Den.

Joining the cast of Dragon's Den in season 2, Dickinson quickly became a fan favourite for her strong focus on the Canadian market, her environmentally conscious decisions when it comes to her investments, and overall tenacity. Some of her most successful investments include Balzac's Coffee Roaster an artesian café chain offering fair trade organic coffee, sugar and cocoa with organic and locally sourced milk. OMG's Candy a new gourmet candy to compete with their previously successful creation Clodhoppers and the Greenlid compostable compost bin an organic compostable waste bin that has gone on to introduce a popular compostable mosquito trap.

Arlene has also gone on to help Canadian business owners through the show The Big Decision, Recipe to Riches and YouInc.com a company she founded in 2012 for entrepreneurs featuring blog posts from Arlene herself.

Her website allows small to medium businesses receive everything from expert advice down to simply pitching their ideas.

Her aid to Canadian business owners does not fall short, with her launch of District Ventures Accelerator in 2015. The company invests 130k with 10 Canadian food/beverage and health/wellness entrepreneurs for a minor equity stake in their company.

With all of her success Arlene has received an Honorary Doctorate Degree from Mount Saint Vincent University, she is also an honorary Captain of the Royal Canadian Navy and has gone on to write two bestselling novels: Persuasion and All In. She has also won a number of awards, some of them being a Management Achievement Award from McGill University in 2008, a Lifetime Achievement Business Award, and Women's International Film & Television Showcase in 2011, as well as the Queen Elizabeth II Diamond Jubilee Medal in 2012.

Welcome to the Cargojet board Arlene!



