











CALLING FOR NOMINATIONS

If you know an individual, team, or organization, whether on the shop floor, administration or in management that has gone beyond the call of duty over the past year and deserve recognition, now is the time to nominate them for this year's awards.

DEADLINE FOR NOMINATION October 15, 2021

More info: http://bit.ly/2ZmjT7g

Download the Nomination Form at https://bit.ly/3hZNVdM

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MESSAGE FROM THE CEO

Wendell Wiebe

We all know this but it bears repeating – the events of this past year have been unprecedented. Everyone has been adapting to the new reality brought about by "COVID-19". Many things have changed; the ways we do business and connect with family and friends, how we host professional or private gatherings (both large and small), shopping for "essentials", having to wear masks in most settings outside of the home, and the media is mainly focused on COVID related stories. As this sector is well aware, the travel industry has been significantly curtailed by closed borders (both domestically and internationally). This has, in turn, impacted the manufacturing as well as the MRO sectors of our industry.

Yet, in spite of all this, the local aerospace industry has adapted to this new reality and is making it work. Some of our companies and our educational partners did major pivots in order to provide or update their products and services.

How have these changes impacted Manitoba Aerospace – your association? Our team also adapted to working from home and began providing critical information to you, our members. We sent out updates whenever the Federal or Provincial Governments announced new programs that could support our industry. We assisted specific companies that needed to connect with Government departments to get important information or support. The Provincial Government, through the Department of Economic Development and Jobs, has established a weekly round table with key industry/business associations so they could share the government's plans and obtain feedback from the various sectors - I attend those weekly meetings on behalf of aerospace. On the national level, the Aerospace associations from across Canada got together through the collaboration of AIAC. This group meets weekly to discuss the various challenges and threats to the national sector and to strategize on how we could communicate our concerns to both the Federal Government as well as the Provincial Governments.

All of Manitoba Aerospace's meetings and information sessions have been switched to internet platforms and we began hosting bi-weekly webinars instead of our usual quarterly networking breakfasts. In the fall of 2020, the webinars focused on a series of organizations that provide Economic Development support to the business community. Since the New Year, the webinars have been focused on organizations that provide Research and Development support to industry. These sessions will continue into June.

We are planning to host a virtual AAiM "Week" during the week of June 7 to 11. We have partnered with VR City – Let's Fly to provide a virtual introduction into the aerospace and

aviation industries with fun activities planned for 50 teachers and their Grade 6 classrooms in Manitoba.



With the slowdown in airline traffic, airlines and some other related businesses, have been forced to lay off some staff. Least experienced were the first to go, followed by more experienced. Some who were close to retirement either chose to retire or were incentivised to leave. Once a majority of the population is vaccinated, and borders are open again, travel will recover to its previous levels. Many aerospace analysts and pundits are forecasting a return to 2019 travel levels in late 2022 or 2023. There was an identified shortage of skilled individuals in aerospace and aviation across Canada before the pandemic and we believe that shortage will be even greater when international and domestic travel starts to pick up again. We will once again be looking to help the industry attract more experienced workers, which will be augmented with hiring individuals who have completed our proven post- secondary education programs locally. We will continue to work with our members to achieve that.

We were pleased to welcome three new associate members to Manitoba Aerospace in 2020. They are Global Affairs Canada/Canadian Trade Commissioner Service (TCS), Pitblado Law and Delphi Technologies Corporation. Please see the writeups on these organizations which appear later in the AGM report.

I want to give kudos and my thanks to the staff of Manitoba Aerospace. We are a good team and we work hard together to fulfil the mandate of Manitoba Aerospace and accomplish the goals of our strategic priorities.

I also need to acknowledge the ongoing support and dedication of the Board of Directors. We send our heartfelt gratitude to Ron Drepaul, the outgoing Chair of the Board, for his hard work and support over the past 2.5 years. We also want to welcome Nick Bevilacqua, the new Chair of the Board of Directors. The staff at Manitoba Aerospace could not do what we do without the leadership and backing of the Board.

In closing, we will continue to monitor the ongoing challenges of dealing with COVID-19 and its effects on our industry. We continue to advocate on behalf of our members with the various levels of Government so it is important that we are aware of any issues that you may be facing. Please be sure to reach out to me with any comments and/or concerns. We are in this together and together we will get through this!

Summary of Activities

PROMOTION, BRANDING & ADVOCACY

For the safety of our staff, presenters, participants, supporters and sponsors, Manitoba Aerospace's 2020 annual events: All-Stars Awards Dinner and Gala, and Aerospace Week were cancelled. We have started our planning to move some of our annual events online. Stay tuned and more information will be shared via emails and announced on our website.

Marketing and Communications Committee

The committee is made up of professionals from the aerospace industry as well as staff from Manitoba Aerospace. The current members of the Committee are: Chair - Karleigh Danowski, Magellan Aerospace; Amanda Extence and April Scrapneck from StandardAero; from Manitoba Aerospace: Wendell Wiebe, Ellice Gan, Barbara Bowen, and Heidi Abraham. Many thanks to Ken Webb, retired Executive Director of Manitoba Aerospace Association, and Terry Trupp who retired from Boeing in June, as they are both still actively involved with the Committee and our events.

The mandate of the Marketing and Communications Committee is to support

Manitoba Aerospace as it delivers its mission of promoting the growth of the

aerospace industry in Manitoba through business development activities and workforce development initiatives.



Activities 2020-2021:

Networking and Promotional Activities: Manitoba Aerospace organized and represented Manitoba at the following events and activities between

2021

2020

Aug 26 | Manitoba Aerospace Golf Event - in person

Sept 26 | Girls in Aviation Day – International virtual event

Sept 30 | Aerospace Defence and Security Expo Atlantic

Sept 30 | Manitoba Aerospace Webinar Series: Export Development Canada

Oct 14 | Manitoba Aerospace Webinar Series: World Trade Centre

Oct 19-20 | Manitoba Aerospace Webinar Series: Indigenous Inclusion in the Workforce

Oct 26 | Aerospace WOWS on Campus event - Women in Aerospace – (panel)

Oct 28 | Manitoba Aerospace Webinar Series: Public Service and Procurement Canada

Nov 2 | WOWs Event – Aerospace in Manitoba – A Focus on the Future (panel)

Nov 3 | The Launch: Manitoba Career and Workforce Development Month

Nov 5 | Explore Careers in Aerospace and Aviation (info session)

