



Stephen Plummer, President & CEO, IMP receiving award from Richard Yerema, Managing Editor, Top 100 Employers Photo by Gregory Varano

# IMPULSE

THE IMP GROUP EMPLOYEE NEWSLETTER

Volume 2, Issue 1

## A MESSAGE FROM THE EXECUTIVE CHAIRMAN

Kenneth C. Rowe

Dear IMPers:

2010 has been another exciting year at IMP. Despite the continued challenges in the economy, our diversity proved once again to be a tremendous strength. While some of our operations were impacted more than others by the still unsettled economy, as a whole, IMP has weathered the brunt of the economic storm. Our ability to continue to succeed in this changing economic climate is a direct result of management and employees working together, and remaining focused on continuing to find ways to differentiate the quality of IMP's products and services while remaining industry competitive.

Further evidence of our progress is IMP's selection as one of Canada's Top 100 Employers and as one of Nova Scotia's Top Employers for 2011. These awards are external recognition of the changes we have made to date which give us competitive advantage



in our respective industries while enhancing the experience of working with IMP.

I congratulate all employees on not only these recent achievements, but on our overall success to date. IMP would not be the strong, dynamic company that it is without the dedication and contributions made by all of you – the talented members of the IMP team. All of your individual knowledge, skills and abilities combine to make IMP the solid organization it is today, and for this I sincerely thank each of you.

I wish you all a safe and joyous holiday season and all the best for 2011.

K.C. Rowe,  
Executive Chairman



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 Corporate Information Technology

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**Brad Ruggles**  
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**Chris Sutton**  
 Marketing Coordinator  
 IMP Marine

**Susan Wilson**  
 Human Resources Generalist  
 Atlantica Hotels

## IMP Selected one of Canada's Top 100 Employers 2011

IMP has been selected as one of Canada's Top 100 Employers for 2011. The official announcement was made in a special editorial supplement in the Globe and Mail on October 15, 2010.

This prestigious recognition is awarded based on the following eight key areas: (1) Physical Workplace; (2) Work Atmosphere & Social; (3) Health, Financial & Family Benefits; (4) Vacation & Time Off; (5) Employee Communications; (6) Performance Management; (7) Training & Skills Development; and (8) Community Involvement.

Specifically, some of the reasons why IMP Group was selected as one of Canada's Top 100 Employers for 2011:

### Scholarships

IMP offers academic scholarships to children of employees (up to \$1,500).

### Leading Maritime Employer

IMP is a leading Maritime employer that continues to bring high-value and skill jobs to the region and the country, creating over 240 new jobs last year.

### Retirement

IMP helps employees save for retirement through a defined contribution RRSP plan, with matching employer contributions.

### Tuition Subsidies

IMP encourages ongoing employee education



L-R: Stephen Plummer, President & CEO, Rob Burns, Senior Director HR Corporate, Lisa Lorefine, Manager, HR Aerospace, Alistair Price, Director HR Innotech-Exeaire, Kim Maguinness, Director, HR CanJet, Cherie Cruickshank, Director HR Aerospace and Julie Rehemtulla, Senior Vice President Corporate Services



and development with tuition subsidies (up to 100%) and subsidies for professional accreditation.

IMP's selection for this national acknowledgement was the result of the collaborative effort over the past number of years by both employees and management working together to enhance the experience of working with IMP.

This external recognition validates that we are moving the Company forward in the right direction for retaining our current talent and making IMP an employer of choice in attracting new talent.

In the eight categories listed above, IMP scored five Bs, one B+ and two As. It is our collective goal to not only be again selected as Canada's Top 100 employers for 2012, but to increase our scores in each of these categories.

In celebration of being named one of Canada's Top 100 Employers, IMP has made a \$10,000 donation to the Children's Wish Foundation in honour of all employees.

Obtaining the designation as one of Canada's Top 100 Employers is a remarkable accomplishment, of which all employees can be proud. Congratulations to each and every IMP employee.



## Aerospace Celebrates Success—Aircraft 106

On October 22nd, the Aerospace Production Branch hosted a barbeque lunch for the staff of the CP 140 Aurora Third Line Inspection and Repair (TLIR) program. The well deserved barbeque was organized to recognize the recent success of the TLIR Department and all of the other groups that help them on a daily basis.

Aircraft CP140106 was inducted for a TLIR and Canadian Special Inspection (CSI) on November 17th, 2009. The TLIR/CSI combination is a major maintenance, repair and overhaul program that requires significant planning and production effort. The aircraft is stripped of paint and completely disassembled then all portions of the aircraft are fully inspected including hundreds of hours of Non Destructive Testing. It is quite a sight to see the aircraft so completely disassembled and visiting air crew are always amazed to the level in which their plane is taken apart.

