This year marks the 50th anniversary of IMP. It seems like yesterday that we started with a small industrial marine products business! The Company has enjoyed tremendous growth and is now quite diversified with our various coast-to-coast operations.

I want to take this opportunity to thank each of you for your contribution as I am very proud to have you as part of the IMP family. I know the next 50 years will be just as exciting as the first 50!

I am delighted to see our very own IMP Aerospace & Defence recognized as Canada’s #1 Defence Company for 2017. There remains many opportunities for continued growth within our Aerospace & Defence core group of business units both domestically and globally. Our sales and marketing teams continue to leverage our past successes and identify new opportunities to invest our financial and intellectual resources.

2017 is IMP’s 50th anniversary and the historical timeline on pages four and five summarizes major milestones of our first (but not last!) half century of growth.

Thank you to all employees for being such an important part of growing the Company.
IMP’s David Gossen says the company’s skilled workforce is key to its success

Canadian Defence Review’s #1 Defence Company for 2017 is a Remarkable Canadian Success Story

The company has experienced tremendous growth over its history, particularly over the past 15 years - some of this has come through acquisition, but the majority has been the result of organic growth and innovation.

IMP Aerospace & Defence is a business unit of IMP Group International, a 100% Canadian owned company headquartered in Halifax, Nova Scotia. The company’s roots trace back to the formation of Fairey Aviation Canada in 1948. Today, IMP A&D is one of the largest business units within IMP Group International. The majority of growth has developed through what started as an initial investment in In-Service Support (ISS) with military, government, and industry working together.

Continued on page 6...
A Historical Time Line

1969  IMP opens IMP Fishing Gear Limited (U.K.) in Grimsby, U.K.
1970  IMP buys Fairey Canada Limited consisting of two hangars at the Halifax International Airport and creates the Aerospace Division.
1973  Holiday Inn was built and is now known as the Atlantica Hotel Halifax.
1976  IMP buys Hammonds Plains factory from N.S. Government Agency, I.E.L.
1976  IMP buys Down East Aviation and enters the general aviation FBO (fixed base operator) business.
1978  IMP is appointed by Shell as Airport Dealer for Gander, NL, pumping 100 million litres/year of jet fuel.
1976  IMP Fishing Gear Limited (U.S.) opens in New Bedford, Massachusetts, and builds a new retail store and warehouse.
1981  IMP buys John Leckie Inc. and Atlantic Net Rope & Twine Limited to double in size IMP's marine fishing gear business.
1983  First contract with Aeroflot to fuel aircraft in Gander. This opened the door for later expansion into Russia.
1984  IMP's first trip to Russia to explore new business opportunities.
1987  IMP buys Blanchette Frères Limited of Quebec City to expand the aviation FBO network across five airports in Quebec.
1989  IMP buys Innotech Aviation in Montreal and Toronto.
1989  Joint Venture, Aeroimp, was created by IMP and Aeroflot to build what is to become the Aerostar Hotel in Moscow. This was the second J.V. company to be established between Canada and what was then called the USSR.
1990  IMP opens an office in Cyprus.
1991  IMP buys Execaire Inc. in Montreal, Canada's largest executive jet management and charter company.
1991  Moscow Aerostar Hotel opens as the city's first 5-star western hotel.
1991  IMP buys Amherst Aerospace from the Province of Nova Scotia and establishes IMP Aerospace Components Limited, now known as IMP Aerostructures.
1993  IMP opens IMP Fuels (home heating fuel distribution).
1994  IMP builds new facility for IMP Aerospace Components Limited in Amherst.
1994  IMP buys Forsea Ltd. in Moncton (a fishing equipment supplier).
1995  IMP buys Air Atlantic establishing IMP as a regional scheduled airline.
1996  IMP constructs a new 80,000 sq.ft. hangar facility at Innotech Montreal.
1998  IMP opens MediChair in Halifax becoming the city's first mobility equipment healthcare store.
1998  IMP buys Air 500 Limited, a Toronto-based executive aircraft management company.
1999  IMP successfully competes for the U.S. Navy H3 (Sea King) helicopter maintenance support contract - the first time an entire airframe contract granted outside of the U.S.
2000  Pier 21 Foundation, National Historic Site, named one of its grand event spaces, the Kenneth C. Rowe Heritage Hall.
2000  IMP successfully competes for the Canadian Search and Rescue Helicopter In-Service Support contract and has been the contractor of choice ever since, maintaining the Cormorants Canada-wide.
2000  IMP launches CanJet Airlines, Canada's first low-cost airline flying 1.2 million passengers per year with up to 14 Boeing 737 aircraft.
2000  IMP Solutions is created becoming Atlantic Canada's largest I.T. company by 2017.
2001  IMP buys Oak Island Resort, now known as Atlantica Oak Island Resort & Conference Centre.
<table>
<thead>
<tr>
<th>Year</th>
<th>Event Description</th>
</tr>
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<tbody>
<tr>
<td>2002</td>
<td>IMP constructs a new 60,000 sq.ft. CanJet hangar at the Halifax International Airport.</td>
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<td>2002</td>
<td>IMP starts up the Bathurst Call Centre operation.</td>
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<td>2003</td>
<td>IMP constructs Hangar 8 at the Halifax International Airport.</td>
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<td>2003</td>
<td>IMP is first recognized as one of Canada’s Best Managed Companies, maintaining this recognition up to and including 2017.</td>
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<td>2004</td>
<td>IMP buys Medtec Marketing of Burnaby, BC (health imaging equipment reseller).</td>
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<td>2005</td>
<td>Dalhousie University’s School of Business Administration Building named the Kenneth C. Rowe Management Building.</td>
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<td>2005</td>
<td>IMP buys Harding Medical in Halifax, Moncton, Sydney, and Charlottetown.</td>
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<tr>
<td>2006</td>
<td>IMP builds largest hangar at the Halifax International Airport - Hangar 9, which is over 90,000 sq.ft. in size.</td>
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<td>2007</td>
<td>Moscow Aerostar Hotel is sold.</td>
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<td>2007</td>
<td>IMP Aerospace is awarded a multi-million dollar contract extension for the Cormorant Search and Rescue helicopter in-service support.</td>
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<td>2007</td>
<td>Innotech constructs a new aircraft paint hangar in Montreal.</td>
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<td>2007</td>
<td>IMP develops 2 condominium projects, one in Halifax, the other at the Oak Island Resort.</td>
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<tr>
<td>2008</td>
<td>Innotech enters into a long-term business aircraft completions contract with Bombardier.</td>
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<td>2008</td>
<td>IMP Aerospace signs a contract with Royal Norwegian Air Force to re-wing P-3 aircraft.</td>
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<td>2009</td>
<td>IMP Aerospace Components awarded a long-term contract with Boeing to manufacture Chinook helicopter sub-assemblies.</td>
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<td>2009</td>
<td>CanJet enters into a long-term partnership with Transat Tours to provide Boeing 737-800 aircraft for charter.</td>
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<td>2009</td>
<td>IMP rebrands its 4-star hotel in Halifax as Atlantica Hotel Halifax.</td>
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<td>2009</td>
<td>IMP becomes a member of the Platinum Club of Canada’s Best Managed Companies Program and has maintained this recognition every year since.</td>
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<td>2010</td>
<td>IMP Solutions expands its business process management practice to Ottawa.</td>
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<td>2010</td>
<td>Kenneth C. Rowe inducted into the Canadian Business Hall of Fame.</td>
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<td>2010</td>
<td>IMP rebrands Oak Island Resort as Atlantica Oak Island Resort &amp; Conference Centre.</td>
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<td>2010</td>
<td>IMP Aerospace awarded a multi-million dollar combined production program to re-life the Canadian Aurora fleet with upgraded systems and wings.</td>
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<td>2010</td>
<td>IMP receives the following top employer awards for 2011: Canada’s Top 100, Nova Scotia’s Top 15, Atlantic Canada’s Top 25, and Financial Post’s 10 Best Companies to Work For.</td>
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<td>2011</td>
<td>IMP Marine Division is sold.</td>
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<td>2011</td>
<td>Dalhousie University names its business school, the Rowe School of Business.</td>
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<td>2012</td>
<td>IMP Aerospace rebrands to IMP Aerospace &amp; Defence with IMP Electronic Systems and IMP Aerostructures.</td>
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<td>2012</td>
<td>IMP buys Cascade Aerospace in Abbotsford, BC, maintaining Canada’s fleet of C-130 Hercules aircraft.</td>
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<td>2013</td>
<td>IMP acquires Image Air Charter Limited, a Toronto-based executive aircraft charter company.</td>
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<tr>
<td>2014</td>
<td>Cascade Aerospace wins a multi-million dollar contract to upgrade C-130 aircraft for the Mexican Air Force.</td>
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<td>2015</td>
<td>IMP acquires Blue Ocean Contact Centers Inc.</td>
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<tr>
<td>2016</td>
<td>IMP Aerospace awarded a multi-million dollar contract to re-wing Chilean Navy P-3 aircraft.</td>
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<tr>
<td>2017</td>
<td>IMP Aerospace tasked with a multi-million dollar avionics upgrade (Block 4) for Canada’s fleet of Aurora aircraft.</td>
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<tr>
<td>2017</td>
<td>Atlantica Hotel Halifax is sold.</td>
</tr>
<tr>
<td>2017</td>
<td>IMP Group celebrates 50 years of profitable growth.</td>
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IMP’s Cascade Aerospace operating unit is a leader in C-130 ISS work