Nov 18 | Manitoba Aerospace Webinar Series: Economic Development Winnipeg

Nov 23 | WOWs Event - Aerospace Trivia Night with Faculty of Engineering

Dec 2 | Manitoba Aerospace Webinar Series: Western Economic Diversification

Dec 14-16 | Aerospace Innovation Forum sponsored by AeroMontréal

Jan 20 | Manitoba Career Prospect's Virtual Career Fair

Jan 20 | CME Women in Manufacturing Conference

Jan 27 | Manitoba Aerospace Webinar Series: Pitblado Law

Feb 10 | Manitoba Aerospace Webinar Series: Research Manitoba

Feb 17 | Indigenous Aerospace & Aviation Showcase

Feb 24 | Manitoba Aerospace Webinar Series: Workplace Mental Health Strategies

Mar 2 | Western Innovation Forum: Manitoba Panel

Mar 2 | A Day in a Life of Boeing

Mar 3 | Western Innovation Forum sponsored by WD

Mar 3 | A Day in a Life of Magellan Aerospace

Mar 9 | A Day in a Life of Fast Air

Mar 10 | Manitoba Aerospace Webinar Series: Lean – Advanced Manufacturing

Mar 24 | Manitoba Aerospace Webinar Series: Red River College Applied Research

Contrails Newsletter

Copies of Contrails, the electronic newsletter, can be found at www.mbaerospace.ca/publications/

AAiM Day

What would have been the 15th anniversary of AAiM Day had to be cancelled due to COVID-19. We are planning a great virtual event for 2021.

Manitoba Aerospace Golf Tournament

The 2020 Golf Event was held on August 26. Due to the pandemic, we decided to host a golf networking event in place of the annual Golf Tournament. The event was a great success with more than 13 golf teams formed from our member companies. Proper safety protocols were in place, and activities were in compliance with the COVID public health restrictions at the time of the event. The weather was great and everyone had a good time.

Manitoba Aerospace Social Media in 2020

Twitter - From January 1 to December 31, 2020, we gained 69 new followers for a total of 769. Notable new followers include: Janet Wardle, President & CEO of MHI Canada Aerospace Inc; Nicholas Robinson, Director General, Civil Aviation at Transport Canada; Carole Lee Reinhardt, President; Nathalie Leroux - Director, Policy, Planning and External Relations at Western Economic Diversification Canada; Deveryn Ross - Director of Strategies Communications, Office of the Premier of Manitoba; CEO of ACADA Atlantic and John Vincent, CEO of International Airworthiness (IFA) that is based in UK. LinkedIn - From January 1 to December 31, 2020, we gained 535 new followers for a total of 3,528. The majority of our LinkedIn followers are in aerospace or aviation related organizations. 54% of our followers are either in engineering, operations or business development careers. Facebook - in the same time period, we gained 452 new followers for a total of 1,757. The posts that received the highest reach and engagement were: Canada Emergency Rent Subsidy (CERS) extension announcement by the federal government; Indigenous Community Fund application announcement; Member companies' job postings; Manitoba Aerospace's virtual career info session; various federal and provincial government COVID support for individual, small and medium businesses.

Through our various social media platforms, we have helped our member companies recruit more than 130 candidates in 2020.

Girls in Aviation Day (GIAD) 2020

GIAD 2020 in-person event was cancelled and Women in Aviation International made the decision to make the event virtual. A GIAD app was launched in Sept 2020. The App was free to download and users were able to access various activities and resources 24/7, 365.

COVID Support for Our Member Companies

Starting in March 2020, our team started to put together COVID Resources packages which represented programs for COVID supports from the federal, provincial, and city governments. Over the following 8 months, we developed 98 packages and distributed them to our member companies and other stakeholders in an attempt to assist in navigating the glut of information that was flowing via media, etc.

CENTRAL AME ASSOCIATION (CAMEA) 25TH ANNUAL AVIATION SYMPOSIUM

The Central Aircraft Maintenance Engineer Association is an organization dedicated to maintaining and enhancing the standards, rights, and privileges of all AME members in the central region of Canada. CAMEA is one of six similar associations across Canada who collectively support the national body Aircraft Maintenance Engineers of Canada (AMEC). CAMEA works with Transport Canada in the formulation of new rules and regulations and provides a collective viewpoint for all AMEs

On March 5 & 6, 2020, CAMEA hosted its 25th Annual Aviation Symposium at the Canad Inns Destination Centre, Polo Park. The two-day event provided an opportunity for over 200 aircraft maintenance engineer professionals, organizations and operators to network and attend workshops.

Awarded each year at the Symposium, CAMEA's Outstanding AME Award recognizes an individual who holds an AME license in Manitoba, Saskatchewan or Northern Ontario and who has performed an extraordinary act of service or has shown leadership, dedicated technical service and has been active in mentoring and training other mechanics. In 2020, an AME Rookie of the Year Award was introduced to recognize the next "rising star" who has demonstrated outstanding dedication to learning his/her craft.

Congratulations to Dennis Lyons, Person Responsible for Maintenance with Fast Air Ltd for being recognized as the Outstanding AME of the Year for 2020. Also, kudos to Matthew Granson, AME apprentice with Harv's Air Services, for being recognized as the 2020 AME Rookie of the Year. Matthew is also one of two CAMEA 2020 Student Bursary Award recipients.

Note: Pictures below were taken before the COVID public health order restrictions were in place.



THE INDIGENOMICS INSTITUTE

Based in Vancouver, BC, the Indigenomics Institute is an Indigenous economic advisory resource for public governments, Indigenous communities and the private sector. The Indigenomics Institute focuses on four core areas in overcoming Indigenous economic barriers and addressing challenges:

- 1. DIALOGUE PLATFORM FOR INDIGENOUS ECONOMIC SOLUTIONS
- 2. ECONOMIC POLICY/ RESEARCH/ANALYSIS / PLANNING
- 3. EDUCATION/TRAINING
- 4. PARTNERSHIP DEVELOPMENT

Indigenomics honors the powerful thinking of Indigenous wisdom about the local economy, relationships and human values. Indigenomics is about increasing the role and visibility of Indigenous peoples in the new economy. It is about understanding indigenous ways of being and worldview. Indigenomics draws on ancient principles that have supported indigenous economies for thousands of years, and works to implement them as modern practices. It explores the pathway of the threshold of the indigenous relationship and modern economies.

For the first time ever, economics from an Indigenous worldview is being reclaimed within the modern economic space. The narrative of growing Indigenous business success is expected to sky rocket over the next decade. A new multi-billion-dollar agenda is on the horizon and the First Peoples of this land are the drivers of partnerships, investment and long-term growth. Through a shift in legal influence, today Indigenous peoples own masses of land and entitlements through Treaties and Aboriginal Right and Title and operate space in all areas of business, industries and the private sector. This will impact and inform important public policy and evolve Indigenous governance structures. With this growth, Indigenous Peoples are increasingly leaving their economic footprint on today's national economic landscape.