The inspections result in hundreds of repairs and then the aircraft is completely reassembled and test flown. The entire program typically involves tens of thousands of person-hours of production activity amongst our mechanics, avionics staff, painters, manufacturing operators and process shop personnel.

Aircraft 106 was handed over to the customer's on site staff for acceptance on September 20th, 2010, fifty-three days earlier than the scheduled completion date. This is a significant improvement over the performance on previous CP140 Aurora TLIRs and it is concrete evidence that numerous efforts to improve our performance are paying off. These efforts include Continuous Improvement initiatives to improve hangar layouts, material stocking initiatives, improved production planning and control, and most importantly, the incredibly hard work of the production staff.

IMP Aerospace President, David Gossen, personally thanked the staff and participated in the festivities. The food was served by the TLIR Management including the Production Vice President, Director and Managers from Production and Product Support. A great time was had by all as we celebrated improving our performance and our responsiveness to our customer!



CP140 Aurora



## IMP COMPANY EVENTS

### company events

## IMP Aerospace Wins Annual IMP Group Golf Tournament

The annual IMP Group Golf Tournament was held at Chester Golf Club on Sunday, October 10th. It was a great day on the course, and a great time was had by all. The winning team was from IMP Aerospace and was comprised of (pictured left to right) Donnie Cox, Mark McKenzie, Doug Morgan and Brad Bonner.



# accomplishments

## IMP Customer Care – Market Research Division Celebrates 1st Anniversary

The Market Research Division of IMP Customer Care celebrated its one year anniversary in operation this past September. Located in Windsor, Nova Scotia the Market Research Division specializes in the collection of data for market research purposes and has

conducted numerous research studies on a variety of topics including political polling, healthcare, customer satisfaction and technology. They also have a core group that focuses on business-to-business lead generation and sales.

Launched on September 28, 2009, with one client and a staff of 15, they have since grown to 21 clients and 50 staff...and continue to grow!



Back Row L-R: Karen Lantz, Celine Dexter, Nancy Weir, Robin Chaisson, Jakki DesLauriers, Judith Beach, Ashley Lovett, Kyla Zwicker, Ryan Hunter, Marsha Ryan, Cheryl Brown, Will Grandy, Gary Morehouse, Shelia Eldridge, Dawn Skipper, Judy Lowthers, Julie Hill, Rhonda Kelly, Diana Gibson, Bill Lyons, Selina Blois, Alex Blois.  
Front Row L-R: Coady Shay, Lyndell McCulloch, Stephanie Small, Mark Vey, Jordan Upshaw, Andrew Stevens, John Webber, Gina Smith



## Execaire Upgrades Hawker Avionics System

The avionics upgrade was done in the Montreal Maintenance facility in conjunction with a landing gear overhaul. The work started on June 28, 2010, and was completed on August 18, 2010. The job was completed on time and without any snags.

The avionics work included the installation of the following systems:

**FMS:** Universal UNS-1Lw. Wide Area Augmentation System (WAAS) and Space Based Augmentation System (SBAS) capable Flight Management System which incorporates an integral GPS WAAS/SBAS receiver. The highly accurate WAAS/SBAS navigation system improves accuracy, availability and integrity of GPS, derived position and eliminates the need for RAIM predictions resulting in increased navigational capabilities. The WAAS/SBAS FMS has made it possible to obtain operational approvals for all of the published WAAS/SBAS LPV approaches in North America, as well as those yet to come.

**TAWS:** Universal TAWS (class A). Based on the information from the FMS, Air Data Computer, Radio Altimeter and ILS, TAWS is able to determine the aircraft state and intent and provide warnings and alerts well in advance of potential terrain and obstacle hazards. Alerts in accordance with standard GPWS modes are also provided. The FMS and TAWS systems combine to realize the highest level



of safety in protecting against Controlled Flight into Terrain (CFIT) accidents.

**Uni-Link:** Universal UL-701. Communication may be routed through the aircraft VH, Sat Com or airborne telephone systems. A host of features is available, including full ACARS messaging, position update clearance and weather. The UNS-1Lw combined with Uni-Link offers a Communication, Navigation and Surveillance (CNS) suite, which allow you to take advantage of the routing/communication benefits available in the Air Management (ATM) system.

**SSDTU:** Universal SSDTU. Replacing Data Transfer Unit (DTU) with Solid State Data Transfer Unit (SSDTU) for fast data upload.



## IMP Marine Refurbishes Life Rafts

The PSS Chemul owned by Pemex arrived in Halifax at Irving Shipbuilding's Woodside facility in March of 2008. It has been undergoing substantial refit and repairs to damage suffered during Hurricane Katrina. In April, the Marine Division's Dartmouth branch was successful in their bid to refurbish and certify 21 RFD life rafts and supply two additional new replacement units to increase the life-saving capacity of the rig. The life rafts were 25 person RFD davit launch units and packed in accordance to Solas A equipment. Having suffered major damage during Katrina, the life rafts had to be cleaned inside and out and all parts were either repaired or replaced to provide the customer the best value.