Continued from page 3...

Such collaboration has grown over the years and has evolved in scale and innovation. For example, the company has gone from making ‘build to print’ aircraft wire harnesses in the 1980s to designing and building harnesses for NASA’s James Webb Space Telescope. And, that expertise has not gone unrecognized as the company has been named a Platinum Club member of Canada’s best managed companies.

IMP A&D has a broad portfolio of In-Service Support for military and commercial aircraft, as well as expertise in the design and manufacture of a broad range of structural and electrical parts and components for both aerospace and non-aerospace applications. The company also provides a host of land and naval services, and its manufacturing centres utilize scalable technologies for the design and manufacture of components for applications, such as the International Space Station and a number of domestic and international satellites.

IMP A&D bills itself as one of the RCAF’s (Royal Canadian Air Force) largest military aircraft In-Service Support providers, supporting a number of fleets. These range from the venerable CH-124 Sea King helicopters, the CC-130/CC-130J Hercules airlifters, CP-140 Aurora maritime patrol aircraft, the CH-149 Cormorant Search and Rescue (SAR) helicopters, and others including various foreign military customers - the first of which was the U.S. Navy. The company’s impact is magnified by high quality value-added services provided by over 200 engineering specialists in locations spread across Canada.

Leading the company is David Gossen, President of IMP Aerospace & Defence. Gossen also has the distinction of currently serving as Chairman of the Board of Directors of AIAC (Aerospace Industries Association of Canada) and is a Board Member of CADSI (Canadian Association of Defence and Security Industries).

Gossen recently told CDR, “The long-term continuity that we are able to provide over the now typical 40+ year service life of aircraft is a vital ingredient to making the programs we serve a success, and that’s made possible only through the retention of our personnel. I am very proud of our workforce. I believe a number of factors contribute to employee loyalty and our high retention rate: the quality of life, the size of our operating units, the stability of our programs and our corporate ethos toward employees all help to foster a strong sense of loyalty.”

And, it is for these collective reasons and more that CDR has recognized IMP Aerospace & Defence as Canada’s #1 Defence Company for 2017.

A STRONG FOUNDATION IN ISS WORK

Beginning in the 1970s, the Canadian military began looking to industry to take on a much broader In-Service Support role for their existing aircraft fleets, as well as on new aircraft acquisition programs. Over time, the capabilities of Canadian ISS companies grew steadily to meet the ever increasing demand for more comprehensive support. For IMP A&D, this evolution created a very strong foundation of new capabilities that could be leveraged to pursue opportunities beyond the company’s traditional role and customer base. In the year 2000, the first of what would become many international aircraft fleet operators arrived at the company’s
Larry Lundquist retired from IMP A&D as Vice-President for Special Projects, but today he serves as a special consultant to the company. “I’m witness to IMP doing the ‘D’ part of R&D in a very big way,” said Lundquist. “I continue to see engineering teams creating innovative solutions to modify a variety of aircraft types to meet new mission requirements, and that’s taking IMP into more of an integrator role.”

Today, IMP A&D employs 2,400 people across Canada in a variety of diverse operations, and has a growing export client list for its products and services. To accomplish its business objectives, IMP A&D is organized into six Operating Units.

**IMP AEROSPACE**

IMP Aerospace is a center of excellence in the field of ISS for military and commercial aircraft, offering a complete range of technical and program management services. Maintenance and engineering work is carried out under formal airworthiness accreditations from Canada’s Department of National Defence and Transport Canada, as well as international regulatory authorities. In addition, IMP Aerospace is a Lockheed Martin authorized P-3 Orion Service Center.

Meeting the demanding requirements of modern day aircraft ISS programs has kept IMP Aerospace continually moving forward. In some cases, the challenge has been one of scaling up from doing straight-forward structural repairs to completing the large-scale replacement of entire wing and tail-plane sets, conducting major systems updates, or integrating new technologies to meet the demanding needs of our customer requirements, both at home and abroad.

IMP Aerospace is contracted to support a number of RCAF fleets. One key program is the CP-140 Aurora Optimized Weapon System Sup-
One of the most advanced C4ISR platforms

Other key programs for IMP Aerospace are the CP-140 Aurora Structural Life Extension Project (ASLEP) and the Aurora Incremental Modernization Project (AIMP). These are two very large scale multi-year modification programs which include re-winging the aircraft, integrating an advanced mission system, and replacement and integration of an extensive number of navigation and communication systems. The next Block update for the CP-140 AIMP upgrade includes the installation and integration of advanced sensor and communication technologies that will make the CP-140 Aurora one of the most advanced C4ISR platforms in the world.