In 2020, the Indigenomics Institute launched an inaugural, annual 'Indigenomics 10 To Watch' list. The Institute will be publishing the names and commitments of companies/organizations that demonstrate excellence, innovation, leadership and committed action towards the growth of the Indigenous economy. Manitoba Aerospace Inc was highlighted as one of the national organizations "to watch".

"The Indigenomics Institute is converging ideas, resources, tools and people to grow the Indigenous Economy. Indigenomics is economics from an Indigenous worldview and serves as a platform for modern Indigenous economic design," said Carol Anne Hilton, CEO/Founder of the Indigenomics Institute. The institute facilitates positive leadership and relationships to support the growth and development of Indigenous economies. The Indigenomics Institute works with Nations, organizations, governments and private industry to strengthen Indigenous economic capacity. The Indigenomics Institute is currently unleashing a national Indigenous economic agenda to facilitate the growth of the Indigenous economy from its current value of 32 billion to 100 billion in five years. (TD Special Report).

Manitoba Aerospace was recognized by the Indigenomics Institute at a virtual ceremony in November to be one of 10 to Watch list for 2020.

Manitoba Aerospace is working to bridge the aerospace industry and the Indigenous economy for the benefit of both. It is a membership based, not-for-profit organization that supports and promotes the aerospace and defense industries in Manitoba through business development, research and innovation, and human resource initiatives. Throughout much of their history, Manitoba Aerospace has endeavored to make reconciliation a key part of their company culture.

"As a settler, I never want to claim that we're working on reconciliation. I think that's up to the Indigenous communities to say," remarks
Barbara Bowen, director of special programs at Manitoba Aerospace.
"But we've had several members from Indigenous communities tell us that what we're doing is a part of reconciliation, so it makes me very proud to know that as an organization people feel we're making a difference."

Manitoba Aerospace's commitment to making a difference is certainly exemplary. Canada is a global leader in aerospace, and Manitoba is home to Canada's third largest aerospace industry. Over the years the industry has grown to include sophisticated design, manufacturing, servicing, testing, certification, and research and development. Canada's largest aerospace composite manufacturing centre is located in Manitoba, as are two of the world's most advanced aircraft engine testing and certification centres, and the world's largest independent gas turbine engine repair and overhaul company.

Despite the size and success of the aerospace industry in Manitoba, it is still a field in which Indigenous people are underrepresented. "We have a large Indigenous community who have had so many barriers put in place that many don't even know there is an aerospace industry in Manitoba or that they can work there," says Bowen.

In their early years, Manitoba Aerospace saw the potential of working with Indigenous people. "Many outlying communities are familiar with aerospace from the airplanes that fly in and out. So, they might know the pilots and maybe a flight attendant, but there are so many other career opportunities created from those airplanes. We wanted to help people access those opportunities. It's a rewarding career that appeals to a lot of people who want to contribute to such an important industry for their communities."

Manitoba Aerospace first started by offering training programs to Indigenous people interested in working in the industry. However, they soon recognized the need to partner with an Indigenous organization to learn how best to work with the community in a positive and proactive way. After reaching out to several organizations, they found the Centre for Aboriginal Human Resource Development (CAHRD), a Winnipeg-based nonprofit that delivers literacy, education, training, and employment services to relieve and prevent unemployment among Indigenous people.

"Our mandate and CAHRD's mandate were a great fit," says Bowen. "We liked that CAHRD not only helps people get the skills they need for employment but also supports them with any challenges they might be facing. It's not just about the training and employment; it's about the whole person."

In 1999, Manitoba Aerospace and CAHRD launched their first program together, a welding course that trained 12 people and graduated nine. "It's been over 20 years and some of the people from that first program are still working in the industry, and others have gone on to other great careers," says Bowen. Manitoba Aerospace has run many programs since, including a federally funded Aboriginal Aerospace Initiative that allowed CAHRD's Neeginan College to establish 3 aerospace/manufacturing related programs (gas turbine, CNC machining and TIG welding) in downtown Winnipeg.

Those kinds of inclusion efforts have been important for people like Kimberly Ballantyne, who is currently an Indigenous employee of Manitoba Aerospace working as the recruitment specialist. "When I started applying for jobs fresh out of university, I gravitated toward Manitoba Aerospace because I saw the outreach they were doing with Indigenous communities. I wanted to work for an organization that really valued Indigenous people," says Ballantyne.

Manitoba Aerospace's partnership with CAHRD was only the beginning of their inclusion efforts. "We could have started the program with CAHRD and then left it at that, but as an organization we felt we could develop beyond that," says Bowen. After their work with CAHRD began, Manitoba Aerospace partnered with the Engineering Access Program (ENGAP) at the University of Manitoba and Birch Bark Productions on an initiative called New World Ideas: Indigenous Innovations that Changed the World.

"The mandate for the New World Ideas project is to show youth that engineering and science concepts are not foreign to Indigenous backgrounds," says Bowen. "Indigenous people didn't call it physics or engineering, but so many of those concepts were part of what Indigenous people used to build canoes, develop housing, create food systems, and those kinds of things. When settlers came to North America, we learned so much from Indigenous peoples. We would not have survived without the help of Indigenous people, and that's not recognized by the settler community."

The New World Ideas project honors the innovative spirit of Indigenous peoples through a series of documentaries and teaching guides designed to be used in Canadian classrooms. The project and partnership have been successful at acknowledging the contributions of Indigenous peoples to science and encouraging Indigenous youth to consider careers in engineering.

Even beyond their work with ENGAP and CAHRD, Manitoba Aerospace felt that they could do more, especially when it came to working directly with communities. They decided that one way to create major impact was through the construction of an on-reserve aerospace manufacturing facility. "We took that message and shared it with many First Nations, and the Opaskwayak Cree Nation is the community that stepped up and said we want to do it," describes Bowen. "So, we got the funding to do a feasibility study to see if this would work."

Constructing and operating an aerospace manufacturing facility is a challenge for any community due to the high standards required to put airplanes in the sky. After six months, the feasibility study delivered positive results. "So, then we presented to the chief and council and they were very excited and supportive," says Bowen. "The next step was to create a business plan that would lay out costs and profits over the near, medium, and long terms." That business plan

Manitoba Aerospace recognizes the barriers Indigenous peoples face in highly skilled industries like aerospace. They see Indigenous people as valuable assets to their industry and are promoting the kinds of inclusion and reconciliation efforts that are powering the emerging \$100B Indigenous economy.

took 10 months to create and showed that while it would take a few years for the facility to be profitable, there would certainly be a return on investment.

