

# Global Newsletter

For all BAT, HAT and Maintenance employees

January 2020

Vol. 2, Issue 3



## Happy 2020!

Hello and welcome to a new decade! I am extremely excited about what lies ahead – we have many things to look forward to.

As we continue to grow it is more important than ever that each of us think globally and as One CAE. In 2020 we will:

- Continue our digital transformation by working with the Digital Accelerator (DA) team focused on elevating our customers training experience.
- Continue to prioritize improving our Instructor Pilot's (IP) work experience through projects managed by our new Performance Management Office (PMO):
  - **JETSTREAM** is focused on improving work-load balance and reducing attrition by increasing satisfaction.
  - **STABILIZE** is tasked with reducing schedule pain points by limiting cancellations, single-pilot events and other inefficiencies within the booking and scheduling processes.
- Continue to implement best practices identified in supporting the FAA single certificate initiative.
- Continue to focus on the joint venture with SIMCOM and the integration of their capabilities into the CAE network.

I could not be more pleased of what we, as a team, have accomplished. Each of you have played an integral part in our overall success – thank you for all your hard-work!

I encourage each of you to take the time to read this newsletter - to learn more about your colleagues and all the efforts being made across the globe to make CAE a great place to work!

Camille Mariamo  
Vice President & Business Leader, BAT, HAT and Maintenance



**CAE Dubai and Montreal** – Both centers have deployed tumblers to reduce the use of plastic water bottles. This will result in ordering less quantities of cups and water bottles. Additionally, employees are encouraged to walk and fill up their tumblers throughout the day – win win!

**CAE Dallas** – The C21 sim was removed from Dallas West and was 100% recycled – 25,000 lbs. of metal and electronics were recycled in total!

**CAE London Burgess Hill** – All printer cartridges at London Burgess Hill are now being recycled with zero waste! Printer cartridges that cannot be reused are safely broken down into their different material components and then manufactured into alternative products such as car parts, aluminum cans, road surfacing, and more.

Additionally, all electricity for both London Burgess Hill and Amsterdam now comes from 100% renewable sources!

## People in the Spotlight



**Sami Dridi**, Lead Software Specialist, and **Wassim Basha**, Regulatory Specialist, from **CAE Dubai**, were assigned to coordinate the EASA CS FSTD(A) new mandates before Dec 19. The updates Sami and Wassim implemented in-house will save CAE substantial costs and time! We recognize their outstanding work put in to prepare our simulators for the BAT-Part 60 Directive 2 updates and CAT UPRT updates!



**Chris Watkins** has been with **CAE London Burgess Hill** for over five years. Chris has held a variety of roles including; Training Manager for the Gulfstream 550 and Operations Manager for our top four Business Aviation Customers. Chris is acting as a Business Champion for the Digital Accelerator, aiding with training and adoption of newly developed products across the EMEA region.



**Mark Kirsten**, Software Support Engineer at **CAE New Jersey Morristown**, has been with CAE for twelve years. Mark continues to support many other training centers with UPRT updates, as well as technical training. He often volunteers to lead VIP and community visitor tours at NETC. With his enthusiasm and knowledge of CAE's history and simulator systems, Mark is a great ambassador for CAE!

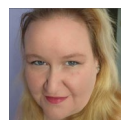
**J.T. Kent** has been with CAE as a Client Account Manager at **CAE Dallas** for nearly a year and has contributed greatly to the success of his team with a positive attitude and leadership. We are proud to have J.T. as part of the CAE team and wish him an early one-year CAE anniversary!



**Claudia Hoffman**, of **CAE Dallas**, has been a valued member of the Embraer CAE Training Services (ECTS) team as a Client Account Owner on the Phenom program for one year. Claudia has quickly taken on the challenges of a very busy program. She consistently shows her positive attitude under all conditions and is a key member of the team. We are grateful to have her on board!

## Global Newsletter Ambassadors

Meet the newest Global Newsletter Ambassador – Sandra Chervinsky from Montreal!