The CH-124 Sea King program includes total engineering support, 2nd and 3rd line aircraft maintenance, extensive component level repair and overhaul, publications and material support. Although the CH-124 is nearing the end of its service life, this program is directly responsible for the creation of IMP A&D’s world-class rotary wing engineering and maintenance capability.

The CT-114 Tutor (Snowbirds demonstration aircraft) second line maintenance program includes both extensive maintenance and aircraft painting of this very high profile fleet.

IMP AEROSTRUCTURES

Established more than sixty years ago, IMP Aerostructures has developed extensive experience and expertise in the manufacturing of structural assemblies, detail parts, monolithic machined components and composite structures for the world’s industry leading OEMs. Recent investments in advanced CNC machining capability and a wide range of NADCAP certified processes, as well as a long list of OEM approvals and AS9100 and ISO 9001 registrations, reflect the quality management and capabilities of this Operating Unit.

Through rigorous application of continuous improvement initiatives, IMP Aerostructures has proven itself as a competitive and reliable “Supplier of Choice” for aerospace structural components.

IMP ELECTRONIC SYSTEMS DOES NASA WORK

Founded in 1977, IMP Electronic Systems has supported commercial and military customers with the design, manufacture, repair, overhaul, and product improvement of avionics, electronic systems, and wire harness assemblies. These products and services are provided for military and commercial aircraft, armoured vehicles, the naval industry, and space applications. IMP Electronic Systems also provides comprehensive calibration services for IMP sister operations, as well as external clients.

Since 1991, IMP Electronic Systems has been involved with space product technology design and manufacturing. Initial programs included MSAT (Mobile Communication Satellite Program) and RADARSAT 1 where IMP designed and manufactured electrical wire harnesses for these satellite systems. Then, as a follow on to those programs, IMP worked with MD Robotics for the design, manufacture, qualification and proof installation of harness assemblies on Canadarm2 and the Special Purpose Dexterous Manipulator (SPDM) for the International Space Station.

One of the company’s most excit-
ing space programs is its involvement with NASA’s James Webb Space Telescope which is destined to replace the Hubble Space Telescope. IMP’s role included the design, qualification and manufacture of specialized wiring assemblies for the Fine Guidance System. Following extensive validation and testing at cryogenic conditions, IMP had to ensure that the design and manufacture would be capable of reliable operation for many years in the hostile temperatures and conditions of outer space.

Recently, IMP Electronic Systems has been working on a number of international space satellite programs for the Ukraine and Canada including the new RadarSat Constellation Mission program. On this program, IMP was responsible for the design and manufacturing of select harness assemblies installed on the RCM bus and payload system.

Through such programs, IMP has developed a niche capability in space technology design and fabrication, as well as a fully accredited clean room to assemble these components in a contamination-free area. IMP employees are also trained and certified to NASA standards to ensure the highest reliability and quality of workmanship.

“These are examples of how foundational programs with their genesis in a military aircraft procurement program - the CP-140 Aurora in this case - planted a seed which grew from straightforward wire harness manufacturing to this exciting, leading edge capability for space programs,” explained IMP’s Gossen.

IMP NAVAL & LAND SERVICES
In 2012, it was recognized that IMP A&D operating units were already providing goods and services beyond the aerospace sector. For example, a sizeable portion of the IMP Avionics business (now IMP Electronic Systems) was for the manufacture of wire harnesses for the Army’s LAV III and Stryker vehicles and the repair of navy sonar cans in their R&O facilities.

There is also a depth of experience for management, engineering and technical services that is readily transferable including Program Management, Structural and Electrical Engineering, Integrated Logistics Support, Configuration and Data Management, Quality Management, Publications, and Supply Chain Management. For this reason, IMP Naval & Land Services was created to bring a focus to marketing such key products and services to these sectors.

IMP Naval & Land Services has recently adapted existing capabilities into this sector by providing engineering services for the Canadian Coast Guard, R&O of towed array systems for surface ships and submarine applications, installation of equipment racking for the Victoria Class submarines, and technical publications support.

“We’ve always manufactured parts in the Army and Navy domains, but it’s only more recently where we’re leveraging all of our white-collar skillsets towards other segments of the military,” Gossen told CDR. “Many of the major ship design and shipbuilding companies recognize that we have a strong history of work.
with the Canadian military and a proven track record of success, so they're actively engaging with us for potential opportunities in relation to the Navy’s shipbuilding programs.”

CASCADE AEROSPACE IS A C-130 EXPERT

Formed in 2001, Cascade Aerospace, based in Abbotsford, B.C., is a specialty aerospace and defence contractor focused on providing long-term integrated aircraft support programs for Original Equipment Manufacturers (OEMs), military, government and commercial customers. The company has been delegated airworthiness authority under Transport Canada to manage and certify design changes to aeronautical products.

Today, Cascade Aerospace offers its services and products to aircraft operators around the world, and is one of only two maintenance centres in the world offering both a Lockheed Martin approved C-130 Service Center, as well as a C-130J Heavy Maintenance Centre accreditation.

Cascade entered the military ISS domain in 2005 when the company won its first contract for the total fleet management / OWSS program for Canada’s legacy Hercules fleet - this includes extensive Heavy Maintenance, Supply Management, Fleet Planning, Modernization and engineering support roles. Cascade also provides the maintenance support for Canada’s CC-130J ISS contract to Lockheed Martin.

In November 2016, Cascade Aerospace achieved a significant milestone by being the first commercial organization in the world to complete a Block upgrade on a C-130J fleet when they delivered the CC-130J Block 7.0 upgrade for the RCAF. “By capitalizing on our current contracts to maintain and support Canada’s CC-130 Hercules fleets, as well as the work we have done internationally, we are able to provide the best taxpayer value to update the CC-130Js and ensure these aircraft operate to their fullest ability.” Ben Boehm, Executive Vice President and COO at Cascade Aerospace, told CDR “At Cascade Aerospace, with our ISO and AS 9100 series quality registrations, we are equally ready to immediately assist U.S. and international militaries and civilian agencies as well.”

Cascade Aerospace’s role as a Lockheed Martin C-130 center of excellence has generated substantial foreign opportunities, most recently from Mexico and Indonesia.

CANADIAN SAR HELICOPTER

This Unit has provided complete 24/7 turn-key support for Canada’s fleet of CH-149 Cormorant Search & Rescue (SAR) helicopters since they entered service in 2000. Responsibilities include program management, airworthiness, all levels of maintenance, engineering and material support, logistic support, and technical training. The Unit is also responsible for engineering development of a Depot Level Repair program, which is a first in the world for this aircraft type.

Under a performance-based contract, IMP’s maintenance personnel provide the RCAF with mission ready aircraft at each of the main operating bases in Comox BC, Greenwood NS, and Gander NL. Program level support is provided to these field operations from the IMP Cormorant Support Centre in Halifax.

CREATING HIGH VALUE JOBS

While the growth of IMP A&D is largely the result of taking on ISS contracts that have been progressively more complex and demanding, the seeds planted by ISS have paved the path forward for growth through innovation and scalable services which are now transferable to different aircraft types, different products, and different customers domestically and abroad.

While ISS remains very much an essential part of IMP A&D’s foundation, the company now does much more, and this benefits DND from both a cost and in-country capability perspective, and Canada as a whole, has benefited through the creation of high value jobs and export opportunities.

