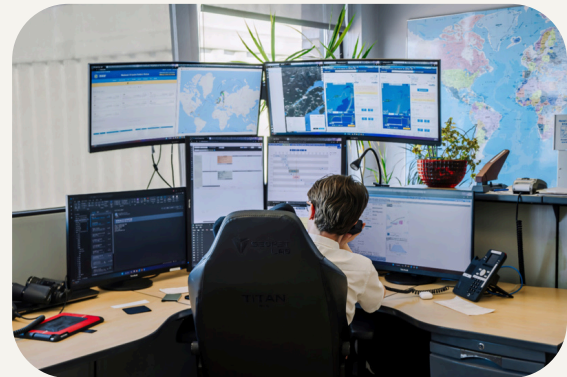


# Careers

*Where Excellence  
Takes Flight*

**YOUR JOURNEY BEGINS HERE**





# TABLE OF CONTENTS

<b><u>HISTORY OF EXECAIRE AVIATION</u></b>	03
<b><u>WHAT WE DO</u></b>	06
<b><u>VISION, MISSION, AND VALUES</u></b>	07
<b><u>MEET THE HR TEAM</u></b>	08
<b><u>COMPANY BENEFITS</u></b>	10
<b><u>COMMITMENTS</u></b>	11
<b><u>INTERNSHIPS</u></b>	12
<b><u>YOUR JOURNEY</u></b>	13
<b><u>LET'S CONNECT</u></b>	14



**ABOUT US**

# Our History

## 1950's

In 1955, our story began when John Timmins, a Montreal-based aviation enthusiast and executive, founded Timmins Aviation LTD as an FBO (Fixed Base Operator) in Dorval, Quebec, the main aerospace cluster in the province.



## 1960's



Timmins Aviation became the main and largest FBO in the area providing parking, fuel, de-icing, hangarage, maintenance, and pilot lounge facilities to meet the needs of a growing private aircraft clientele. In 1961, Execaire Ltd. was formed as a division of YXU Aircraft Services by Mitchell Bronfman to become a Mooney aircraft distributor and flying school.

Execaire was awarded an air charter operating certificate with an initial fleet of three aircraft. At that time, the company operated in a small office inside the Timmins Aviation Hangar. Timmins Aviation becomes the Canadian Distributor & Service Center for the De Haviland DH125 and serves as home base for the first DH125 in Canada. Atlantic Aviation acquires Timmins Aviation and adds repair & overhaul services and aircraft interior refurbishments to its growing list of capabilities.

## 1970's

Innocan Investments & Management of Timmins Aviation take control of Atlantic Aviation and rename company to Innotech Aviation in 1974. Execaire completed construction of a new complex for its operations in Dorval, Quebec featuring modern administration offices, a flight operations center, and a VIP Lounge.

Execaire awarded its first aircraft management contract making it Canada's first and now longest standing aircraft management company and added Non-Destructive Testing (NDT) to its offerings.





### 1980's

I.M.P Group Ltd. acquired Innotech Aviation in 1988. Execaire offers 24/7 dispatch service, the only corporate operator offering this service. Execaire developed the in-house flight planning reservation system "Andromeda", later sold to CAMP Systems.

Innotech Aviation named ASF and Completion Center for Challenger 600/601/604 aircraft. Innotech Aviation produces 150 Challengers completed between 1980 and 1994.



### 1990's



The Innotech-Execaire Aviation Group (IEAG) is conceptualized with I.M.P Group Limited acquisition of Execaire. I.M.P Group Limited adds Montreal, Ottawa, and Halifax to its portfolio of FBO facilities.

IEAG became an authorized Sales Representative and Repair Facility for Cessna Citation jets. Innotech Aviation sells its interior completion division to Bombardier, who then creates Bombardier Completion Center in Montreal. In 1996, we became the first Canadian management company to fly 1 Million Miles. IEAG builds its current large main hangar in Dorval for maintenance services and FBO activities, creating the most hangar space available in YUL.

### 2000's

IEAG constructs its world-class paint facility at its CYUL base – one of the most technologically advanced in North America. IEAG provides interior completion support to Bombardier for its Challenger 300 series of business jets, which has installed 17 interiors since 2009.

IEAG restarts the interior completions division on behalf of Bombardier. Innotech-Execaire Aviation Group delivers its first Bombardier Global Express green aircraft cabin completion and would go on to deliver 42 Global Express aircraft through 2017.





