Cancer has touched many of our lives, and many of us want to find ways to support our loved ones who are battling the disease. The Leukemia & Lymphoma Society of Canada (LLSC) helps fund innovative and life-saving blood cancer research. The funds raised in Atlantic Canada stay in the region to provide support to local families and researchers.

Dr. Jason Berman is a pediatric hematologist oncologist at the IWK Health Centre and an associate professor at Dalhousie University. Working with Victoria Bentley and other researchers at Dalhousie’s Medical School, Dr. Berman uses tropical zebrafish to develop new and safer ways to treat leukemia and other forms of cancer - a truly successful project that LLSC supports.

Continued on page 4...
As 2017 draws to a close, it is not just the end to any year, but the end of a milestone year – IMP’s 50th year in business! From the small beginnings of a company with less than 10 employees in 1967, to now employing over 3,500 people from coast to coast, our story is definitely one of growth and success built with a solid foundation consisting of all of our highly dedicated and skilled colleagues across all of IMP’s operations.

IMP’s business diversification has always been a great stabilizer that has allowed us to weather adverse economic cycles and adapt to the ever-changing competitive marketplaces in which we compete. Congratulations once again to IMP Aerospace & Defence for being named Canada’s #1 Defence Company this year!

Looking forward to 2018, we see a year that will not be without challenges, but it will also present great opportunities. These opportunities will allow the Company to grow through the expansion of our existing lines of business, as well as through the acquisition of new businesses that will complement and enhance IMP’s current business units.

Once again, thank you all for your contributions this past year and we wish you and your families all the best for the holiday season, and for a happy and healthy 2018!
Congratulations to this Year’s IMP Scholarship Recipients

Bryden Cheong  
$1,500 Scholarship  
Marianopolis College  
Pure & Applied Science  
Son of: Eddie Cheong  
Innotech-Execaire Aviation Group

Elijah Hewer  
$1,500 Scholarship  
University of British Columbia  
Applied Science (Engineering)  
Son of: Kelvin Hewer  
Cascade Aerospace  
Aircraft Maintenance

Keshav Paliwal  
$1,500 Scholarship  
Dalhousie University  
Bachelor of Arts  
Son of: Vikas Paliwal  
Corporate Information Technology

Simren Brar  
$1,500 Scholarship  
University of the Fraser Valley  
Bachelor of Kinesiology  
Son of: Navdeep Brar  
Cascade Aerospace Structures

Nicholas Huttemann  
$1,000 Scholarship  
British Columbia Institute of Technology  
Electrical Engineering  
Son of: Steven Boutilier  
Cascade Aerospace - Planning

Sophie Chambers  
$1,000 Scholarship  
Acadia University  
Bachelor of Science (Biology)  
Daughter of: Bob Chambers  
Aerospace - HIA Production

Gabrielle Leclerc  
$1,000 Scholarship  
John Abbot College  
Science  
Daughter of: Andre Leclerc  
Innotech-Execaire Aviation Group

Liam Orovec  
$1,000 Scholarship  
Dalhousie University  
Bachelor of Science (Mathematics)  
Son of: Daniel Orovec  
Atlantica Hotel

IMP Scholarships

Annually, four scholarships of $1,500 each and four scholarships of $1,000 each are made available by IMP Group. These scholarships are awarded to successful applicants on the basis of academic merit and essay writing skills. To qualify, applicants must meet the following eligibility requirements:

• Be a dependent child of an employee of IMP Group Limited (or its divisions or subsidiaries);
• Be a current first year university or college student who will be attending second year university or college;
• Be enrolled in their first undergraduate degree or diploma program.

As part of the competition, all scholarship applicants must write an essay on a topic as determined by the Scholarship Committee. Students’ names are removed from the essays and given to the Scholarship Committee to be ranked. The students’ essay scores, along with a review of their marks, determine their placement for the scholarship amounts.

Congratulations to the eight scholarship winners on your achievement and best of luck as you continue your post secondary education.