“For several years, both government and industry have worked together on a number of procurement-related policy initiatives including the Emerson Report, the Jenkins Report, numerous ministerial-level roundtables, as well as the current initiative to identify Key Industrial Capabilities (KICs) for Canada,” said Gossen.

“Our objective is to assist in the development of an Industrial Policy, including ISS, which provides maximum value to Canada, including the sovereign control over the support of its military assets, the flexibility to quickly adjust to changing requirements, the sustainment of scalable, high skilled jobs and the added benefit of export potential. This is very similar to the underlying tenets of the government’s new National Shipbuilding Strategy [NSS] and is consistent with the approach followed by most nations around the world.”

RE-WINGING CP-140 AIRCRAFT

To meet the engineering challenges, IMP A&D has hundreds of engineers and technical support staff across all Operating Units. Some of the tasks performed by these personnel are a significant extension beyond traditional work, such as the complete re-winging and the comprehensive avionics update of the CP-140 aircraft.
And, there are other areas too where IMP has broken new ground. These include the development of external/conformal fuel tanks and cargo conversion modifications, water bomber engine conversions to turbines, and the re-design of the C-130 and P-3 flight decks. These services can be tailored to support military and commercial customers both large and small.

Equally important is the work that goes on behind the scenes, such as Aircraft Structural Integrity Programs (ASIP), which are generally the foundation for maintaining the airworthiness and life extension of an aircraft fleet. In support of this effort, IMP has developed analytical tools to enhance both the safety and the cost effectiveness of fleet operations. The company has a world-class Integrated Logistics Support (ILS) team which concentrates on reducing the life cycle cost of ownership by continually monitoring aircraft components for obsolescence and adverse serviceability trends. A number of reliability and maintainability modeling tools are then used to develop cost effective solutions to keep platforms operating at peak efficiency.

SUPPORTING L-3’s MMA PROJECT

Of the various disciplines, engineering, in particular, is one that is ideally suited to scaling up to tackle ever more demanding projects. A prime example is the Bombardier Q400 reconfigurable Multi-Mission...
Aircraft (MMA). Cascade worked in support of L3’s Mission Integration Division to design conformal fuel tanks and payload carriage systems for this project.

“Our international programs draw heavily on the expertise acquired in support of the Canadian CC-130 Hercules ISS programs and others like it” said Cascade’s Boehm. “Capitalizing on our current contracts to maintain and support Canada’s Hercules fleets, as well as our extensive experience with Lockheed Martin, Boeing and Bombardier, positions Cascade Aerospace as a proven partner to governments and militaries around the world.”

In addition to the L3 Mission Integration MMA program, Canada’s defence programs have enabled Cascade to reach around the world. The delivery of two C-130 aircraft to the Mexican Air Force included large scale structural upgrades and the complete modernization of the cockpit through the installation design and fitment of a Rockwell Collins Flight2 digital glass cockpit display with integrated avionics. Other projects included cargo conversions for Kenya, and a C-130 modification for the Indonesian Air Force.

BUILDING UP THE CH-149 CORMORANT HELICOPTER FLEET

A prime example of engineering and project management excellence resides in IMP A&D’s CH-149 Cormorant fleet ISS program. To further enhance Cormorant operational availability, IMP has recently developed a 3rd line heavy maintenance program to complement the field level maintenance program. Leonardo (formerly AgustaWestland), the manufacturer of these aircraft, has recognized IMP for the successes achieved given the high flying rates and availability of the Cormorant fleet.

The RCAF recognizes that the Cormorant fleet will require a mid-life update program in the coming years, and if pursued, it’s apparent that there are insufficient numbers of aircraft to support an upgrade without impacting SAR operations. So, IMP A&D is currently partnering with Leonardo to develop an option for Canada to convert VH-71 Kestrel helicopters (a variant of the AW101/ Cormorant) to augment the RCAF SAR fleet. Modifying and integrating these Kestrel helicopters for service with the RCAF would deliver enhanced capability and capacity across a harmonized fleet, and provide the number of aircraft needed to return the Cormorant to CFB Trenton and also support northern SAR operations.

“It would be an exciting new program for Canada. We have the technical capabilities to make it happen as we have a long and proven history of modifying military aircraft for DND,” said Gossen. “We intend to work closely with our partner, Leonardo, to ensure the most cost-effective, low risk solution is provided to the customer.”

LOOKING TO EXPORT OPPORTUNITIES

Canada continues to be the principal customer for IMP A&D, but the company is doing exceptionally well with international opportunities as well. “The RCAF sets a very high standard for the maintenance of their aircraft which is always evolving due to changing technologies, methodologies, etc. All this has a very beneficial impact on us because meeting DND’s requirements necessitates that we raise the bar on ourselves, and this, in turn, sets the stage for attracting international customers who like what they see,” said Gossen. “It’s not by accident that we’re effectively maintaining aircraft like the Sea King which are over 50 years old.”

IMP A&D Operating Units have extended their reach outside Canada, serving customers from around the world and in December 2016, IMP announced a contract win from the Chilean Navy to conduct major mechanical, structural, powerplant and avionics upgrades (including the re-winging) of their P-3 Orion maritime patrol aircraft. The upgrades will include a Flight2 full digital glass cockpit by Rockwell Collins, and full integration of a digital autopilot and avionics suite into a state-of-the-art cockpit installation.

The aircraft will also have upgraded engines installed. The full modernization of the P-3 Orion fleet will provide the Chilean Navy with a world-class, long-range MPA capability. The first of these aircraft is currently undergoing modification at IMP facilities in Halifax.

“There are many customers around the world that seek proven solutions. We’ve taken an advanced integrated avionics system and developed a kit which can be installed into various aircraft,” said Carl Kumpic, Vice President - International Marketing for IMP A&D. “That R&D, along with our proven work with the RCAF’s CP-140 Aurora, led to the Chilean Navy P-3 contract.”