"The Chemul was a big job for my shop," says Barry Efford. "We had 3 crew members working on this job for almost 2 ½ months. In the end, our customer was happy, the work was preformed on time and on budget."

L-R: Barry Efford, Lisa Caron, Ernie Drover



## Happy Holidays from Atlantica Hotel & Marina Oak Island

Happy Holidays from Atlantica Hotel & Marina Oak Island! The Atlantica Oak Island family is preparing for a fabulous holiday season this year. We are welcoming Christmas parties from far and wide, Christmas tree displays onsite for guests to view, a visit from Santa for the little ones and even two epic events that we are proud to host. IMP colleagues are welcome to attend our first **Christmas Bridal Show & Fashion Show** on December 19th from 12pm-5pm, as well as our **Masquerade New Years Event**. Celebrate the end of 2010 with some wonderful memories shared with wonderful people at Atlantica Hotel & Marina Oak Island. Atlantica Hotel & Marina Oak Island is excited to present the South Shore's most exquisite wedding show. Annabell's Fashions of Dart-

mouth's Bridal Collection will be featured in an exclusive runway fashion show, and unique local artisans and suppliers from the South Shore of Nova Scotia will be on hand to discuss your wedding needs. Take this fabulous opportunity to meet with a group of local professionals offering a variety of solutions for flowers, wedding cakes, photography, keepsakes, and gifts. You may even have a chance to do some last minute Christmas shopping and cap off the day with a delicious brunch in the La Vista dining room.

We would also like to introduce a talented new member to our team; we welcome Jeff Wiper as our Outlets Service Manager. Jeff hails from Leamington, Ontario, and has an extensive food & beverage resume, which will prove to be a great asset to our team. Please

welcome Jeff on your next visit to Atlantica Hotel & Marina Oak Island.

Each month we will be posting our calendar of events on our website highlighting events, live entertainment and specials to aid your travel plans [atlanticaoakisland.com](http://atlanticaoakisland.com). Happy Holidays IMP!



## Harding Medical and MEDChair Halifax merge

In May 2010, CAN-med Healthcare announced that it would be merging its two home medical equipment businesses in Halifax into one company. Harding Medical Halifax and MEDChair Halifax were rolled into a new organization under the MEDChair Halifax banner.

Given the size of the marketplace in Halifax and intense competition, it made good sense to increase the focus to better support their clients. In combining the resources of



both organizations, we're confident these changes will make MEDChair Halifax a stronger force in the marketplace.

The merger occurred on the last weekend of June, with staff from both Harding and MEDChair working hard in advance to prepare for the amalgamated company. Processes for logistics, service delivery, purchasing, inventory, accounting, order processing, etc., had to be reviewed, determined and implemented. Information from separate computer systems had to be amalgamated and uploaded. MEDChair's staff, offices and inventory had to move into Harding Medical's existing location on Kempt Road.

This was a huge task, and not without its



challenges. However, employees rose to the occasion to complete the merger with as little disruption as possible to customers. In the months following, processes continue to be smoothed out and progress continues to be made. Thanks to everyone for their hard work!

## CanJet is Ready for the Winter Season

CanJet's winter season will commence on December 18th. The winter aircraft program will increase to 11 aircraft with an operational spare located in Toronto to protect schedule integrity. These aircraft have been sourced from 3 European airlines (Transavia of France, XL Airways of Germany and TUI Airlines of Belgium) and with the exception of the operational spare, are all new aircraft of 2007 vintage or later which should certainly increase aircraft reliability.

CanJet management has been exceptionally busy changing the on board service offering similar to that of Air Transat at the request of their customer, Transat Tours Canada. The introduction of many new onboard services ensures the customer experience between the two airlines is near identical. A thank you goes out to the many CanJet employees who have worked with the Air Transat project team to accomplish this goal.

CanJet management has been very busy as well over the summer and fall period making



operational improvements within the CanJet organization that are and will continue to be beneficial to the airline. The establishment of crew bases in Vancouver and Winnipeg, the establishment of around-the-clock leadership with the newly hired SOCC Duty Management Team, the establishment of their own maintenance teams and stores support in Toronto and Montreal, improvements to maintenance support access in the south, etc. These are just some examples that will ensure CanJet continues to perform to a very high level of operational reliability and efficiency.

To date, the airline's on-time performance during this second contract year has been

very good, meeting or exceeding the performance metrics established by the customer. With December 18th quickly approaching, Stephen Rowe, CanJet President, is confident that the CanJet team is ready and able to execute its business mission safely and effectively.