Manitoba Aerospace presented the business plan to the Opaskwayak Cree Nation in the summer of 2019, after which the project was approved and OCN Chief and Council began to search for investors. The COVID-19 pandemic has since put the project on hold, but the facility is expected to move forward and become the first of its kind among First Nations in Canada.

And even while Manitoba Aerospace is waiting for the Opaskwayak Cree Nation project to proceed, they are planning other initiatives to bring the aerospace industry to Indigenous communities in Northern Manitoba, proving that reconciliation is part of who they are.

As an Indigenous person working for Manitoba Aerospace, Ballantyne's message to other organizations seeking to advance the Indigenous economy is to strive to really connect with Indigenous communities. "Connect and really do that outreach," she says. "And if there are any companies or business leaders out there who need help, we'd be more than happy to help you make those connections."

Bowen's message is similar, "For non-Indigenous individuals and businesses, the most important thing that I've learned is that you have to listen to Indigenous people and businesses. They know how their communities work. Sometimes it's hard for non-Indigenous people to hear about those barriers and challenges because we're a part of it, but we have to listen, take it in, and then do what we can to make changes so we can lower those barriers for Indigenous people."



Manitoba Aerospace Team

Summary of Activities

CAREER & WORKFORCE DEVELOPMENT

Career Development

Manitoba Aerospace partners with educational institutions at the secondary and post-secondary levels to ensure the continued flow of industry ready graduates from local educational programs to support the aerospace, aviation and defence sectors. We have long-standing partnerships with the Faculty of Engineering and the Engineering Access Program at the University of Manitoba, the Faculty of Business and Economics at the University of Winnipeg, Red River College – Stevenson Campus, Neeginan College of Applied Technology, and Tec Voc High School.

2020-2021 Key Accomplishments:

Career Awareness

Part of the mandate of Manitoba Aerospace is to ensure youth, parents, and educators are aware of the local aerospace/aviation industry and the educational pathways to the great careers available in the sector. Manitoba Aerospace collaborates with a variety of community partners to ensure that Manitobans become more aware of aerospace careers and the established educational pathways to those careers. In 2020-2021, despite the pandemic, we interacted virtually with 6615 individuals, 1827 more than our target of 4788.

- AMMOP, at Tec Voc, has been running for over 25 years producing close to 930 graduates with approximately 75% of those grads working in the industry.
- The Aerospace and Aviation Technology program at Tec Voc has been running since 2007 and has resulted in over 150 graduates.
- Aerospace related courses that are available at Neeginan College of Applied Technology include: Gas Turbine Repair & Overhaul, CNC Machining and TIG welding programs.
- The Executive BBA program continues at the University of Winnipeg which gives prior learning credits to graduates from the Certificate in Management program towards a Bachelor of Business Administration.
- Manitoba Aerospace continues to work with other sector councils and community partners related to Career Prospects Manitoba during Career and Workforce Development Month (November).
- Career Trek's in person programming was cancelled in March 2020 so the staff pivoted to offering virtual programs
- Manitoba Aerospace and the Faculty of Engineering at U of Manitoba hosted 3 virtual events in October and November 2020 in order to engage engineering students.
- The local 6th Annual Girls in Aviation Day was cancelled due to COVID-19, but we collaborated with the head office of Women in Aviation International to offer a virtual event that was attended by over 5,000 girls from all over the world.

Training of Existing Employees

Manitoba Aerospace has learned a lot about how to handle training and programs during a pandemic. We also experimented with various internet platforms for virtual events. We determined that, where possible, we were able to work with subject matter experts to help them reformat their workshops so they could be offered virtually. However, given the hands/on and practical elements demanded by our industry, virtual workshops were not always possible. Several of the training programs were planned and had to be postponed due to COVID-19. Some instructors are unwilling or hesitant to change their approach to instructing. The demands on our member companies during the initial stages of the pandemic meant that training programs were the least of their priorities. For 2020, 101 current employees took training in Leadership, Indigenous Inclusion in the Workforce, Excel training and/or some workshops via Canadian Council for Aviation and Aerospace.



COVID News

WISE Kid-Netic Energy - COVID success story.

During Covid, WISE Kid-Netic Energy has found inventive ways to support youth in Manitoba with their STEM education. WISE developed over 35 STEM booklets for youth in Grades Kindergarten to 8. These booklets were offered at no charge and continue to be available on their website. To make the booklets further accessible, they printed and mailed out the resources to schools and community groups. In total, they printed and mailed over 50,000 copies and saw over 6000 unique IP addresses download their resources. WISE also offered two online events for youth that identify as girls in grades 6-9, Go Eng Girl in the fall and Go Code Girl in the winter. There were over 350 participants for the two online events. Lastly, WISE offered 8- week girls clubs for participants in Grades 3-8 in English and French. They had over 100 participants for the girls' clubs. During the spring of 2021, they will be offering online classrooms workshops and this summer they will be offering online STEM clubs. For more details follow WISE KidNetic Energy's social media or go to their website: http://www.wisekidneticenergy.ca

Career Trek Works Tirelessly

Career Trek offers exceptional education, career exploration, and career development programming for Manitoba's children and youth. This work is led by dedicated, committed, and passionate individuals who work tirelessly to give participants an opportunity to explore, experience and excel. These opportunities result in increased knowledge, confidence, and awareness that gives participants the tools and resources they need to make informed decisions about their future, ultimately opening the door to endless possibilities. 2020 has taken us all on quite the ride and our lives have changed significantly.

The impact of COVID-19 and how we interact with each other will probably be changed forever. Like the rest of us, Career Trek has had to make changes on the fly as important safety restrictions and public heath orders were announced to keep the pandemic under control. On March 13, 2020, Career Trek made the decision to immediately suspend all program delivery due to COVID-19 and to transition full-time staff to at-home work. Career Trek immediately got to work putting together other initiatives to ensure that programs would be available for Fall 2020. Staff also used the opportunity to do an in-depth review of curriculum. Over the summer, Career Trek shifted program delivery to online and blended learning models for fall programming. The Programs and Curriculum Team were hard at work developing engaging lessons and activities that have been provided to schools via livestream, in conjunction with individual kits that Career Trek provided.

We're excited to offer the Wonder of Work program to entire classrooms as a result and to support the work educators are doing every day, while directly supporting outcomes articulated in the provincial curriculum. In the event schools are closed for a period of time, the lessons can continue, as students will already have what they need to participate from home. Looking to the future, virtual and blended program delivery opens the door to reaching a greater number of children and youth, particularly in rural and remote regions. When in-person program delivery does become possible again, Career Trek will also be ready to offer further options.