IMP A&D LOOKS TO THE FUTURE

History has shown that Canadian industry can establish high skill capabilities that directly serve the needs of Canada’s military if given the opportunity through an effective procurement policy. At the same time, these world-class capabilities are both scalable and exportable, and therefore are of great benefit to the rest of Canada as well. IMP Aerospace & Defence is a perfect example of a company leveraging that experience to drive innovation and export
Head Office Location in Canada: ................................................................. Halifax, NS
Other locations/operations within Canada: ....................................... Abbottsford, Comox, BC; Ottawa, Trenton, ON; Gander, NL; Amherst, Greenwood, NS
Senior officer for Canadian operations: ................................................ David Gossen, President
Website: ........................................................................................................ www.impgroup.com
Annual Sales: ................................................................................................ N/A
Ticker Symbol: ............................................................................................... N/A
Number of employees: ............................................................................... 2,400
Percentage of business defence related: .................................................. 90%
Percentage of business within Canada: ................................................... 80%
Current DND Projects: ..............................................................................
• OWSM Prime for the CP-140 Aurora PAV. Contracted on two large modernization programs for the CP-140. A large-scale avionics modification program; AIMP (Aurora Incremental Modification Program) as well as ASLEP (Aurora Structural Life Extension Program); • OWSM Prime for the CC-130 Hercules PAV and AVS. • Heavy Maintenance Operations for the CC-130J Super Hercules. • The Full In-Service Support and Fleet Management of Canada’s Search and Rescue CH-149 Cormorant helicopter fleet; providing first, second and third line maintenance of all aircraft. IMP’s responsibilities include all engineering, maintenance, quality, supply chain management and materiel/logistics. • 2nd line maintenance support to the CT-114 Tutor fleet (Snowbirds) in Trenton, ON • Periodic maintenance and TIES Engineering support to the CH-124 SeaKing helicopter including 2nd line avionics support at 12 Wing Shearwater. • Warehousing and materiel support to the RCAF’s C-130J fleet through Lockheed Martin Aeronautics at 8 Wing Trenton. • Technical publications support to the CP-140 Aurora, CH-124 SeaKing, CH-149 Cormorant, CC-115 Buffalo, C-130J Hercules, CT-142 Dash-8 and CC-138 Twin Otter. • Electronics and avionics support to DND by IMP Electronic Systems on various RCAF, Army and Navy platforms. 2nd line avionics maintenance support at 12 Wing on the CH-124 SeaKing.
Level of investment in R&D: .................................................................... IMP maintains a large engineering team of over 200 specialists involved with design, repair development, ILS life cycle management, systems integration and certification, as well as Technical Publications.
Primary activities, products, services:....... IMP Aerospace & Defence is a privately-held Canadian aerospace and defence contractor providing long-term integrated platform support programs for military, government & commercial customers. Over the past five years, IMP has won 4 major programs for DND including CH-149 ISS, CT-114 Tutor, CH-146 Griffon and the C-130J Warehouse Support Contract. In addition to DND, IMP’s client list includes: the Royal Norwegian Air Force (RNoAF), US Navy, Lockheed Martin Aeronautics, NOAA, AeroUnion, Kingdom of Saudi Arabia, Chilean Navy and others.

*Extracted from Canada’s Top 75 Defence Companies
IMP Solutions Employee Chairs Major Fundraiser

Kent Ellefsen works for IMP Solutions in Business Development. As a volunteer, Kent has been a member of the Canadian Progress Club – Halifax since 2013. Founded in 1965, the club’s motto is “creating paths for people with special needs.” The Progress Club – Halifax has over 40 members and holds three major events each year to raise money for charities, such as King’s Meadow, The Club Inclusion, and Special Olympics. The events include the Sports Celebrity Dinner, Big Spring Gala & Auction, and CRAVE.

As chair of the 35th annual Big Spring Gala & Auction, Kent was responsible for leading a very large team to bring the event from concept to reality. The committee worked tirelessly for five months planning the event. Their efforts paid off for their charities – big time! Held at the Cunard Centre on May 6, the event attracted more than 700 patrons, many of whom are influential business leaders in the community. This year’s theme was “Hawaiian Nights.” Aside from the strong attendance, the event set a record by raising over $130,000 for the Progress Club’s beneficiaries.

Congratulations to Kent and thanks to IMP Group for making a donation to this worthy cause. If you want to learn more about the Progress Club, please contact kent.ellefsen@impsolutions.com.

Earth Day Clean Up at Atlantica Oak Island

This Earth Day, the employees of Atlantica Oak Island sprang into action. As spring arrived and the snow melted away, a staggering amount of litter is always uncovered around the beautiful grounds. Luckily, our proud Atlantica employees worked together taking to the property grounds and loading bag after bag of garbage. The great display of teamwork from the Atlantic Oak Island employees is a reminder that we are all in this together — for work and our environment.
IMP Electronic Systems/Pacific Avionics Integration Update

In October, it was announced that the work performed at Pacific Avionics would be transitioning to IMP Electronic Systems. The objective of this transition was to create a single consolidated centre of excellence supporting both military and commercial avionics and instruments. Through this consolidation, IMP Electronic Systems can now offer our partners greater repair capability with the ability to support aircraft across Canada by leveraging our support agreements with the other Operating Units within IMP Aerospace & Defence.

We are now five months into the transition and through the tireless work of the project team, IMP Electronic Systems has received an enhanced Transport Canada Approved Maintenance Organization (AMO) certification with updated categories that include Avionics, Electrical Components and Instruments. With the amended accreditation, IMP Electronic Systems now has the ability and regulatory approval to support the pre-existing Pacific Avionics customer base and seek additional commercial customers.

As part of supporting additional platforms and equipment categories, the IMP Electronic Systems Production and Repair areas have been completely re-organized (including many electrical and facility upgrades) to integrate the new repair and test equipment. IMP Electronic Systems now boasts a new laboratory dedicated to repair, overhaul and testing of gyroscopes, a new technical library, and a vast array of modern electrical test equipment.

Subject matter experts from Pacific Avionics have spent two months on site at IMP Electronic Systems providing training to IMP Electronic Systems Technicians on commercial avionics and instruments. While additional training will be required on some items, this training will allow IMP Electronic Systems to support the majority of expected repairable items. As a result of the exceptional efforts of all involved, customer units are now able to be repaired, tested and certified under the IMP Electronic Systems AMO.

A key piece to a successful transition of the Pacific Avionics business to IMP Electronic Systems was special efforts to ensure that IMP Electronic Systems continues to provide world class service and responsiveness to existing Pacific Avionics customers. As a critical element to meet this objective, we are very pleased to announce that Marcelo Medola and Moises Bentivoglio have transferred from Pacific Avionics to the IMP Electronic Systems team as a Contract Administrator for the transiting of Pacific Avionics accounts while Moises becomes the IMP Electronic Systems Director of Business Development.

While there is still much to do on the integration, IMP Electronic Systems continues to leverage the strength of both operations to improve our customer experience and provide world-class offerings. Through the support and dedication of the entire Electronic Systems team on this initiative, IMP Electronic Systems looks forward to achieving continued business growth and diversification.
Volunteering with the AFR Lions Club

Four years ago, Material Supply Coordinator, Cheryle Engram, joined the Armdale Fairview Rockingham (AFR) Lions Club, where her husband, Frank, was already a member.

“This was a good activity for him and I to do together,” Cheryle says. “This was also a good way for me to volunteer some of my time to help others as volunteering has always been an interest of mine, especially when I’m able to help those less fortunate than myself.”

When Frank passed away in July 2015, the Lions Club members threw their support behind Cheryle in any way she needed. They helped her move forward and gave her tasks to keep her busy while she was adjusting to her new circumstances. Because of their help, Cheryle has become increasingly active in the club over the past year and a half. The club’s 12 members are responsible for serving communities from Bedford to Spryfield, as well as all of peninsular Halifax.

“I am the second youngest member of our club, as well as the only female member,” Cheryle says. “At the end of June, I will be inducted into the club for my 2nd term as ‘King Lion’. Yes, King!”

The Lions Clubs are primarily a supporter of vision issues – glasses, blind bowling, camps for visually impaired children, and more. They collect used eye glasses, and ship them to a prison in PEI. Inmates clean, repair, and sort them, and then the glasses are sent off to places like Haiti and distributed to those in need. Each year, the club collects several thousand pairs of used eyeglasses in the Halifax area alone.