Thank you to the members of the 2017 scholarship committee: Alex MacPhee, Vice President & General Manager, IMP Solutions; Dale Rockwell, Vice President, Continuous Improvement & IT, IMP Aerospace; Asad Baig, Director, Engineering, Cascade Aerospace; Amy Bennet, Director, Communications, Blue Ocean Contact Centers; Alistair Price, Vice President, Human Resources, Innotech-Execaire Aviation Group.

Applications are available by mid-January from your HR Department or myIMP. The application deadline is February 28th.
Janice Edwards Conquers The Drop Zone

On September 29, Harding Medical sponsored Janice Edwards, an employee at their Halifax office, to participate in The Drop Zone, an annual fundraiser hosted by Easter Seals Nova Scotia. Janice, along with 46 others from all over Nova Scotia, battled the cold and wind to rappel down 1801 Hollis Street, one of the tallest buildings in Halifax, 87 meters (or 285 feet). This event raised over $90,000 that will go directly towards helping Easter Seals advocate for a barrier-free Nova Scotia. Easter Seals Nova Scotia “provides top quality services promoting mobility, inclusion and independence for Nova Scotians living with disabilities”. Easter Seals Nova Scotia holds this event every September. If anyone is interested in putting a team together for 2018, please contact any of the Harding team for more information.

Continued from page 1...

Team IMP Solutions participated in the Halifax LLSC Light the Night Walk on October 21 at the Garrison Grounds. The walk is to support the fight against leukemia and lymphoma. The team (consisting of Leah Turner, Katie Keefe, David Joyce, Crystal Gilkie, Allison Flemming, David MacKinnon, Dave Power, and team captain, Bernadette Richards) worked hard to fundraise during the four months leading up to the walk. IMP Solutions was one of the Top 20 corporate fundraisers (#18) out of nearly 100 companies involved in the event – a fantastic effort for first time participants.

The walk raised $775,000, which is up from last year’s record of $604,000. The IMP Solutions team and their partner, Cisco Systems, walked with family members and friends through downtown Halifax and past the IWK Health Centre. The attendees carried lanterns in memory of – and support for – all of those fighting blood cancers. The team was very touched by the lanterns waving in the IWK Health Centre windows.

The IMP Solutions and Cisco Systems teams raised over $17,000 and were personally thanked for their efforts Saturday night by the Halifax LLSC Executive Director (and former Stanley Cup winner), Joe DiPenta. A big ‘thank you’ should also be extended to IMP for their support of the fundraising efforts.
Cascade Aerospace Leadership Changes

Recently, Cascade Aerospace has experienced some significant changes in its leadership team. Ben Boehm, who had served as the Executive Vice President and Chief Operating Officer since 2012, left Cascade to pursue new opportunities. With his departure, David Gossen, President of IMP Aerospace & Defence, has appointed Kevin Lemke to the position of Executive Vice President and Chief Operating Officer. Kevin joined IMP Aerospace in 2010 as the Director of Fixed Wing Production. He had progressed to VP level positions at both IMP Aerospace and Cascade Aerospace prior to the appointment of EVP/COO.

Greg Thorne, Cascade’s Chief Engineer, retired after 35 years and Asad Baig has taken on the role of Chief Engineer as well as serving as the interim VP of Engineering. We thank Greg for the service and time he dedicated to Cascade Aerospace and wish him all the best.

Lastly, Seth McKinley has been appointed as the new Director, Projects & Systems Engineering.

We would like to congratulate Kevin, Asad and Seth in their new roles!
Cascade Team Raises $5,000 for Cancer Society

Cascade Crusaders have participated in the relay. To date, Cascade teams have raised about $50,000 in support of the Canadian Cancer Society. This year, Captain Michelle Appeldoorn and her team raised over $5,000 through several events leading up to the Relay for Life – ranging from ice cream sales and 50/50 draws at Cascade, to a fun and highly successful Pub Night at the Townhall Pub.

The Relay for Life takes place in more than 400 communities across Canada annually and is one of many initiatives of the Canadian Cancer Society. Enhancing the lives of patients and their families – from support and information services to funding clinical trials and advocating for better health policies – is the society’s mission. The vision is to create a world where no Canadian will fear cancer.