**"EXPANDING OUR FOOTPRINT BETWEEN EUROPE AND SOUTH AMERICA"**

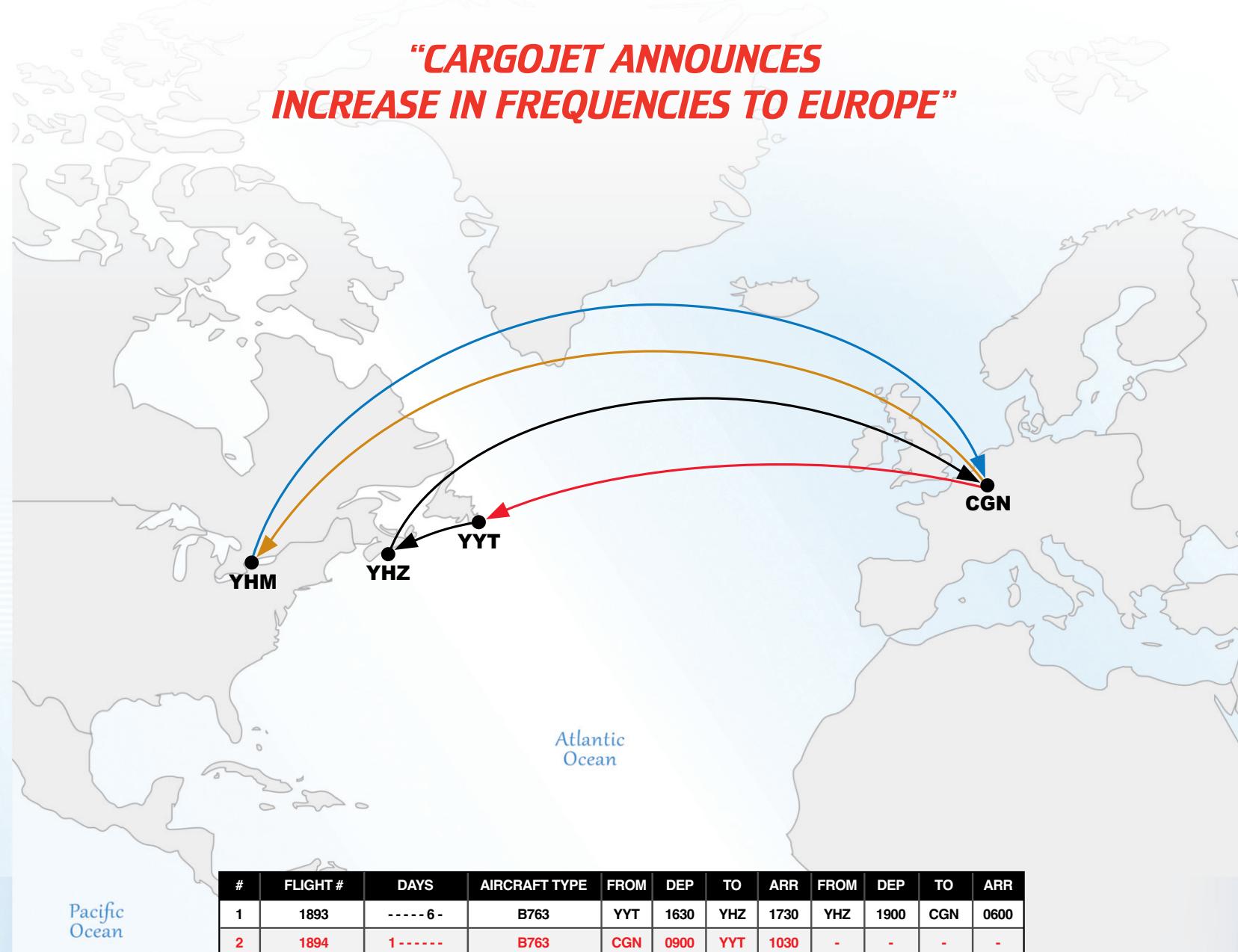




**"CARGOJET ANNOUNCES  
EXPANSION TO SOUTH AMERICA"**



**"CARGOJET ANNOUNCES  
INCREASE IN FREQUENCIES TO EUROPE"**





## "CARGOJET HOSTS INTERNATIONAL EXPANSION CUSTOMER APPRECIATION WITH BLUE JAY'S ACE PITCHER MARCUS STROMAN"



Ajay & Marcus



Dale & Marcus



Hussein & Heather



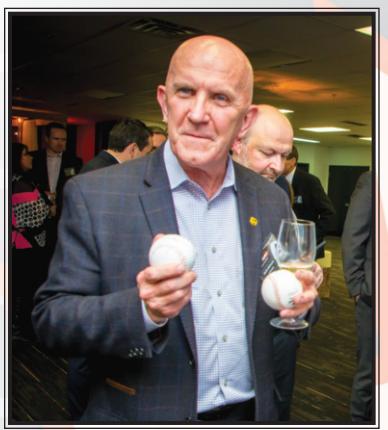
Gary & Marcus



Jack & John



Christian, Joaquin, Ximena & Martin



Don



Atul & Marcus



Mike, Marcus & Sean



Ajay Welcomes All



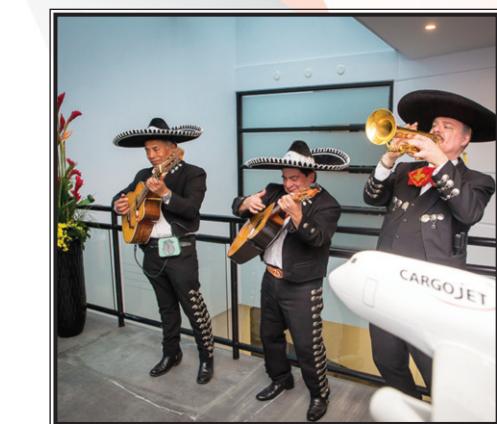
Marcus & Mario



Jeff, Don, Jack & Marco



Umayr & Marcus



Mariachi Band Welcomes Guest



Miona, Heather, Adriana & Diane



Paul, John & Steve



## "CARGOJET HOSTS INTERNATIONAL EXPANSION CUSTOMER APPRECIATION WITH BLUE JAY'S ACE PITCHER MARCUS STROMAN"



Martin, Marco & Tyler



Ajay & Marcus



Derek, Sal & Heather



Omer, Tyler & Richard



Margaritas For All



Chris, Ajay, Marcus & Ray



John & Marcus



Danny Enjoying A Personalized  
Baseball



Bob & Sergio



Sergio, Roger & George



Welcome!