AMMOP: 2020 - 21 Facing the Pandemic and Still Moving Forward

When in-school classes were suspended on March 23, 2020, Tec Voc had no choice but to suddenly move to remote, online learning. This was a new experience and challenge for both instructors and students. AMMOP instructors wanted to ensure that remote learning still provided the training expected by our industry partners. Our adult students, some who never used online learning platforms or participated in virtual sessions before, suddenly had to adapt and learn new technology skills.

AMMOP instructors used Microsoft Teams to hold virtual lecture sessions and demonstrations for their students. Students were expected to participate in learning during their regularly scheduled class time. Our students learned how to submit assignments electronically and communicate with their instructors and classmates in this new, online reality.

Remote learning continued until the end of June 2020. The province cancelled all work experience placements, which disappointed our students, but everyone understood the importance of keeping people safe and stopping the spread of COVID. Instructors felt strongly that although they provided valuable remote learning experiences for their students, they could not replicate the industry required training in a virtual classroom. Students were missing the hands-on training of their Sheet Metal and Composite Fabrication Modules, Aviation Maintenance Modules (Reciprocating Engines and DC Electrical) as well as Applied Machining.

Our program's instructors did not want to send students to find employment without proper skills and training. This would reflect poorly on the program and have a negative impact on its partnership with industry. A proposal was submitted to the province to apply for funding to allow for the students to return to Tec Voc in the Fall of 2020 to complete their training modules.

Although the industry is facing challenges right now, many of the students from the 2019-2020 AMMOP group have found employment in various manufacturing opportunities, using the skills that they gained from the program and waiting for new opportunities to arise in the Aerospace sector.

Despite the many challenges that the pandemic has created for training, it has also provided us with the opportunity to focus our training, as well as provide opportunities for students to develop their technology skills. Students have also been challenged to work on their organizational skills, as well as independent learning tasks. AMMOP students also learned how critical communication and team skills are to the industry, regardless of the platform – verbal, written, virtual or in-person.

AMMOP is successful because of the skills-based training that meets the needs of employers in the Aerospace Industry. Partnership with industry remains a top priority and will be maintained throughout the restrictions of this pandemic. Tec-Voc High School is a leader in technical-vocational programming, and is committed to empowering students with essential employability skills. Our AMMOP graduates in June 2021 will be well prepared to use the important skills developed during this distinct year of training in future employment opportunities in the Manitoba Aerospace industry.

COVID News

CAHRD and Neeginan College of Applied Technology

Established in 2005, Neeginan College of Applied Technology is the post-secondary technical and vocational training division of (CAHRD) Centre for Aboriginal Human Resource Development Inc.

CAHRD is an Indigenous-led, non-profit organization that delivers Literacy, Education, Post-Secondary Training and Employment Services to the urban Indigenous population in Winnipeg. CAHRD will continue to meet the challenge of assisting Indigenous people to gain the skills they need to secure employment by – Creating Futures One Family at a Time.

Neeginan College works closely with industry, business, government and partners with other post-secondary institutions to deliver programs that respond to labour market demand.

For over 20 years, Neeginan College and CAHRD and the local aerospace sector have had a successful partnership. More than half its programming is in response to the sector's demand for training and a need for qualified employees.

Currently the following programs are offered at Neeginan College:

- Carpentry
- CNC/CMM Operator
- GTRO
- Information and Office Administration Assistant
- Medical Device Reprocessing
- TIG Welding
- Industrial/Production Welding

Neeginan College is able to provide training on request and in the past has offered programs such as:

- Aerospace Manufacturing Technician
- Industrial Manufacturing Technician
- Machining

During the initial shutdown in the spring of 2020, CAHRD and Neeginan were able to shift their classes to on-line learning. Once schools were allowed to be opened up again, CAHRD instituted the stringent health protocols as directed by the Government of Manitoba and were able to maintain their classes. This is particularly important in the programs that need practical or hands-on components.

Red River College - Stevenson Campus

All training at Stevenson Campus (both locations) was paused in March 2020 due to the pandemic.

Transport Canada (TC) had issued an Internal Process Bulletin (IPB) for the use of limited alternative training delivery in spring 2020 as a result of COVID. By late July 2020 - the IPB had been revised multiple times. The IPB originally allowed Approved Training Organizations to do some limited online training meaning most of the training still needed to be done on campus.

Alternatively, RRC Stevenson campus put forth a proposal to TC which met the current regulations and took into account the limited access to campus due to COVID restrictions. This proposal included a virtual livestream for theory-based training. TC locally heavily supported this concept. Many other schools were lobbying for more online content. It should be noted all of the programs across Canada are similar with the same curriculum, however, delivery differs depending on the region. This created a problem for TC as they were applying a blanket concept in the midst of COVID for all ATOs. The IPB met most schools' needs. The Transport Canada ATO training IPB which allows limited provisions for some of the current alternative training options - expires December 31, 2021.

RRC Stevenson Campus worked with Transport Canada to obtain approval for a modified delivery method for approved training. On August 4, Stevenson received Transport Canada (TC) approval to deliver theory-based training via livestream. This training is real time web based live instructor lead sessions (not self-directed) with feedback loop monitoring which adheres to TC's approved training attendance requirements. Alternatively, all practical training and testing takes place in-person "on campus".

In August 2020, Stevenson campus resumed training to catch up on the training that was suspended in March. An AME diploma program resumed training on August 10/20 and completed September 15. The other diploma programs resumed in early September and are continuing. The Southport location resumed training in September as well. In consultation with RRC Safety and Health Services, Stevenson Campus was permitted to resume training in August. Protocols are in place for capacity limits, mandatory masks on campus, and additional sanitization. All non-essential public access to the campus locations has been limited and currently remains based on approved request only. All previously scheduled Aircraft Maintenance Diploma, Aerospace Technician Certificate, and Aircraft Maintenance Journeyperson Apprenticeship training should be primarily caught up by June 30, 2021.

While there have been some minor issues with the livestream training, it has been relatively successful. It appears both students and staff share an opinion that in-person on campus training is preferred, but by adding a remote blended digital training approach - it has proved to be particularly beneficial for apprenticeship training as students from out of province can quarantine when starting their training. This concept has also opened some future opportunities to offer training remotely. This model also has the potential to help compensate for weather days, etc. without the need to reschedule/cancel training days.

We have had many challenges and continue to see new challenges since the beginning of the pandemic which include having both students and staff "on-campus", but we continue to attempt to try to move ahead and keep our best foot forward.