“Our heartfelt thanks to the many people who supported the Cascade Crusaders this year,” says Michelle. “Cancer is something that affects us all and our team continues to exist because of the support we receive from so many.”

Diversity In the holidays we celebrate

**Winter 2017/2018**

- **December 13th-20th – Hanukkah.** An eight-day observance commemorating the rededication of the Holy Temple in Jerusalem during the Maccabean Revolt against the Seleucid Empire (Jewish).
- **December 25th – Christmas.** Celebrates Jesus Christ’s birth. (Christian).
- **December 26th – Death of Prophet Zarathustra.** Marks the death of the founder of the Zoroastrian faith (Zoroastrian).
- **January 1st – New Year’s Day.**
- **January 6th – Christmas.** Armenian Christians celebrate Christ’s birth at Epiphany (Christian – Armenian).
- **January 7th – Christmas.** Most Orthodox churches use the Julian rather than the Gregorian version of the Western calendar (Christian – Coptic and Eastern Orthodox).
- **March 3rd – Holi.** The festival of colours celebrating Spring (Sikh, Hindu).
- **March 16th – Chinese New Year.** Year of the Dog: A three day holiday (China, Hong Kong, Taiwan, Vietnam).
- **March 21st – Now Ruz.** New Year (Afghanistan, Zoroastrian, Islam Ismaili, Baha’i, Iran).
- **March 29th – Mahavira Jayanti.** Celebrates the birth of Lord Mahavira who was the 24th leader of the Jain religion (Jain).
- **March 30th – Good Friday.** Commemorates the passion and death by crucifixion of Jesus (Christian).
Trenton Blood Donor Clinic
On May 5th, some of the IMP Aerospace employees in Trenton were able to convince (or trick) their co-workers into donating blood at a local clinic. Donating blood is a very important life-saving contribution and Canadian Blood Services organizes clinics around the Quinte (Trenton) area multiple times throughout the year. While the IMP Aerospace C130J Hercules team may be small, many are involved with community events geared towards making a difference in the surrounding area or in people’s lives directly. The blood donor clinic idea was tossed around and volunteers came forward immediately. The turnout was considered a success, so expect to see IMP Trenton at the next one!

Harding Medical’s 2017 Atlantic Education Series
Harding Medical is celebrating their 30th anniversary this year. While there have been many changes and challenges in the HME industry over the past three decades, one thing has remained the same – Harding Medical has continued to be consistent in their approach to continuing education for staff, health care professionals and the end users, our clients.

Harding Medical is known as the trailblazer in offering quality clinical and product education to the health care community. Working closely with key manufacturers to promote leading edge product innovation and being first out of the gate bringing it to the Atlantic market.

For the past five years, Harding Medical has hosted AREC (Atlantic Rehab and Education Conference), a three-day conference and the largest HME vendor organized trade show and education workshop in the Atlantic Provinces. With cutbacks in education and travel costs in most health care jurisdictions, it became increasingly difficult to grow the attendance each year. In keeping with their goal to continue to provide excellent education to health care professionals in the region, they decided to revise their format, so rather than have one event that may be difficult for many to attend, they organized three one-day events in key communities throughout the region. The 2017 Atlantic Education Series (AES) was launched in Halifax on September 14th and offered education on a variety of topics:

• Beds and therapeutic support surfaces
• Skin care and incontinence
• Power Trip (exploring the differences in power mobility and choosing the right base, seating and electronics)
• Conductive Education (combining physical rehabilitation with education for children and adults with neurological motor disorders)
• Transportation (testing and standards for seating, wheelchair, and wheelchair tiedown and occupant restraint systems on public transit or private vehicles)

This successful conference had attendees from all sectors in the healthcare community and Harding is looking into expanding the audience in 2018 to include caregivers.
Super Girl TV Series
Production at Cascade Aerospace

A unique revenue-generating project occurred in late August when the “Super Girl Television Series, Season 3” came to Cascade’s facility to shoot film inside one of Cascade’s C130K aircraft. The project involved a busy but organized 60+ person production team and a three-day effort to prepare and set up, shoot film from early afternoon until the early morning hours the next day, and then tear down the set.