Have something you want to share? Reach out to your Global Newsletter Ambassadors:

[Michele Jarrett](#)  
London Burgess Hill

[Ruthella Gutierrez-Derige](#)  
Dubai/Abu Dhabi

[Kathrin Marx](#)  
New Jersey Morristown

[Amanda Shriver](#)  
Dallas

[Alex Marianos](#)  
Dallas/Sao Paulo

[Sandra Chervinsky](#)  
Montreal

## People on the MOVE



Congratulations to **Bruce White** for his new role as the Chief Instructor for the Challenger 300/350 training program for CATS Dallas. Bruce started with Bombardier Training Center nine years ago and has served as an instructor in the Lear 45 and Challenger 604, 605 & 650. We are excited to have Bruce join the CAE team with the acquisition and are thrilled to see him thrive in this new role.

**Ray Kazan** has been appointed Global HR Director for Business Aviation, Helicopter and Maintenance Training effective January 2. Ray joined CAE four years ago as a Human Resources Business Partner (HRBP) for Emirates CAE Flight Training (ECFT) Dubai and was most recently the Regional HR Manager for the Middle East and India.



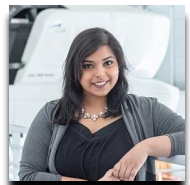
**Alex Ceballos** joined the CAE Dallas office from CAE New Jersey Morristown. As Records Supervisor Alex serves as the point of contact for clients and employees seeking clarification on records issues. Welcome to Dallas Alex!

**Michelle McNally** joined CAE from Bombardier as a Facilities Services Supervisor. Michelle oversees the cafeteria, janitorial services and interior upgrades including common areas, briefing rooms and more for Dallas East, West and Civil Aviation Training Solutions.



**Mira Ahmed** has been appointed Regional HR Manager for the Emirates CAE Flight Training Center in Dubai. Mira joined ECFT four years ago and recently held the role of Compensation & Benefits Specialist.

**Mehak Trehan Chugani** has been appointed Compensation, Benefits and Engagement Specialist in Dubai. She replaces Mira Ahmed and will report to her in her new role. Mehak joined ECFT in 2015 as a Business Relations Executive, and moved to HR in 2018 as an HR Coordinator.



**Jade Correa** has been appointed Talent Acquisition Specialist in Dubai. Jade joined the business in 2016 as an Account Executive and moved to HR shortly after. Jade will be focusing on Talent Acquisition for Instructors and Support Functions, along with onboarding.



**Adam Bergerson** has been promoted to Phenom 100/300 Ground School Instructor for ECTS. Adam joined the business in 2017 and was most recently a Master Scheduler.



## Health and Wellness

**CAE London Burgess Hill** – Need a fun way to create a tasty treat and get a good workout? Take note from a fun event at Burgess Hill and try a smoothie bike!



**CAE Dubai** - On November 27, the HR team organized a Mental Health Screening with Dubai Community Health Centre. Those who participated were able to have an introductory session with a clinical psychologist in a safe and confidential setting.

On December 17, ECFT collaborated with Blue Tree Clinics to acquaint our employees with the application of ergonomic principles in daily life and its effect on work place performance and physical well-being. Each employee had the opportunity for a screening and consultation assessment with a member of the certified team of physiotherapists.



## Safety

### CAE Dallas

- Employees attended various training events for overhead crane certifications, forklift operator certification and Lock Out/Tag Out training as well – doing a great to keep everyone safe!
- CAE Dallas has formed a safety committee that meets quarterly to discuss ways to promote employee participation in environmental health and safety initiatives.



## CAE in the news

- [CAE adds new Bombardier Global 7500 full-flight simulator to its training network](#)
- [CAE signs exclusive 15-year training center operations agreement with Saudi National Company Aviation](#)
- [CAE concludes 15-year exclusive business aviation training services agreement with Directional Aviation Capital affiliates and acquisition of 50 percent of SIMCOM](#)
- [CAE wins training contracts with five business jet operators worldwide valued at approximately C\\$50 million](#)
- [CAE expands training capabilities and its network for business aviation](#)

## Tradeshows

### Dubai Airshow

During the 2019 Dubai Airshow in November, CAE announced the expansion of the training capacity in the Middle East with the deployment of a new Bombardier Global 7500 full-flight simulator (FFS) to the Emirates-CAE Flight Training Centre (ECFT) in Dubai. The brand-new CAE Bombardier Global 7500\* business jet FFS will be ready for training in 2021 at the ECFT center in Al Garhoud, Dubai. Read the [complete press release](#).