## A New Season for Atlantica Hotel Halifax

On January 4, 2011, Seasons Bistro & Wine Bar will ring in the New Year by closing its doors to undergo a stunning transformation. Reopening as "Seasons by Atlantica" on January 17, this popular Halifax dining venue will feature a contemporary new look and menus showcasing the local and innovative cuisine of new Executive Chef, Luis Clavel.

Seasons' renovation falls on the heels of a very successful 2010, where the venue emerged as the social destination for central Halifax due to a reinvigorated entertainment and special events schedule and enhanced service and product offerings.

The new ambiance will serve to complement the inspired new menus and superb service. These, coupled with Season's signature cocktails, extensive wine lists and a full slate of entertainment will create an unforgettable dining experience!



## IMP Offers Free Money

This isn't new, but it is remarkable that only 46% of all eligible employees in all the divisions of IMP are taking advantage of this offer.

If you are a permanent employee and have completed one year of continuous active service in any of the divisions of IMP, then you are eligible to participate in the IMP Group Retirement program. Under this program, provided you contribute the basic required contribution - IMP will match it.

For example, an employee who earns \$35,000 a year and contributes a basic contribution of 2%, that's a total of an additional \$1400 a year to go towards your retirement. Over a 15 year period that's \$21,000 plus interest.

If you are already a member of the RRSP program, then you are already reaping the rewards. If you aren't a member, contact your local human resources representative today to sign up. Can you afford not to?

## Marine Welcomes Director

IMP Group Ltd., Marine Division is proud to welcome Ernest 'Ernie' Drover to their team as Director of Maintenance and Aviation.



Ernie Drover,  
Director of Maintenance and Aviation

The past few months have been very busy for Ernie but he has hit the ground running. He has travelled all around the world for training and certification on various marine and aviation products. Including:

RFD Life rafts – Birkenhead, UK; DSB Life rafts – Sharon Center, Ohio; Switlik Life vests and STG units – Trenton, New Jersey; Endura life rafts – Birkenhead, UK; Tul Life rafts and Vests – Port Colbourne, Ontario; Mustang vests and Immersion suits – Richmond, British Columbia; Survival Products Vests and Life rafts – Hollywood, Florida; Crewsaver / Elliot Life rafts – Sharon Center, Ohio.



## Increasing Awareness of Exeaire's Business

Exeaire held three separate events during the month of September aimed at increasing awareness of Aircraft Management and Charter Sales.

On September 15, the Exeaire Charter Sales team organized an Open Door Event at our Montreal facility to promote our Charter Sales Business to potential clients in the Montreal market. A Citation XLS and a Challenger 601 from Exeaire's fleet were on display outside the VIP Lounge.

On September 29, Exeaire Sales staff attended a Fund Raising Event at the Royal Montreal Golf Club. The golf tournament was organized for the benefit of the new MUHC Oncology Center that opened in June of 2010 at the Montreal General Hospital. Exeaire donated a charter/weekend getaway trip to New York on a Citation XLS to the auction. Bidding for the trip raised \$15,000 towards this cause.

Exeaire hosted **Tropical Dream 2010** in conjunction with Dauphin Media (creators and publishers of Canadian Architecture and Design and publishers of Holmes on Homes). One of the many celebrities who

attended was Mike Holmes, and major sponsors such as Audi and Harley Davidson had their products out on display. The event was held at Exeaire's Toronto facility at Pearson Airport and several of Exeaire's aircraft were on display, including a Challenger CL604, a Falcon 2000, and a Citation XLS.

These three events gave Exeaire a chance to meet over 700 influential people. As a direct result, Exeaire has already booked

several charters and expects other opportunities to arise in the coming weeks.

Inside a Challenger 601



## Marine Supply Chain Business Expands

The marine division has had the pleasure of having Secunda Marine as a customer since the early 1990's. Secunda Marine is a supply ship owner and currently has ships working around the world including the oil and gas supply around the east coast of Canada.

Marin has enjoyed recent growth opportunities with Secunda, with increases in supply chain sales. Marine is now supplying new state of industry 6.55m Fast Rescue Boat, built by Norsafe from Norway, supply bulk container shipment of rigging, consumables, and general marine hardware to Dubai.

"We are extremely pleased with our ongoing and growing relationship with Secunda



Marine," says General Manager Paul Johnston. "Being involved in the oil and gas business, they expect only the best from their vendors. We continue to live up to these high expectations and it's really a tribute to our staff."



## Congratulations to Internal Auditors at Corporate

Mike Lijeskic, Internal Auditor, has successfully completed the Institute of Internal Auditors' requirements to earn the Certified Internal Auditor (CIA) designation.

Stefano Giordani, Internal Auditor, and Jamie Stubbert, Internal Auditor, have successfully completed the rigorous require-

ments in order to obtain the Certified Management Accounting designation, and are now authorized to use the professional accounting designation CMA. In addition, Stefano and Jamie have completed the challenging requirements in order to obtain a Master of Business Administration (MBA) degree

from Saint Mary's University.