Cascade’s role was to support the Super Girl production team, and the Cascade team did an excellent job, according to Super Girl representatives. The Cascade support team consisted of Paul Busra, Scott Cadwell, Jack Chow, Mike Craig, Steve Crellin, Jim Danks, Amex de Lima, Scott Flynn, Lorna Hart, Seung Kim, Scott Jorgenson, Mark Myers, Trina Simard, and Elizabeth Unger.

“We hope to do more work of this nature in the future, as it appears there may be other opportunities to provide aircraft sets locally to movie and television studios,” says Kevin Lemke, Cascade’s COO & EVP.
Minister of National Defence Outreach to the Halifax Business Community

On June 12, the Honourable Harjit Singh Sajjan, Minister of National Defence, outlined Canada’s New Vision for Defence during a speech hosted by the Halifax Chamber of Commerce. This event was the first stop on a cross-Canada tour to provide an overview of Canada’s new defence policy and the actions planned to modernize the Canadian Armed Forces and ensure the full support of the women and men who serve. The Defence Policy Review also outlines the important role and emphasis on economic development and innovation. IMP Group was one of several Halifax companies participating at the event.

The Defence Policy Review outlines several programs which DND seeks to implement over the next 20 years. Many of these programs are of high interest to the future business development of IMP Aerospace & Defence.
The End of an Era

Since May 1975, IMP Aerospace has had a great working relationship with DND supporting and repairing the CH124 Sea King Helicopter.

By the mid ’80’s, IMP commenced carrying out Depot Level Inspections and Repairs (DLIRs) on the Sea King. Each aircraft was brought into #1 Hangar, stripped down to the frame, including all wiring, hydraulic systems and the tail cone removed. The aircraft was then sent to #2 Hangar to be paint stripped inside and out and then returned to #1 Hangar where it was thoroughly inspected and all the repairs and modifications were carried out, including replacement of damaged sponson fittings and tail cone bulkhead straps. The aircraft was then moved back to #2 Hangar once more, to be painted and, finally, the aircraft was reassembled and returned to Shearwater.

In those days, there were normally six Sea Kings in #1 Hangar at all times. At one point, there were eight Sea Kings, along with the two Aurora aircraft in #1 Hangar.

Over the years, IMP Aerospace had been tasked to carry out many modifications to the Sea King, including the centre section replacement. This consisted of replacing the frames at 290 and 243, a major structural modification to the lift paths of the airframe.

The Sea King program has been a very successful aircraft program at IMP Aerospace. Although the CH124 program has seen many people come and go over the years, there is still one of the originals from the mid ’80’s working on the program: Mike (Cookie) Cook, who said “Over the years, we have come to love this old grey bird. It will be a sad day when the last ‘Mighty King’ flies out of here.”

Due to the diligence and attention to detail of the crews, IMP Aerospace has been able to deliver 198 Sea Kings from various Inspection and Repair cycles. Although Sea Kings will continue to fly for DND up until late 2018, the delivery of 412 will mark the 80th and last CH124 Periodic Inspection at IMP Aerospace.

“Long live the King!”
In June, fourteen Innotech-Execaire Aviation Group (IEAG) senior managers graduated from the IMP Group Dalhousie Leadership Development Program. Beginning in January, the group met in Montreal with different faculty from the Rowe School of Business to listen, discuss, and learn about a variety of different topics. These topics included: self-management, transformational leadership, conflict resolution, performance management, effective communication, financial management, strategic thinking, and leading change. The greatest benefit of this program was to have the senior management from four different divisions of the IEAG discuss many common challenges and how they might be overcome by working together and applying a common framework to address each challenge.

Congratulations to the IEAG senior managers for their hard work and commitment in completing this program.
Welcome Spencer Gossen

Congratulations to Spencer Gossen on his recent appointment as the Director, Material Operations, at IMP Aerospace. Spencer graduated from Dalhousie University in 2012 with a Bachelor of Commerce and with a Major in Accounting. He spent the next three years at KPMG as an auditor where he earned his professional designation as a Chartered Accountant. Spencer worked the following two years at Cascade Aerospace in a variety of roles as part of IMP’s Professional Development Program.