Highlights of Achievements in 2020

Advanced Composite Structures

Congratulations to Advanced Composite Structures for being recognized as one of the "Top MRO Companies 2021," announced in Aerospace and Defense Review. Read more:

https://acs-composites.com/2021-top-10-mro-company

Babcock

Babcock was named a top employer in the National Capital Region for the third consecutive year. This annual competition is organized by the editors of Canada's Top 100 Employers and it recognizes employers in the Ottawa-Gatineau area that lead their industries in offering exceptional places to work. Read more:

https://babcockcanada.com/top-employer-2021/

Bisco Industries

Bisco industries helps to build ventilators in the COVID-19 pandemic.

https://press.biscoind.com/2020/03/30/helping-to-build-ventilators-in-the-coronavirus-pandemic/

Delphi Technology Corp

Delphi had originally started developing VRCity in VR, with the onset of Covid on Mar 20, 2020. The company quickly pivoted to 3D and changed to Avatar role-playing on its cloud gamified platform. They were able to collect over 200 user's data for initial proof of concept and are now progressing into Alpha testing for their Al engines with their content delivery. All this was completed within 6 months from idea conceptualization to final product development.

FastAir

2020.06.09 - Travel is up at the Fast Air business aviation terminal, Read more:

https://www.winnipegfreepress.com/special/coronavirus/taking-flight-571142992.html

2020.09.16 - Fast Air expands to Abbotsford International Read more: https://www.wingsmagazine.com/fast-air-expands-to-abbotsford-international-focusing-on-fractional-ownership/
News release: https://www.fastairwest.com/news

2020.11.20 - Fast Air Jet Centre was awarded Top FBO in Central Canada by 2020 WINGS FBO Survey. Read more: https://www.airelitenetwork.com/fast-air-jet-centre-wins-top-fbo/

Perimeter Aviation

Perimeter Aviation is one of five local Manitoba airlines to receive funding from the Manitoba and Federal governments so that the airline can continue to bring essential supplies and services to remote Manitoba communities. Click here for the full story: https://winnipeg.ctvnews.ca/manitoba-and-federal-governments-partner-for-remote-community-air-service-funding-1.5290803

Keewatin Air

2020.11.02 - Keewatin Air has adopted new technology to safely transport patients during this pandemic! They are the only commercial airline in Canada to have purchased EpiShuttles which are specially designed adult-sized, single -patient isolation and transport units which have recently received operational certification from Transport Canada. This is one more example of how Keewatin Air is continuously looking for ways to improve their ability to safely and more efficiently transport vulnerable patients. Read more:

https://www.winnipegfreepress.com/business/epishuttles-taking-flight-572955142.html

Precision ADM

2020.07.10 - Precision ADM engineered a new 3D printed swab designed to produce NASOPHARYNGEAL SWABS (CANSWAB™) for COVID-19 Testing. Read more:

https://www.precisionadm.com/2020/07/10/precision-adm-announces-health-canada-approval-of-canswab-in-covid-19-fight/

2020.11.20 - Precision ADM delivered its first batch of N95-grade respirators to the health-care industry. Read more: https://www.cbc.ca/news/canada/manitoba/manitoba-precision-adm-n %2095-respirator-mask-delivery-1.5810772

2021.03.05 - Precision ADM recognized as "Company of the Year" by Bioscience Association Manitoba (BAM) Read more: https://www.biomb.ca/news/689/congratulations-to-the-2021-bioscience-association-manitoba-award-winners

StandardAero

The United States Navy has awarded StandardAero a multi-year contract to provide MRO services for Rolls-Royce T56 Series III engines powering the U.S. Navy and U.S. Marine Corps fleet of C-130s, C-2, P-3 and EP-3 aircraft. The multi-year contract will continue into 2026 with the work being performed at StandardAero's San Antonio and Winnipeg facilities. Read more:

https://skiesmag.com/press-releases/standardaero-awarded-149m-multi-year-u-s-navy-mro-marine-corps-fleet-contract/

Winnipeg Airport Authority (WAA)

2020.12.03 - ACI (Airports Council International) North America awarded WAA with Best Overall Customer Experience Program Award in the medium airport category for the Passenger Rehearsal Program Click here for more. WAA received the 2020 Manitoba Accessibility Award in the large business category at the First Annual Manitoba Accessibility Award, hosted by Manitoba government. Read more: https://blog.aci.aero/airports-leading-accessibility-efforts-in-spite-of-the-covid-19-challenges

Highlights of Achievements in 2020

Pithlado Law

Pitblado Law was very proactive in addressing the COVID-19 pandemic. Within a week of the initial shutdown, Pitblado created a dedicated COVID-19 Resource Center webpage that included over 35 articles that addressed the information and support that clients needed.

Red River College

2021.03.30 - College launches disposable mask recycling program. Read more:

https://www.rrc.ca/news/2021/03/02/college-launches-disposable-mask-recycling-program/

2020.12.16 - RRC partners with the Province to build rapid-testing capacity to protect Manitobans. Read more:

https://www.rrc.ca/news/2020/12/16/rrc-partners-with-province-to-build-rapid-testing-capacity-to-protect-manitobans/

2020.12.11 - RRC wins global award for applied research and innovation. The World Federal of Colleges and Polytechnics (WFCP) awards the College a Silver medal in the Applied Research *& Innovation Category, for contributions led by the Research Partnerships & Innovation department. Read more: https://www.rrc.ca/ar/2020/12/11/red-river-college-wins-global-award-for-applied-research-and-innovation/

2020.04.23 - RRC's Trade and Technologies programs have developed new strategies and have shifted to online learning in order to help students achieve learning objectives. Read more:

https://www.rrc.ca/news/2020/04/23/trades-and-technologies-programs-shift-to-online-delivery/

2020.01.24 - The college set up RRC COVID-19 Emergency Student Support Fund to help provide additional funding to students impacted by COVID-19. Read more:

https://www.rrc.ca/news/2020/04/21/more-supports-needed-for-rrc-students-impacted-by-covid-19/

Southport Aerospace Centre

Since the onset of the COVID-19 pandemic, Southport Aerospace Centre Inc. has been affected in many aspects of its day-to-day business, however they have learned to pivot and persevere through these dynamic times. As a result, there are successes in Southport Aerospace's new ventures, which include the grand opening of its 13,600 ft hangar, the recovered operation of the 9-hole golf course, and two new condo units in their new residential development, Centennaire South.