## 2010's

In 2013, IEAG acquires Toronto-Pearson-based Image Air Charter Limited, enhancing Execaire's already outstanding aircraft management and charter sales service offerings, and expanded its fleet to over 45 aircraft under management. IEAG expands its FBO service network adding a facility at CYQT - Thunder Bay.

Execaire expands our management offices into Calgary and Vancouver. IEAG is named Canada's best-managed companies lifetime platinum member. Execaire flies over 100 Million Miles. Innotech Aviation receives full FAA approval of its Supplemental Type Certificate (STC) for Jetwave KA-Band Connectivity Installs.



## 2020's



IEAG acquires Skycharter Ltd. A 100,000 square foot FBO facility at Toronto Pearson Airport. IEAG launches its prestige concierge service and industry leading Fly Execaire / Image Air app. Innotech Aviation completes its 200th painted aircraft.

IEAG is designated the only Canadian ARGUS Platinum Elite certification.

## 2024

IEAG Group undergoes a strategic rebrand, bringing all its esteemed aviation brands together under the unified name of Execaire Aviation.

The former brands—Execaire, Innotech Aviation, Innotech-Aviation Services, Skycharter, and Image Air—are now integrated into one cohesive entity.





ABOUT US

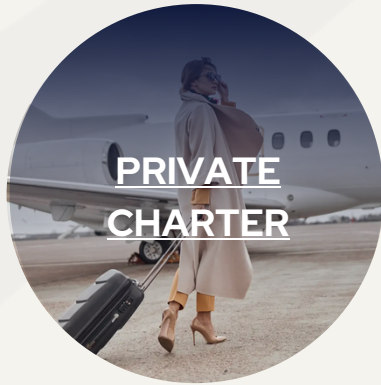
# What we do



Welcome to ExECAIRE Aviation – a fusion of heritage and innovation. Established on a foundation of legacy and propelled by modern innovation, we continue to redefine excellence in aviation.

As a leading provider of aviation solutions and operators of private jets, we offer a complete range of services including aircraft management, aircraft maintenance, aircraft charter and sales, aircraft paint, as well as FBO services.

[LEARN MORE](#)



ABOUT US

# *Guiding Principles*

---

## Vision

A valuable and unique aviation experience for every aircraft buyer, owner, and user.



## Mission

Help clients reach their goals by serving them tailored aviation and technical support solutions that are delivered with the highest level of operational integrity.



## Core Values

Our principles and beliefs are the core values that guide our decision-making and internal conduct as well as our relationship with clients and the external world. Therefore, these values—safety, professionalism, integrity, respect, innovation, teamwork, and service excellence—shape everything we do.



POINTS OF CONTACT

# Meet Your Team

---



**JOANNE NILES**

*Human Resources Manager*

✉ [joanne.niles@execaire.com](mailto:joanne.niles@execaire.com)

☎ (514) 420-2900 x 2334



**H EL ENE FYFE**

*Senior Human Resources Business Partner*

✉ [helene.fyfe@execaire.com](mailto:helene.fyfe@execaire.com)

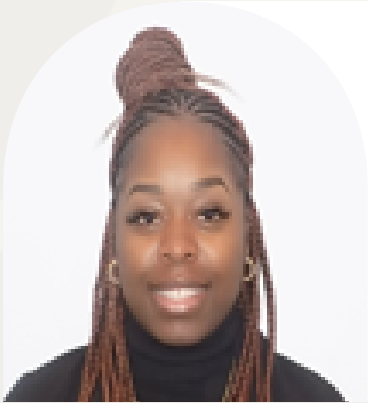
☎ (514) 420-2900 x 2414



POINTS OF CONTACT

# Meet Your Team

---



**ANNETTE MULEKA**

*Human Resources Generalist*

✉ Annette.muleka@execaire.com

☎ 514-420-2900 X 2344



**MARY KARAOGHLANIAN**

*Human Resources Coordinator*

✉ mary.karaoghlanian@execaire.com

☎ (514) 420 2900 x 2367



**COMPANY BENEFITS**

# What you can expect



Your career at Exequire Aviation is a journey of growth and development. We invest in our team members, offering extensive training programs and ample opportunities to enhance your skills.

From mentorship initiatives to career advancement pathways, we are dedicated to nurturing your potential and fostering a culture of continuous learning.