“There are so many other things the Lions do to assist where the community needs help. We help with things like school lunch programs and offer assistance with medications, hearing aids, mobility equipment, and have even helped, in special cases, with groceries and home heating fuel,” Cheryle says.

While small in numbers, the AFR Lions Club has been extremely active by taking on fundraising in the community. Since 1981, the club has given over $27,000 in bursaries to help further the education of Halifax West High School students who are in need of support. They have also supported the Diabetes Society and participated in the following fundraising activities: the annual Road Toll for the Terry Fox Foundation; the Salvation Army kettle at Christmas; sponsoring the high school student Speak-Out event, which encourages public speaking; serving pancakes at the city’s annual Canada Day Pancake Breakfast at City Hall; selling tickets for Recreation Nova Scotia’s Lucky Duck lottery; and barbecuing hotdogs and hamburgers for community events like the Natal Day celebration. Last year, they did a series of Chase The Ace fundraisers with the IWK – the final winner walked away with $34,548, and the club was able to donate nearly $36,000 to the hospital foundation because of the club’s efforts.

“Being able to help those less fortunate is a really good feeling – one I highly recommend to anyone,” Cheryle says. “If you’ve ever thought about volunteering with an organization whose sole purpose is to help others, where 100% of whatever effort you put in goes to help those in need, where you can give as much or as little time as you feel able, consider your local Lions Club. We’re always looking for new members to help out.”

If you’re interested in learning more about the Lions Club, please contact Cheryle at cheryleb906@hotmail.com.
Volunteering with the Canadian Cancer Society

Kathleen Daigle and the Canadian Cancer Society (CCS) are on a mission to eradicate cancer and enhance the quality of life for people living with the disease. Kathleen, who works as Customer Care Specialist for Blue Ocean Contact Centers, has dedicated more than six years to the cause.

The CCS is a world-renowned community-based organization with volunteers across the country from all age groups and from every walk of life. Kathleen’s volunteer efforts have mainly focused on The Relay for Life, a fundraising racing event with a festival-like atmosphere. Kathleen has also participated in the Run for the Cure, a race to raise money for breast cancer research.

Kathleen has organized many other kinds of fundraising on behalf of the CCS, from half and half draws, to selling tickets on baskets filled with donated items, to hosting numerous charity barbeques and a spaghetti supper.

Kathleen says that fundraising has given her a lot of satisfaction, especially the knowledge that the countless hours that she and her team members have dedicated are helping to raise money for research and to help people in need.

She would like to thank IMP Group for its continuous support for the CCS and for all the other nonprofit organizations that have benefited from the IMP Community Volunteer Grant Program.

“Over the years, I have heard many heartfelt words by people with stories of lost family members, as well as great stories of survival. The ongoing support of the CCS helps us all in one way or another in dealing with cancer and gives us support and hope,” Kathleen says. “I know many friends and family that have been affected by this terrible disease. I want to help in any way I can to possibly make a difference. I hope someday there will be a cure for this terrible disease and cancer will be history.”

Kathleen says that she will continue to give all the support she can to the CSS because, in one way or another, everyone is touched by cancer.
It is now six years that Execaire has been successfully providing its services to Kinross Africa SL.

We are currently operating two Beechcraft 1900D on behalf of the Mauritanian entity of Kinross-Tasiast Mauritania Limited.

**Execaire Africa**

The Execaire Africa teams in Nouakchott, Tasiast, and Las Palmas are working as one. They have great communication skills and an amazing sense of adaptation that helps them face the different types of challenges they encounter in Africa, while frequently exceeding client expectations.

Our original location of operation, the Mauritanian Nouakchott Airport, has been replaced by a new International Airport “Oumtounsy.” The opening of this new airport in Mauritania has led to new local regulations and new challenges that Execaire addressed with professionalism and excellence. Execaire also set up two offices and hired local employees at the airport.

**Objective**

Our objective in the coming years is to expand our activities and to gain more business in Mauritania and in the continent of Africa. We are exploring every possible opportunity and we are continuously working with the Mauritanian authorities to reach our goals.
Aerospace Underground Waste Storage Update

**IMP Upgrades - Protecting the Environment**

The IMP Aerospace underground waste storage tanks at Halifax International Airport were nearing the end of useful life and required replacement. As part of the many upgrades at IMP to maintain all facilities at Halifax Stanfield International Airport, IMP worked closely with Envirosystems to safely remove the cyanide and chromic acid storage tanks located underground outside of the #1 Hangar Process Shop, the paint waste tank located at the Paint Hangar and also to secure a weather tight containment solution for bulk drum storage.

Despite the minor inconveniences and delays that occurred as a result of the project, IMP now has new tanks that have an operationally comparable capacity to the previous tanks and conform to current Safety and Environmental Standards. Two new custom-designed, fully approved and contained steel shelters were included in the project and will be used to store drum wastes. These units are 100% self-contained, weatherproof and have secondary containment as a spill control measure. They are currently onsite and in use.
Atlantica Halifax and Atlantica Oak Island Resort and Conference Centre proudly participated in the Hotel Association of Nova Scotia tourism scholarship drive.

The Hotel Association of Nova Scotia challenges its members to excel and maintain a high profile within all sectors of the Hospitality industry. Membership is comprised of some of the finest hotels in Nova Scotia and various industry partners, such as Destination Halifax, The Hotel Association of Canada, the Nova Scotia Tourism Human Resource Council, NovaScotia.com, and the Tourism Industry Association of Nova Scotia.

Many industry stakeholders attended to support raising money for a scholarship fund for graduating students entering the tourism field, as well as the ‘Ready, Set, Cook’ program with local high schools. Money was raised through a silent auction and a curling tournament registration fees.

This year, the association raised $5000 and the Atlantica Hotel Halifax team took home the trophy for curling.

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Hospitality can be defined generally as the quality or disposition of receiving and treating guests and strangers in a warm, friendly and generous manner.

Angela Steeves, General Manager at the Atlantica Oak Island Resort and Conference Centre, says she and the employees take that responsibility to heart by continuously finding ways to exceed their guests’ expectations.

Two years ago, Angela established a Wow Committee, comprised of front-line employees who meet regularly to identify initiatives that would create a wow experience for anyone using the resort facilities.

These concerted efforts to enhance customer experience and satisfaction did not go unnoticed. Last month, the resort was presented with the Hospitality Award at the Lunenburg Queens Business Excellence Awards gala.

The Lunenburg-Queens Business Excellence Awards are organized and presented annually by the Chambers of Commerce and Boards of Trade in Lunenburg County and Queens County, Nova Scotia. The main purpose of this prestigious event is to recognize, celebrate, and inspire business excellence throughout the region.

“This recognition is shared by all our employees. My job is to give them the shell, then they create the experience for our guests. We strive to be that home away from home for our guests,” Angela said.