Southport's COVID-19 Corporate Social Responsibility (CSR) Response Team was created to help local businesses within the Central Plains region. Southport remains committed to dedicating 1% of annual revenue to corporate social responsibility. In addition, an incubator space was created to be used by any local business negatively affected or looking to start up during a pandemic.

VALUE PROPOSITION

Soar with the best in the largest aerospace centre in Western Canada and the third-largest in the country. Accelerate your growth with Manitoba Aerospace Inc., which, as a sector council, works to connect the local aerospace, aviation and defense industries with national and international markets and is also aimed at developing a world-class workforce to meet our members' needs.

1 | Competitive Operating Costs

Winnipeg is the most cost-effective city for aerospace manufacturing among major Canadian and U.S. cities.

Winnipeg has experienced more than \$900 million in aerospace and aviation-related investment in recent years, and revenues of Manitoba's aerospace manufacturers increased significantly since 2007.

2 | Enhanced Productivity

More than 40 aerospace firms are either headquartered or have major centres of operation in Manitoba, including Boeing Winnipeg, StandardAero and Magellan Aerospace. The sector encompasses a diverse supply chain that produce and sell products and services valued in excess of \$2.15 billion per year.

The industry is supported by a large number of aerospace suppliers including precision machine shops, tool and die makers, precision sheet metal fabricators, plating and coating operations, and electronics companies.

3 World Class Workforce

Winnipeg's aerospace sector is competitive on a global level, producing world-class products for customers on six continents. Over the last 10 years, aerospace companies in Manitoba have shipped billions of dollars in product exports, including over \$400 million in exports to emerging markets.

Currently the industry employs a labour force just under 5,000 highly skilled workers.

Why should you choose to grow your business in Manitoba?

BENEFITS OF MEMBERSHIP

We want to work with you and your business to strengthen your competitive advantage in the local, national and global aerospace and defence sectors. Manitoba Aerospace provides members with the opportunity to connect with leading aerospace companies and OEMs, get access to national and global intelligence and advocacy, information dissemination, promotion and business opportunities, and workforce development via education and training.

Workforce Development

Grow the Capabilities and Engagement of your People

- strong partnerships with local secondary and post-secondary schools
- · access to annual local Labour Market Information (LMI) statistics
- training and certification to increase the skills, confidence, and credentials of your workforce
- career awareness activities to attract the best and brightest to the sector

Promotion, Branding & Advocacy

Visability and Voice

- events and networking opportunities throughout the year to increase your connections
- promotion and advocacy to highlight your company and local sector at Federal and Provincial levels
- a voice at the AIAC board
- showcase your company profile on Manitoba Aerospace Directory as well as Manitoba Aerospace Website and Social Media Platforms



Supplier & Economic Development

Build the Competitive Edge of your Business

- Competitive Edge Supplier Development (CESD) creates expansion opportunities for SMBs
- market intelligence and information on ITBs and your Canadian Value Proposition
- local, national and international trade resources to help in the growth of your business

Innovation, Research & Technology

Stay Ahead with the Latest Advancements

- access to the regional office of the Consortium for Aerospace Research and Innovation in Canada (CARIC)
- · access to collaborative R&D networks and funding sources
- a voice at the AIAC board
- invitation to annual Research Forum which brings together researchers in Academia, Institutions and Industry in Manitoba to facilitate collaborative local Research and Development

Full Members

Companies and organizations with direct involvement in research and development; product development; manufacturing; service support; training; maintenance, repair and overhaul or information technology support of the aerospace and defence industries and related sectors. Only members are eligible for education and training supports and membership on the Manitoba Aerospace Board of Directors. Other benefits include opportunities to promote your company or organization through sponsorship of Manitoba Aerospace events in order to showcase your services and products.







Associate Members

Companies and organizations, including government departments and not-for –profit entities, who wish to support the objectives of the association and the members and do business with or related to the aerospace, aviation and defence industries. Representatives of Associate members are not eligible to be nominated or to sit on the Board of Directors. An Associate member is not entitled to receive notice of, attend or vote at any member meetings. Manitoba Aerospace may extend an invitation to representatives of Associate members to attend a members' meeting, but such persons shall have no vote. Other benefits include opportunities to promote your company or organization through sponsorship of Manitoba Aerospace events in order to showcase your services and products.

SAVETHEDATE

August 25, 2021

Larters at St. Andrews Golf & Country Club

BBQ Lunch at Noon Texas Scramble 1:00 pm Start



Since 2010

GOLF TOURNAMENT

TO REGISTER PLEASE CONTACT

Peter Ewert

(204) 334-2107 ext. 207 | pewert@larters.com



In support of the **Aerospace Student Endowment Fund**

Disclaimer:

The continued safety of our staff, supporters and partners is our top priority. Please note that activities may need to be changed to adhere to the COVID-19 public health directive at the time of the event. Thank you for your understanding.









AEROSPACE AND AVIATION IN MANITOBA DA WEEK

June 7-18, 2021

For more information, please contact Barb Bowen at bbowen@mbaerospace.ca Website: www.mbaerospace.ca









WAYNE McLEOD

It is with deep sadness that we announce the death of Wayne McLeod, President and Chief Executive Officer of Keewatin Air LP. Wayne passed away from cancer on the 14th of May 2021. Wayne joined the Board of Directors of Manitoba Aerospace Human Resources Council (MAHRC) in 2015, and

he continued on the Board of Manitoba Aerospace after the merger between MAHRC and Manitoba Aerospace Association in April of 2016.

A true aviation pioneer in Canada's North, Wayne got his commercial pilot's license in 1989. He started his journey with Keewatin Air in 1997, operating King Air aircraft out of the company's Rankin Inlet base before transitioning to the LearJet Air Ambulance program. After briefly leaving Keewatin Air for a series of positions with Manitoba Government Air Services, Wayne returned to Keewatin Air in 2002 to assume the role of Chief Pilot. Following the acquisition of Keewatin Air by Exchange Income Corporation (EIC), Wayne assumed the role of President and CEO for the company. He led Keewatin Air to become an all-inclusive air medical company delivering the latest in aviation, medical and communications technology to the same Canadian Arctic that he flew in years before.

Wayne's management of Keewatin Air's evolution as a world-class provider of Air Ambulance Services was built on the passion that he



showed every day in the delivery of vital medical services to the residents of Canada's North. His belief in the importance of Keewatin Air's vision and a total commitment to improving service, listening to customer needs, and maintaining uncompromising integrity, was apparent in every decision he made.