Congratulations to Mike, Stefano and Jamie in obtaining your designations and degrees. We wish you well in your future endeavours with the Company.



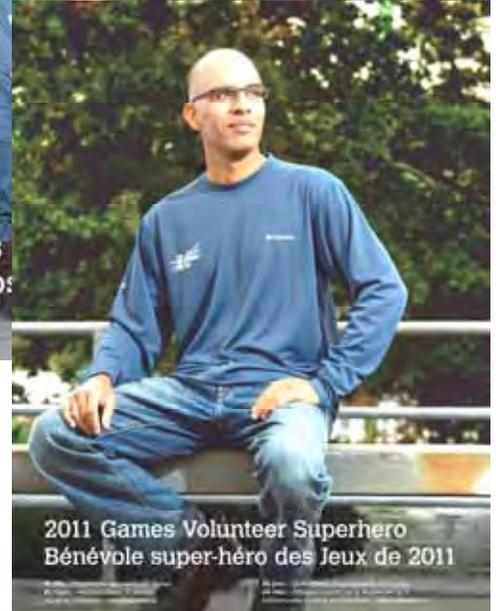
## Canada Games Volunteer from Corporate IT

For those people who live in the Halifax Regional Municipality, you have probably seen the billboards and bus shelters advertising the “Modern Day Superhero” volunteers for the Canada Games being held February 11— 27, 2011. Did you know that one of those superheros is Vikas Paliwal, Project Manager of Information Technology at Corporate Office? Vic is involved in a volunteer capacity as the Assistant Division Chair of IT for the 2011 Canada Games.

The IT division of the Canada Games has seven volunteer led committees which are responsible for providing all of the IT needs for the Games (telecommunications and networks; radio, web and sports results services; sound and lights and mobile communications).

The billboard and bus shelter campaign must have worked because, on November 9th, 94 days before the games start, the 2011 Game Host Society reached its volunteer target. More than 5,000 people have registered to be Games volunteers.

“Nova Scotians of all ages, backgrounds and abilities have stepped up to the plate in greater numbers than ever before,” said Jean-Paul Deveau, Games chair. “It is truly inspiring. On behalf of the Games, and on behalf of the athletes and visitors, who will be here in February, I say thank you.”



Vikas Paliwal, Project Manager, IT, Corporate Office and Assistant Division Chair, IT, 2011 Canada Games

Reaching the target earlier than previous Games allows the Host Society more time to get the 5,000 volunteers oriented, trained and accredited.

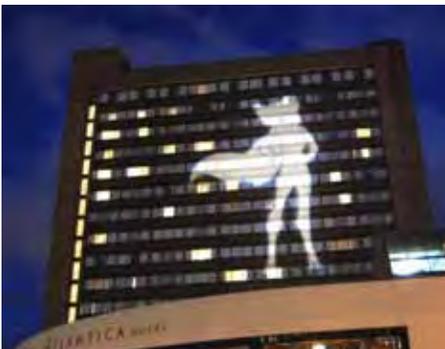
A special thank you to Vic and all the other employees of IMP who have volunteered for the Games.



**Where do you volunteer?**  
 Bring awareness to your cause by submitting photos and an article outlining your involvement to the IMPulse  
 email to: [IMPulse@impgroup.com](mailto:IMPulse@impgroup.com)

## Atlantica Hotel Halifax Participates in Breast Health Initiatives

On Thursday, October 7, 2010, between 7:30 pm and 8:30 pm, the Atlantica Hotel Halifax provided support to the Bust A Move for Breast Health by allowing the organizers to shine a superhero silhouette on the Quinpool Road side of the hotel. Using lighting illumina-



tion similar to the famous Batman “Bat Signal,” the group’s goal was to raise some attention for a great cause. The silhouette represents the group’s participants, volunteers, sponsors and donors who are everyday superheroes. Atlantica Hotel Halifax was proud to assist Bust A Move for Breast Health in their valiant fund raising efforts and gained the hotel some great PR on C100, CTV and Twitter. The Social Committee at the Atlantica Hotel in Halifax took part in Breast Cancer Aware-



ness Month by "Thinking Pink." The eager staff got involved creating a Gift Basket to raffle off, a Pink inspired bake sale, a 50/50 draw, casual weekend and some games, as well as offering guests the chance to purchase Breast Cancer swag. There was also special drinks offered in the bar with \$1 of each sale going to support their cause. The events continued throughout the month of October, with all proceeds going to support Breast Care Awareness on behalf of Team Atlantica.