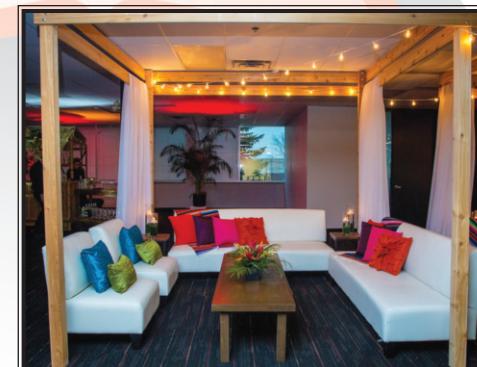
Roberta & Jeff



Peter & Marcus



Marcus & Miona



Vito, Marcus & Derek



**"WISHING BILL & NORM  
ALL THE VERY BEST AS THEY RETIRE"**



Norm Sherwood

Retired on March 9, 2018  
(Materials Coordinator)

Bill Bowmer

Retired on March 2, 2018  
(Manager Quality Assurance)

*With Deepest Sympathy*

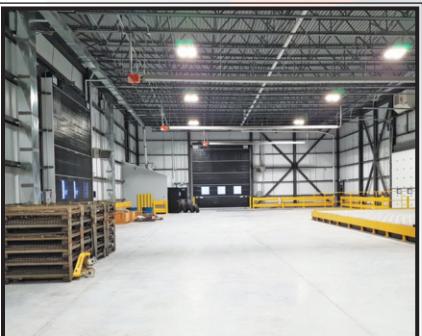
**Malcolm Robert Carrick**  
Aircraft Maintenance Engineer - Vancouver

It is with great sadness we advise that one of our colleagues, Malcolm Carrick from YVR, has passed away.

Malcolm had become suddenly ill over the past several weeks and lost his battle with his illness. Malcolm was a great AME, colleague and friend to many of us at Cargojet.

He will be sadly missed by his Cargojet family.

**"CARGOJET'S NEW YYT HOME"**



**THE TIME IS NOW!** Regardless of your age you need to plan for retirement. Can you retire on 37% of your income (to a maximum of \$55,000) as this is all the government is providing? The rule of thumb in the financial planning community is you will require a minimum of 70% of pre-retirement income a year.

Your Cargojet retirement program can bridge the gap. Start early to get your investments working for you.

Retirement tools and calculators are available at [www.graccess.com](http://www.graccess.com).

**"Creating Financial Security—For You, With You"**

**Group RRSP /DPSP and TFSA Has It's Benefits**

Cargojet continues to provide a Group RRSP /DPSP for their employees. By doing so, you benefit from :

	<u>Years of Service</u>	<u>Employer Match</u>
• 100% dollar match by Cargojet to a maximum of 5% based on years of service	<5	3%
• Instant Tax Relief	5-10	4%
	10+	5%

Cargojet continues to provide a Group TFSA for your convenience. By doing so, you benefit from:

- Higher potential returns
- Diversity and variety in investment options
- Convenient payroll deductions

**What Do You Need To do?**

If you are NOT currently enrolled in the group RRSP / DPSP plan at Cargojet:

- Obtain an enrollment form from HR
- Complete enrollment form
- Hand in to HR
- Be sure to note your member ID & plan #63092

**Other advantages to your Corporate Plan are:**

- Dollar cost averaging through payroll deductions
- No minimum investment required
- No switching fees for inter-fund transfers
- No administration charges
- Spousal plans available
- Casual contributions (top-ups) accepted
- Great selection of funds not available to individuals
- Discounted investment management fees