In his new role as Director, Spencer is responsible for the Material Warehouse and Hangar Operations as well as Procurement, CP140 Aurora Fleet Optimized Weapon System Support (OWSS) Supply Chain Management, Material Planning, Systems & Controls and the C130J Warehouse located in Trenton, Ontario. Spencer’s goal will be to reduce costs through strategic purchasing initiatives, increase operational efficiency by improving inventory availability to Production, and provide better support to the Canadian Armed Forces through the OWSS office by reducing waste and maximizing material availability. Welcome to IMP Aerospace, Spencer!

Renard Addresses BCIT Graduates

Rick Renard, Cascade’s Senior Director of Business Development, was one of the keynote speakers who addressed students graduating from the British Columbia Institute of Technology (BCIT) on February 24th. The graduating group included Airport Operations, Aviation Maintenance Technicians and Aircraft Maintenance Engineers (AME) Category “M” graduates. This particular graduation ceremony marked the 300th class since Rick’s own AME graduation nearly four decades ago.

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With a proven track record for excellence, the IMP Shell Aerocentre in Halifax has been providing ground handling and refueling services for private charters and military clients around the world for almost 40 years. 2017 has had some challenges, as well as some great success for our military traffic. This year, we’ve had success acquiring refueling and ground handling services from the US Air Force.

Attending the National Air Guard Conference each year positions our network of FBO’s and creates awareness to the key Air Force and National Guard decision makers. We expect an increase in special handling flights in 2018.

Congratulations to our three FBO’s for each being awarded the 2017 Rising Star Award from Wings Magazine and for receiving Shell Aviation’s HSSE Double Platinum Award for excellence in safety.
Blue Ocean’s Major Client Milestone

The team at Blue Ocean Contact Centers celebrated their ten-year anniversary with their second largest client at the end of August. Headquartered in New York, this client is a leading online grocery retailer in the eastern United States. The company makes more than 15,000 same-day grocery deliveries from their operations and warehouses on Long Island. With a team of about 80 people, Blue Ocean supports their customers who are experiencing problems, such as a late delivery or missing or damaged food items. It’s a tough job, assisting frustrated customers on a daily basis, but the team at Blue Ocean excels at it – and that’s why the relationship has been so successful for so long. The Blue Ocean team’s ability to step up when unpredictable events or weather impact their client’s business is also key to the partnership. For example, in 2012, Hurricane Sandy hit this client hard – their headquarters, warehouse, and mainframe server were all flooded and 60% of their delivery fleet was damaged by the storm. The Blue Ocean team ramped up their efforts and for days on end, served as the only point of contact between the client and their customers. When the state of emergency was lifted, Mayor Bloomberg, during a press conference, congratulated three companies for doing an especially good job of taking care of New Yorkers during the crisis – and Blue Ocean’s client was one of those three!

To mark the ten-year milestone together, a team of people from the client’s headquarters travelled to Nova Scotia for three days of celebrations and community-building activities. Other anniversary activities included a barbecue picnic right on the grounds of Blue Ocean on a beautiful summer day and award presentations by the client to agents and coaches for long service on the team.

“Ten years is a big deal in any relationship,” says Mike Hasler, Blue Ocean’s Vice President of Sales and Marketing. “In the outsourced customer support world, it’s a pretty remarkable achievement. It shows commitment and loyalty on both sides. And it shows a willingness to work through the tough stuff together. We are so thrilled that we have a number of clients who have been with us for ten years or more – including all three of our largest clients. It is a testament to the strength of our people that we can provide a level of service that keeps these clients with Blue Ocean for so long.”
The IMP Community Volunteer Grant Program provides a donation to charitable organizations where IMP employees volunteer their personal time. This program allows IMP to financially support the charitable organizations in the local community.

To qualify for the IMP Community Volunteer Grant Program:
- Volunteer 20 hours within the last 12 months at an organization with a Canadian Revenue Agency charitable number
- Fill out an application (found on myIMP or available from your HR department)
- Submit the application for a $250 donation to the organization that you support through volunteering your time

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<td>Lunenburg County Ground Search and Rescue Team</td>
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