On April 27, the team at Harding Medical Halifax hosted a Fall Prevention Awareness event. This was an interactive experience where the staff set up simulated home settings that highlighted common household (fall) risks to bring attention to a concern that is commonly overlooked by the general population. The event was a multidisciplinary approach with presentations given from the perspective of occupational therapy, physiotherapy, and pharmacy, and was attended by physiotherapists, occupational therapists, nursing staff, caregivers and the general public.

This was the first time Harding reached out to educate this diverse population and is pleased with the response; and as a result from the feedback, they will continue to hold similar events that are more client-focused.

Statistics from the Public Health Agency of Canada state that “Falls are the leading cause of injuries among Canadians 65 years and over. Research suggests that falls are the direct cause of 95% of all hip fractures, leading to death in 20% of cases. The average Canadian senior had to stay in hospital 10 days longer for falls than for any other cause. Falls are associated with over 1/3 of admissions to long-term care facilities after being released from the hospital. Apart from personal suffering, loss of independence and lower quality of life, the costs of seniors’ injuries to the health system are enormous — approximately $2 billion annually is spent on direct health care costs.”
Star of the Year: Peter Young

Peter has been with Atlantica Oak Island Resort for six and a half years. In the role of Resort Maintenance, Peter works diligently to keep the property and equipment in excellent shape for our guests. He has also been a dedicated and valuable member of the JOSH committee over the years and has helped to ensure that the work environment is safe for all of the resort’s employees. We are proud to have an employee like Peter at Atlantica Oak Island. Well done.

Corporate Travel: Hints and FAQs

IMP Preferred Corporate Agreements
When travelling on company business, please use the following companies with whom preferred agreements are in place.

Travel Service Provider – IMP has a preferred agreement in place with Carlson Wagonlit, Harvey’s Travel. All corporate travel must be booked through CWT. As result of our agreement with CWT, IMP has access to discounts with all three Canadian Airlines: Air Canada, WestJet and Porter. The discounts off air fares are only available when booking through CWT.
As well, CWT provides 365, 24/7 service in the event your travel plans become interrupted for whatever reason. If you did not book through CWT, then you may be left trying to make your own arrangements in the event your flights or plans are canceled or delayed. See below.

Car Rental Agency – IMP’s car rental agency of choice is AVIS Car and Truck Rental. IMP has preferred domestic rates across Canada. Car rental requirements can also be booked through CWT Harvey’s Travel. There is no charge for a car rental reservation or hotel reservation made through CWT.

The above agreements apply to ALL IMP operations across Canada.

All corporate car rentals are to be confirmed and paid for using IMP’s Corporate Credit Card, American Express.

When traveling on company business and you run into travel disruptions that occur after normal business hours, you can call the following 1-866 number (anywhere in North America) and 1-314 (elsewhere collect) 24/7.
Travel within North America 1-866 464 4400
Travel Elsewhere 1-314 513 0807

Note: Please pay attention to the prompts when calling.

IMP’s Emergency ID Code is: G/287I-IFSX (This gives the agent at the other end of the phone full access to IMP’s account.) (This information can also be found at the bottom of your travel itinerary.) During normal business hours (9:00AM – 5:00PM Atlantic) you can call 1-866-450-2970.

Car Insurance – When renting a vehicle for company business, the following guidelines must be used when it comes to accepting or declining optional insurance offered by the car rental company:

1. Within Canada and Continental USA – Optional insurance coverage offered by the Rental Agency is to be DECLINED. Employees are covered under IMP’s Corporate Fleet Insurance Policy.

2. All other Countries outside of Continental USA and Canada – The renter MUST accept the optional insurance offered by the rental agency for the period of the rental. When making your reservation, please make sure you ask the agent at CWT or the car rental agency what coverage is included in your rental rate. At minimum, renters should be taking/have Collision Damage Waiver (CDW), Loss Damage Waiver (LDW), and Third Party Liability (TP) when outside Continental USA and Canada.
Pubs Wins CT142 Contract

In December, IMP Technical Publications was awarded a contract to perform Publications and Data Management Services for the Royal Canadian Air Force’s (RCAF) fleet of CT142 aircraft. The contract is to maintain the Interactive Electronic Technical Manuals utilizing IMP Technical Publications world class Technical Publications capabilities.

As part of Canada’s training squadron, the CT142 is a Dash-8 aircraft manufactured by Bombardier. The CT142 underwent recent software modifications to allow customer navigation to operate their own Global Positioning Systems and Inertial Navigation System. The aircraft also features a new Tactical Display System that superimposes information on the radar displays.

IMP Technical Publications is proud to have won this new work after the six-month long competition against a number of competitors and looks forward to continuing to support the RCAF well into the future.
Indonesian Air Force

Cascade Aerospace recently completed the installation of a Generator Disconnect Mechanism into three C130B Hercules aircraft operated by the Indonesian Air Force. This program included:

- Design engineering;
- Certification and compliance planning;
- Production of each kit; and
- Installation of the kit on the aircraft

The initial planning, engineering, and kit assembly for the installation was performed at Cascade Aerospace while our highly qualified away team at the Indonesia Air Force base in Bandung, Indonesia performed the installations.

This installation enhances the Indonesian Air Force (IDAF) C130B Hercules and provides fleet commonality between the IDAF C130B and C130H aircraft. The disconnect mechanism is installed between each generator and engine of the C130 aircraft. This installation protects the generators and engine from severe damage in the event of a failure of either component by incorporating a ‘mechanical fuse’, which severs the shaft of the generators. This helps reduce maintenance and life cycle costs for the Indonesian Air Force.

The program was completed in December 2016. Congratulations to everyone who worked so hard on this important program.
MRO Americas 2017- Great Exposure for Cascade Aerospace

This April, Cascade Aerospace’s team was among 15,000 attendees and 800+ exhibitors at MRO Americas in Orlando, Florida. This important event is the world’s largest aviation maintenance tradeshow and conference. Organized by Aviation Week, the intense three-day event connected customers, clients and colleagues from across the aviation aftermarket sector, from both commercial and military perspectives.

Cascade’s presence in the tradeshow was their biggest ever in terms of booth size. Lorna Hart, who works in business development, says she was very happy with how Cascade Aerospace compared to others.

“Our open-design booth looked good and was often a very busy place; in fact, at times people lined up six deep to talk to us. Senior airline and military personnel visited, with their primary interest being our MRO capabilities. Cascade’s strong reputation for what we do on C-130s and how we do it impresses people, and while we tend to downplay this competency internally, we should all be very proud of the work we do for Canada and the international C-130 marketplace.”

Competing MRO service providers, such as AAR, Aviation Technical Services (ATS), HAECO Americas, KF Aerospace and Premier Aviation were also in attendance, so it was important for Cascade Aerospace to be highly visible and available to talk to prospective customers and suppliers of all stripes. Lorna says that there was a noticeably greater awareness of Cascade Aerospace’s missionized aircraft program this year, with a number of vendors who support this program visiting their booth.

Lorna says that the show was also a good opportunity for her to meet up with several former industry colleagues from her time at Bombardier, especially those from aircraft leasing companies, and she hopes Cascade Aerospace will be able to parlay some of those connections into work on the hangar floor and engineering department.