## IMP Aerospace Components Sponsors 2nd Annual Cross Border Challenge

On July 3rd, 2010, nearly 400 runners and walkers were in Amherst to compete in the 2nd Annual Cross Border Challenge 10k Run. This is a unique course that takes the competitors from Mount Whatley across the New Brunswick / Nova Scotia border to the Tantramar Marsh and through the streets of Amherst to the Cumberland YMCA. The event was organized by the Cumberland Y Service Club and relied on many community volunteers to create a great race experience for the competitors. It is sponsored in part by IMP Aerospace Components and USW Local#4883 with the Grand Door Prize provided by Atlantica Hotel & Marina Oak Island. In total about 20 of the 80 community volunteers were IMP employees who provided first aid, traffic control and working at the water stations. Because of the generous support from all sponsors, money raised from registration was donated to the Cumberland YMCA to support youth projects with this year's total being \$10,000. In the 2 years the event has been held, a total of \$15,047 has been donated to the Cumberland YMCA. We also staged a youth fun run, free to all participants, which attracted 45 very happy kids. A huge thank you goes out to all involved.

In just 2 years, the Cross Border Challenge has grown into a major success. It is now the 6th largest 10k in the Maritimes and had the fastest field of any 10k race in the region. There were 21 runners who finished the 10k in fewer than 40 minutes and this was four

more than the combined numbers from both the New Brunswick and Nova Scotia provincial championships.

Shown is Race Director Paul Giroux, IMPAC Director of Finance (right) presenting Appreciation Certificates to IMP Aerospace Components VP & GM Dave Pearson (top) and to USW Local 4883 representative Bob White (below).



Crossing the finish line are IMP employees Kevin MacKenzie (L) and Mel Gilbert (R)



## Bide-A-While Golfing For Critters Event Champions

The IMP team supporting the Bide-A-While Golfing for Critters Event won the Event Champions title.

The event was held on Saturday, September 18th, at the Sherwood Golf and Country Club raising \$7500 for the animal shelter.

The IMP team members are – (L-R) Brad Ruggles, Mike MacKenzie, George Khadra and Mark McKenzie.

Bide Awhile, located in Dartmouth, NS, is a shelter for lost and homeless animals; [www.bideawhile.org](http://www.bideawhile.org).



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## IMP Aerospace Feed Nova Scotia Christmas Food Drive



Every Christmas, IMP Aerospace employees come together to raise funds and collect food

for Feed NS. This year, we have really stepped up our efforts to encourage the spirit of giving and create some friendly competition. The Technical Publications department has placed a non perishable food item drop box by their entrance again this year and all the staff have been encouraged to donate. Similarly, the engineering social committee has come up with a number of incentives to encourage the engineering staff to dig deep and donate big.

Each food item donated will receive its monetary value in "Bucky Bucks" and an extra ticket with the purchase of a weekly 50/50 draw ticket. The Bucky Bucks can then be used in a silent auction to be held in December featuring items or services donated by Aerospace staff. As in previous auctions, bidders will be competing for great items and experiences, including sketches, handmade ornaments, homemade desserts and a flight in a Cessna.

If auctions aren't your forte, another initiative will satisfy a donor's sweet tooth and reward them with a full stomach. Employees were challenged to form groups and fill boxes with their food items. Each box filled to the top earns a large box of Timbits for the donating group, 5 boxes wins 2 dozen donuts and 8 boxes will be rewarded with 2 large pizzas.

Throughout the drive, the Engineering departments will be competing against

each other for the grand prize, Bwahky the chicken. Bwahky is a foot tall copper chicken that was handmade and donated by Engineering's own Pat During. To win, each department will compare the weight of their donations with the weight of those who donated. The department with the largest ratio will get to keep Bwahky and all the bragging rights that come along with this shiny trophy.

And if all these incentives weren't enough, Jane Taylor-Moffatt of Engineering graciously donated a queen-size quilt to be raffled off. The quilt was hand sewn by Jane and machined quilted. Tickets are currently being sold and all the money collected will be donated to Feed NS.



Tech Pubs and Engineering employees are hoping to surpass last year's totals and donate more food than ever before. These efforts are a great way to bring joy to those in need over the Christmas season and we commend everyone involved. We can only hope that these donations will inspire even more involvement next year. Keep up the good work!



## IMP PROGRAMS *programs*

### Employment Equity—Why Black History Month is Important

'Black History Month' or 'African Heritage Month' is valuable because it reminds us of how far we have come from the past in terms of fairness and equality for all social incumbents in North America. It also reminds us of the personal and social sacrifices that black leaders and social activists have made in order for this to happen. For Black Canadians, 'Black History Month' is the epitome of cultural accomplishment, success and pride because each February is a new genesis in advocacy to end perpetuating ideologies and

stereotypes about black communities.

It provides meaningful acknowledgement and a chance to embrace the contributions that Black Canadians have provided society such as inventions, art, entertainment, political involvement, leadership, empowerment and wisdom.