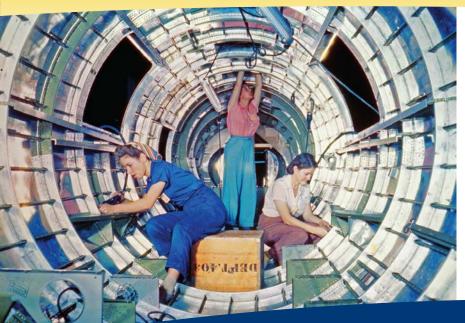
Wayne was a kind and generous husband, father, son, uncle, and employer and is greatly missed by his wife and his family, his colleagues and his employees. In lieu of flowers, the family is creating a memorial garden in his honor. Please note that you can donate in your name at Jasperson's Greenhouse 204-467-2081. Every perennial, shrub and tree will be handpicked and will help ensure that the memories of those he touched will grow bigger and bloom forever.

Colleagues and friends wishing to share memories of Wayne can visit the MacKenzie Funeral Home website.

Read more:

https://www.tributearchive.com/obituaries/21167964/Donald-Wayne-McLeod/Stonewall/Manitoba/MacKenzie-Funeral-Chapel

Women in Aerospace





A career that makes a difference, keeping us safe in the sky!

Would you like to join us?

For career pathways in the aerospace and aviation industry, please contact Barb Bowen at bbowen@mbaerospace.ca

WELCOME TO OUR NEWEST MEMBERS!



Delphi Technology Corp

NEW ASSOCIATE MEMBER

Founded in 2019, **Delphi Technology Corp** is an advanced solution startup paving the way for the future. Composed of a team of engineers, programmers, designers and marketers, Delphi believes that utilizing emerging technology such as VR / AR integrated with the aviation and aerospace vertical for early adopters has the potential to become an industry sensation. Delphi continually innovates, intending to become the technological standard, providing big picture insights and industry solutions. Learn more at https://www.delphitechcorp.com/



Global Affairs Canada

Trade Commissioner Service Affaires mondiales Canada

Service des délégués commerciaux

Global Affairs Canada | Canadian Trade Commissioner Service (TCS)

NEW ASSOCIATE MEMBER

Global Affairs Canada, and specifically the Canadian Trade Commissioner Service (TCS), helps companies navigate the complexities of international markets and make better business decisions. The TCS is on the ground in more than 160 cities worldwide. We gain market intelligence, uncover opportunities for Canadian companies and help reduce business costs and risks. The TCS is a free service of the Government of Canada, helping companies to prepare for international markets, assess market potential, find qualified contacts and resolve business problems. Learn more at www.tradecommissioner.gc.ca.

Pitblado

Pitblado Law

NEW ASSOCIATE MEMBER

We build successful Relationships; treat people with Respect; and achieve exceptional Results.

Pitblado Law understands complexity and our client's needs, and are shaped by 135+ years of skill, passion, and integrity. We blend traditions of success with current market knowledge providing our clients with exceptional counsel and solutions. We have learned that our clients want a firm that is current with today's practices and technologies, and capable of responding to their needs now and well into the future. Learn more at https://www.pitblado.com/

2021 MEMBER COMPANIES







































2021 ASSOCIATE MEMBER COMPANIES













































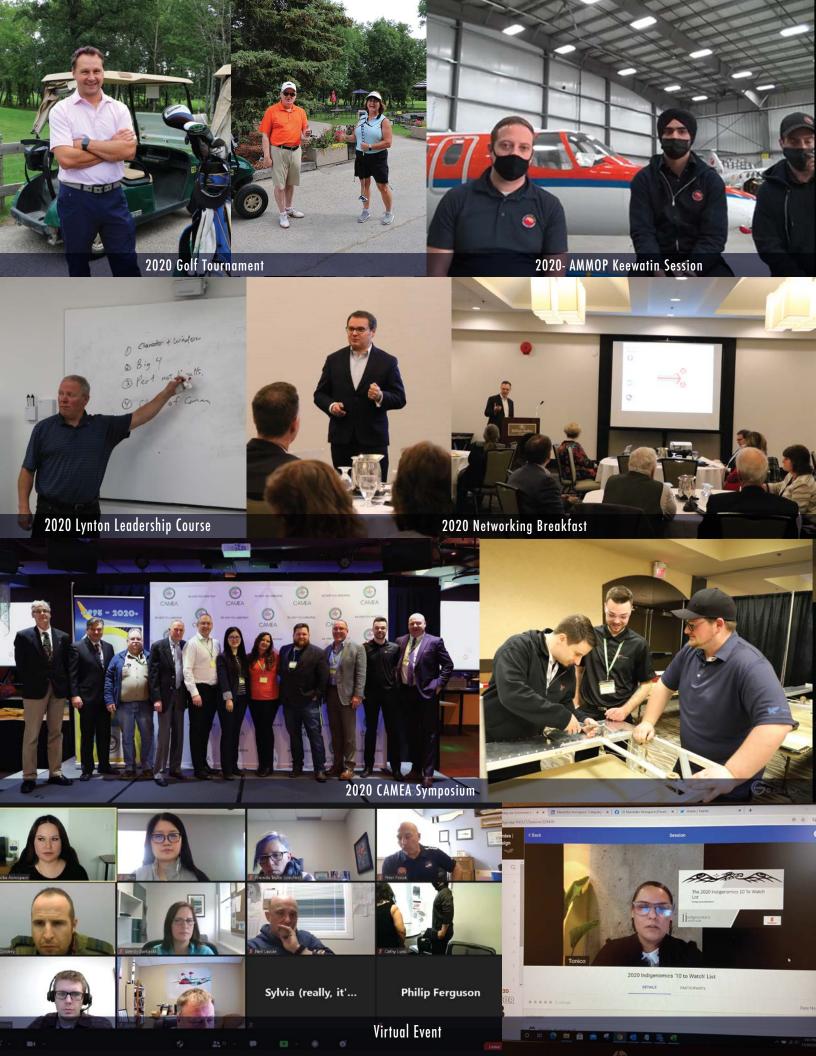








Global Affairs Canada Trade Commissioner Service Affaires mondiales Canada Service des délégués commerciaux







Manitoba is home to a host of complementary world class aerospace companies that play a vital role in the global aerospace industry. Manitoba provides strategic advantages to the aerospace industry: a network of collaborating companies, a solid workforce, tailored education programs, international R&D capabilities, supportive governments, and an ideal geographic location. Together, these factors create a thriving and globally competitive business environment.

If your company is looking for a partner with access to North American markets and advanced aerospace technology, look to the Manitoba aerospace industry. If you are seeking a cost-competitive site to do business, look to Manitoba, Canada. If you need a source of aerospace component manufacturing or engine maintenance services, engine icing and other environmental testing, or composite materials manufacturing or R&D, look to Manitoba companies.



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