“I think MRO Americas can, through suppliers of newly available and pending technology, help us figure out how to enhance our Operations department’s arsenal of tools,” says Lorna. “In the spirit of Continuous Improvement, I hope to make this one of our key objectives for MRO Americas 2018.”

Many thanks to the Business Development team for a good show and to various other functional teams for the post-show support.
IMP Aerospace Flight Gallery at the Discovery Centre

February marked the opening of the new Discovery Centre on Lower Water Street in downtown Halifax. Housed in the Nova Scotia Power building, it has gone through a multitude of upgrades and changes over the past two years. What was once a floor-to-ceiling cement structure is now a hub full of exciting STEAM (Science, Technology, Engineering, Arts, and Math) exhibits for all ages to enjoy. One of those exciting exhibits is the IMP Aerospace Flight Gallery, supported by IMP Group through a $1M donation made to the Centre last year.

IMP's Clark Bain and Tom Galley worked alongside Discovery Centre CEO Dov Bercovici’s team to help create the exhibit design to match Mr. Rowe’s vision for the flight gallery; to capture the types of activities conducted in the design, development, test and maintenance of aircraft and use them to inspire the next generation of aerospace engineers and technicians in Nova Scotia.

IMP Aerospace subject matter experts met with Discovery Centre personnel early on in the project so they could gain a better appreciation of the work done on aircraft, resulting in the Discovery Centre evaluating them for their potential to capture the interest of young people and provide an effective learning experience in the sciences. As the designs moved forward, concepts morphed from things like a retired RCAF Snowbird as the centerpiece, to the Piper Cub that is currently installed in the gallery. Some ideas came from the early discussions, while some – like the red toolboxes used for displaying aircraft systems worked on by technicians – came from tours of our facilities.

As well as supplying examples of activities conducted on aircraft at our facilities, IMP personnel reviewed the concepts put forward by the Discovery Centre design personnel and provided comments on the portrayal of the real tasks and activities. After modifying, adding, and dropping some ideas, the design layout eventually reached its maturity. After a long process of working behind the scenes with various Discovery Centre personnel to create the Flight Gallery, it is now open to curious minds of all ages to enjoy and learn from. The gallery centres around a yellow Piper Cub with an accessible cockpit, with various paper airplanes on the ceiling above it. The gallery also features many interactive exhibits; a station to create your own aircraft and test it, a power pressure station to learn about how the difference in air pressure and gravity helps flight, and more.

On the day of the opening for sponsors and political dignitaries, Mr. Bercovici finished off a round of inspiring speeches to attendees with an important notion: “the future belongs to the curious.”
Talking About Mental Health

The burden of mental illness and addiction is 1.5 times that of all cancers, and more than seven times the cost of all infectious diseases. Regardless of age, cultural background or income bracket, at least one in five of Canadians will experience a mental illness in their lifetime. If mental illness is so prevalent, then why do so many people suffer in silence? It’s time to start talking.

According to the World Health Organization, health is “a state of complete physical, mental, and social wellbeing and not merely the absence of disease or infirmity.” Yet so many people simply define good health as being physically well. Our mental health is equally important but often does not get the attention it should — and that’s costing us all. Mental health problems cost Canada at least $50 billion a year, not including the costs to the criminal justice system or the child welfare system.

What Is Mental Illness?
Our psychological health has a profound effect on how we feel, perceive, think, communicate, and understand the world around us. When we are mentally unwell, we experience alterations in thinking, mood or behaviour, and that causes distress and impairs how we function in life. There are many types of mental illness, but the most common include:

- anxiety disorders
- mood disorders
- eating disorders
- schizophrenia

Warning Signs Of Mental Illness
Each mental illness has its own characteristic symptoms, however, there are some general warning signs that might alert you that someone may need professional help. Some of these include:

- marked personality change
- extreme mood swings
- excessive anxieties
- prolonged depression
- inability to cope with minor problems and daily activities
- loss of interest in hobbies and social activities
- strange or grandiose ideas, delusions, or hallucinations
- thinking or talking about suicide
- abuse of alcohol or drugs
- excessive anger, hostility, or violent behaviour

Supporting Someone With A Mental Illness
Family and social support is vital for someone dealing with a mental illness. Here is how you can help.

Become informed. To better understand what your friend or family member is dealing with you need as much information as possible. Contact your Employee and Family Assistance program.

Ask what you can do. Don’t guess or assume. Ask the person what you can do to help. Mental illness sometimes makes it difficult for people to communicate.

Listen. It takes courage for someone to open up about their mental health challenges. Sometimes the most important thing you can do is listen.

Don’t blame or judge. Judgement can be the one thing that someone with a mental health issue fears the most. Guide the person to appropriate support(s). Your Employee and Family Assistance program can provide you with a number of options in your area. Offer to make calls, find information, or drive the individual to appointments.

Be optimistic. Reassure the person that what they are experiencing is a medical issue and that they will get better with time, treatment, and support.

Take care of yourself. Supporting anyone with a physical or mental illness can be challenging. Protect your own physical and emotional health.

For more information about mental health, please contact our Employee and Family Assistance Program, Homewood Solutions, at myresilience.com, or by calling at 1-866-644-0326.
Mixologist Creation

Ruby Red Paloma
Makes four cocktails

What could be better on a hot summer day than kicking your feet up and enjoying a cold beverage? Or perhaps the neighbours are coming over for a Saturday barbeque and you want to wow them. With this in mind, we challenged our bartenders to find a refreshing cocktail that will help with both scenarios. Sharpen your mixology skills with this easy cocktail, or pop into Atlantica Oak Island this summer — it’s on this year’s cocktail list.

Ingredients
• 2 cups ruby red grapefruit juice
• 1 cup soda
• ½ cup grapefruit soda (Fresca)
• ¼ cup good quality tequila
• Fresh sage leaves
• Sugar for the rim of the glasses
• Ruby red grapefruit slices for garnish

Preparation
• Combine grapefruit juice, club soda, Fresca, and tequila.
• Rub a grapefruit slice around the rim of the glass, then dip the rim of the glass in the sugar.
• Place 7-9 sage leaves in each glass, top with ice, and then the drink.
• Garnish with grapefruit slices and enjoy.

Diversity in the holidays we celebrate: Summer 2017

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<th>July</th>
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<td><strong>11th - Imamat Day</strong> The day the Imamat or religious leader transferred from the past Imam to the present Aga Khan (Islam Ismaili)</td>
<td><strong>14th - Janmashtami</strong>: Celebrates the birth of Lord Krishna and his rescue from potential death by the demon Kasna. (Hindu) <strong>18th - Now-Ruz (Shenshai)</strong> Celebrated by Muslims of Persian heritage or influence and by all Ismaili Muslims. (Zoroastrian) <strong>19th - Paryushana-Parva</strong> Celebrates the holiest time of the year (Jain)</td>
<td><strong>1st - Eid-ul-Adha</strong> Concludes the Hajj and is a three-day festival celebrating Abraham’s test of obedience to Allah when he was asked to sacrifice his son Ismael. (Islam) <strong>21st - Rosh Hashanah/New Year</strong> Celebration begins at previous sundown at 6pm. Observed for two days. (Jewish)</td>
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