Black history month has been a factor in the increased awareness of the diversity in our community and in the workplace. It has contributed to the reason for cause and maintenance of employment equity legisla-

tion. At one point in time it would have been considered unconventional for any visible minority to assume their right to a well paying job or equal opportunities in attaining education. Today, with programs and legislation such as employment equity and equal opportunity initiatives by employers, all people are given a fair chance at employment based on knowledge and merit.

## OH&S—Common Workplace Injuries

Unfortunately, it is impossible to eliminate all workplace injuries. While you would expect that workplace injuries occur more often in construction or production environments, workplace injuries are just as likely to occur in any work environment, including offices, when safe work practices are not implemented or followed.

Hand / Finger	26	Eyes / Ears	13
Head	9	Feet	9
Back	13	Leg	7
Shoulder	6	Arm	13

Some of the most common types of workplace injuries include:

**Overexertion:** the performance of a single strenuous activity like lifting an object that is too heavy, or the repetition of an action for an extended period of time.  
*Prevention:* monitor lifting techniques and ensure training and lifting aids are provided as required.

**Fall:** a slip or stumble due to a slippery surface or unmarked trip hazard, or unexpected descent from a height above ground level.  
*Prevention:* post signs and/or barriers to highlight slip hazards and ensure employees required to work at heights have appropriate fall protection and training or are using Grade 1 or 2 ladders.

**Objects:** falling or dropped objects can cause serious injuries.  
*Prevention:* post signs and/or barriers to indicate work overhead and employees should wear hard hats in the area.

**Repetitive motion:** does not have to be a dangerous motion, but if it is repeated enough times, it can cause injuries like carpal tunnel or tendonitis.  
*Prevention:* Repetitive work should be monitored and controls put in place to help prevent body fatigue and repetitive strain disorders.

**Contact with dangerous temperatures:** such as frostbite, heat exhaustion, and burns are

all ways that employees can be injured through changing temperatures.  
*Prevention:* Ensure employees are informed of the work environment through team meetings and that they are wearing the proper Personal Protective Equipment (PPE) for the job at hand.

**Eye & Ear injuries:** eye injuries can result from flying particles and dust while ear injuries can result from loud work environments.  
*Prevention:* Wearing the appropriate PPE (safety glasses, ear muffs, etc.)

**Cuts:** caused by the misuse of hand tools and inadvertent contact with sharp objects.  
*Prevention:* Proper PPE like cut resistant gloves and work coveralls

It is important to always be safety conscious and to promote safety in the workplace. If you see an unsafe work practice or hazard, stop and eliminate the hazard if it is safe to do so. Otherwise, immediately bring the issue to the attention of any management employee. Remember, Health and Safety in the workplace is everyone's responsibility.

## IMP Solutions is Helping Customers Go Green

As we come out of one of the most severe recessions in recent memory, many, if not all, organizations are looking for ways to streamline their business, while improving the way they interact with their employees, customers, suppliers and other stakeholders. Additionally, there is an unprecedented focus on becoming more environmentally responsible.

Organizations that want to improve the way they do business are discovering major gains through automating business processes, data collection and correspondence, ultimately eliminating their dependence on paper-based processes that:

- waste natural resources
- are very time consuming and often redundant
- place a substantial data burden on staff
- are prone to errors.

IMP Solutions established a Business Process Management (BPM) practice in late 2009. The BPM team's expertise is focused on the most widely-used product in this market - Adobe's LiveCycle ES product suite. IMP's Aerospace division is a leader in the application of this proven technology.

Adobe LiveCycle is a software application that provides effective ways to col-

lect, secure, enhance, share and move data between systems, and more importantly, people. LiveCycle helps the IMP Solutions team create user-friendly electronic forms and applications on the front end, while providing a powerful workflow engine in behind. We help make organizations more efficient, improve data accuracy, and reduce the time and cost of completing tasks that use paper or static electronic forms. This is accomplished while reducing the carbon footprint of each organization by eliminating tons of carbon emissions that result from paper-driven processes.

During 2010, the team provided LiveCycle software and services to a number of government departments and agencies. Looking ahead to 2011, the IMP Solutions BPM practice expects to gain more customers in the Canadian federal government, provide services to many provincial government departments and gain traction in the private sector.



## Chef's Creations

**Luis A. Clavel**  
**Executive Chef**  
**Atlantica Hotel Halifax**



### Roasted Red Pepper Puree

Yield 4 ppl- 6 oz per person

- Ingredients:**
- 3 red peppers roasted on open fire or grill (peeled and seeded)
  - ¼ cup diced Spanish onion
  - 1 tsp minced garlic
  - .5 litres vegetable stock
  - .5 litres tomato juice
  - 2 tsp chopped tarragon
  - 2 tsp tomato paste
  - ¼ cup 35% cream
  - Salt and pepper to taste

- Procedure:**
- Combine all ingredients in a pot and bring to simmer.
  - Cook for 6 minutes after simmering at low heat.
  - Puree in a blender until smooth.
  - Strain in colander and serve.
  - Garnished soup with chopped dill and sour cream.