### NBAA

In October CAE headed to NBAA in Las Vegas. We had a full show of positive prospect and customer meetings! Check out the press releases here! [Release 1](#) and [Release 2](#)



# Employee Engagement Events

## CAE Dallas

- **Circle of Excellence** is a peer-to-peer nomination award system recognizing employees that go above and beyond to support their colleagues and the business. This quarter Amanda Shriver and Joe Mojsak were nominated by their peers and awarded – congratulations!
- This October CAE Dallas helped to **Spread the Hope** and collected almost 1,000 pounds of peanut butter to be donated to a local food bank. Departments built peanut butter sculptures as part of a friendly company competition!
- In the spirit of Thanksgiving, the Dallas team donated **nearly 600 pounds of food** that was donated to a local food bank.
- The first weekend of December, CAE Dallas hosted the annual **Children's Holiday Party**. Nearly 150 kids joined for a holiday bash including simulator rides, crafts, face painting and, of course, a visit from Santa!
- This December, CAE Dallas collected new toys to be donated to the **Sadie Keller Foundation**, an organization that distributes toys to local children who spend their holidays in the hospital.

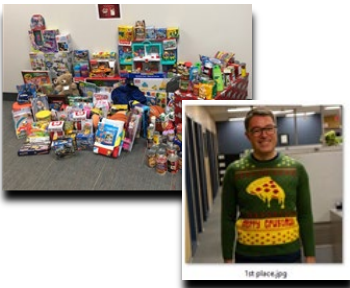


## CAE London Burgess Hill & CAE Amsterdam



- London Burgess Hill sponsored the **1st Mid Sussex Applauds-'Stronger Communities' award**. The award recognizes a community group or organization that helps bring together cultures and communities through community activities.
- On December 7, Santa arrived (in style!) at Burgess Hill for the annual **Children Christmas party** for children and grandchildren of staff.

## CAE Montreal



- In the continued spirit of giving, a **food and toy drive** to benefit local non-profit Sun Youth was held in December.
- **Family Day** for training center employees was held on December 23. The Montreal Training Center opened its doors to employees' family members to jump into a simulator and fly. Kids of all ages were given a chance to take off, fly, and land a plane during this annual event.
- Employees were encouraged to bring out the dreaded Ugly Sweater on December 13 for a **Tacky Sweater Contest**. Sequins, sparkles, bells, and even lights were all aglow at the training center for this fun event.

# Center Operations News

## CAE New Jersey Morristown

A little-known fact about our simulators is that they produce a significant amount of heat! Much like the aircraft that they simulate, the various components must be kept at a specific temperature to operate as intended. In most training centers this is accomplished via a chilled water-cooling system. CAE New Jersey Morristown's chilled water plant is nearing the end of its useful service life, and the team is looking to upgrade. We are currently investigating using state of the art magnetic bearing chillers, which provide more cooling capacity, for less energy consumption than the current units. If this new technology is put into place, the simulators will be able to stay chill at a fraction of the energy cost and helping the environment at the same time...now that would be cool!

## CAE Dubai

On January 21, 2020 ECFT was among two ATO's receiving GACA approval to deliver ATP-CTP course. GACA ATPL applicants will be required to take the GACA ATPCTP course and our ECFT training department is prepared to deliver this course and looking forward to receiving requests from GACA ATPL applicants.

ECFT received a new ATO approval from Lebanese CAA last on November 29, the certificate of approval is valid until October 31, 2020.

## CAE London Burgess Hill & CAE Amsterdam

We are now fully up and running with our **new eTCA form for EASA and FAA training!** This will simplify the process of customers communicating their training requirements to our team at CAE. It is available on mobile devices as well as laptops, and the user-friendly functionality increases the ease for customers to communicate what training and checking their pilots require. If you would like any more information or to see the eTCA in action, please feel free to reach out to the Janet Parham (Journey Owner), or Chris Watkins (Business Champion).

Full Flight simulators Learjet 45, Gulfstream 550, Falcon 900, Citation 2, Citation XLS have all been approved by the UK CAA to deliver UPRT, icing and high-altitude stall events.

## CAE Dallas

As part of CAE's digital transformation client diplomas are now available electronically. This new process only applies to FAA clients training under ST7X359K certificate. Foreign clients required a notarized diploma will continue to receive a printed copied as needed. This first step in electronic records is an exciting collaboration with both our digital growth and our commitment to the environment.