Enjoy!

## Toy Safety

### Age appropriateness

It's important to choose toys according to a child's age, interest and skill level. Toys which are inappropriate are almost guaranteed to be unsafe and harmful to younger children, particularly those under the age of three. Toys with small parts or pieces pose a serious choking hazard. Remember, especially when families and friends gather, it's easy for younger children to get their hands on toys designed for an older age group.

### Get the lead out

In 2004, Health Canada issued a safety advisory for people to throw out jewelry purchased through vending machines because some were found to contain lead. The decision led to the large-scale recall of more than 100 million pieces of toy jewelry. It's important that a toy is sturdy and that there are no loose parts or sharp edges. Wooden toys need to be checked for splinters, and painted toys should always specify that the paint is non-toxic. For all electronic toys, it's mandatory for the Canadian Standards Association (CSA) label to be attached, indicating that the toy has been tested for shock and fire hazards.

### The case against magnets

In August 2008, Health Canada reissued an earlier advisory to the public about the danger of children swallowing small magnets. This had become a serious concern when a number of high-profile, wide-scale toy recalls were initiated by toy manufacturers after magnets separated from certain toys. Just recently, a five-year-old child in British Columbia required emergency surgery to re-

## EMPLOYEE Wellness report

move two magnetic toy parts that she had swallowed. In the event that a child swallows more than one magnet, especially over a short period of time, the magnets can attach to one another while travelling through the intestines. The magnets can then slowly tear through the intestinal walls, and block or twist the intestines. The result can be serious, if not fatal. In April 2007, the US Consumer Product Safety Commission reported 33 cases of emergency surgery on children due to swallowed magnets. The incidents confirm the serious consequences of swallowing magnets, regardless of a child's age.

## Festive Recipes

### Seasons by Atlantica

At this time of year when family gathers, my kitchen staff and I would like to share these recipes. From our kitchen to yours... Happy Holidays!



**Executive Chef Luis Clavel and Atlantica food and beverage team**

### Chorizo, Smoked Cheddar and Corn Bread Stuffing

#### Ingredients

- 4 cups baked cornbread chopped in small pieces
- 1/4 cup small-diced Spanish onions
- 2 tbsp fresh sage
- 1.5 cup chopped cooked chorizo sausage
- 1/3 cup diced sun dried tomato
- 1/2 cup smoked applewood cheddar
- 1 litre low sodium chicken stock
- Salt and pepper to taste

#### Procedure

- In a medium size pot at medium heat bring chicken stock to a simmer add onions and sun dried tomato, cook for 5 minutes, turn heat off.
- Add chorizo and corn bread and mix well.
- Add cheese and season with salt and pepper to taste.

### Cranberry spiked hot chocolate

#### Ingredients

- 2 cups chocolate milk warm
- 1 cranberry tea bag
- 2 tbsp chocolate sauce
- 2 tbsp dry cranberries
- 1/3 cup whipped cinnamon cream
- 1 oz amarula

#### Procedure

- In a small pot heat chocolate milk and chocolate sauce and steep cranberry tea bag for 2 minutes at low heat
- Strain and add amarula
- Garnished the drink with whipped cream and cinnamon topped with cranberries

Enjoy.....

Happy Holidays!

## Whistleblower Policy & Hotline

**1-877-349-6446**

The purpose of the hotline is to provide a mechanism for all staff members, vendors, customers, partners and various other stakeholders to raise concerns regarding accounting, internal accounting controls, auditing procedures, financial reporting irregularities, unethical business conduct and violations of the Company's policies and procedures.

The Whistleblower Hotline can be reached by calling **1-877-349-6446**. Your call to the Hotline is completely confidential and cannot be traced. In order to protect your confidentiality, the Chairman of the Audit Committee, who is one of the independent Directors of the Company's Board of Directors, will handle all Whistleblower Hotline telephone calls. A copy of the Whistleblower's policy can be obtained from your Human Resources Department or Manager.

## Shopping for a winter coat?

Order yourself or your family members outerwear, hats, active wear and promotional products with your divisional logo. Check out your choices at :

<http://impgroup.fundytextile.com>



### Logos available for embroidery:

- Atlantica Hotels
- CanJet CAN-med
- Exeaire IEAG
- Harding Medical
- IMP Aerospace
- IMP Customer Care
- IMP Group
- IMP Marine IAS
- IMP Solutions MEDchair
- Innotech Aviation
- Pacific Avionics

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