[LEARN MORE](#)



### Comprehensive Health and Dental Coverage

Enjoy peace of mind with our robust health and dental benefits package, effective from your date of hire.



### Matched RRSP

Secure your financial future with Exequire Aviation's RRSP program, ensuring your investments grow alongside your career.



### Employee Assistance Program

Access confidential support and resources to enhance your well-being and navigate life's challenges.



### Staff Learning and Development

Cultivate your skills and advance your career with tailored learning opportunities and development programs.



### Vibrant Social Activities

Join our diverse community and participate in engaging social events, including BBQs, holiday lunches, and more.



### Tuition Assistance

Invest in your education and career growth with our tuition assistance program, empowering you to pursue further education and training.



### Scholarship Program

Pursue your academic aspirations with our scholarship program, designed to support your educational journey and unlock your potential.



### Generous Paid Time Off

Recharge and rejuvenate with ample vacation days, sick leave, and holidays to ensure you have time for yourself and your loved ones.

COMPANY COMMITMENTS

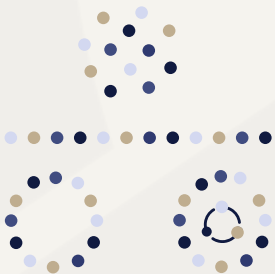
# *Driven by Responsibility*



## *Health & Safety*

ExECAIRE Aviation is dedicated to ensuring a safe and healthy work environment for all employees, with a strong focus on preventing occupational illnesses and injuries.

## *Diversity, Equity, Inclusion, and Belonging (DEIB)*



At ExECAIRE Aviation, we celebrate diversity and recognize the power of an equitable and inclusive workplace where every employee feels a sense of belonging. We believe diversity drives innovation and creativity by embracing unique perspectives and backgrounds.

Our goal is to cultivate a work environment where everyone feels respected, valued, and empowered to contribute their best. Join us in building a team that reflects the dynamic spirit of the aviation industry.

## *Corporate Social Responsibility*



We are proud to be one of the 1,800 companies supporting Centraide. Each year, we raise an average of \$30,000 through various company activities and events to help individuals and families combat poverty and social exclusion. Employees can contribute through payroll deductions or by participating in company events such as raffles and other fundraising initiatives.

GAIN HANDS-ON EXPERIENCE IN AVIATION

# *Internships & Stages*



At ExECAIRE Aviation, we are committed to nurturing young talent and inspiring the next generation of aviation professionals. Our paid internships or stages offer hands-on experience, enabling interns to gain valuable industry insights while contributing to real-world projects.

Whether you're just beginning your journey in aviation or looking to build on your academic knowledge, our internships provide a strong foundation for your future career. Speak to our HR team to learn more about available opportunities across various sectors of aviation

## *Internship and Stage Sectors*

- Aircraft Maintenance and Avionics
- Flight Operations and Support Group
- Human Resources
- Marketing and Communications
- Paint Shop

## YOUR JOURNEY AT EXECAIRE AVIATION

# Guiding your Career

### APPLICATION SUBMISSION

Start by submitting your application through our career portal, showcasing your skills and experience.

### INITIAL CONNECTION

Once your application is received, the Senior Talent Acquisition Specialist will reach out to you to discuss your background and interests.

### INTERVIEW PROCESS

Participate in interviews where you can connect with team members and demonstrate how your experience aligns with our values and culture.

### JOB OFFER

Once selected and after successfully passing the background check, you will receive a formal job offer outlining your role, responsibilities, and compensation.

### ONBOARDING PROGRAM

After accepting the offer, you will engage in our comprehensive onboarding program, designed to reflect our core values and help you understand our company culture.

### SUPPORT & DEVELOPMENT

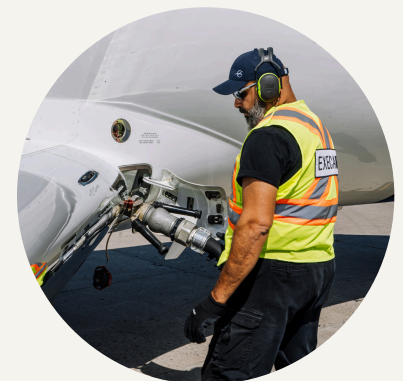
Throughout your onboarding, you will receive ongoing support, including feedback and coaching to help you grow and develop in your role.

### POST-ONBOARDING SUPPORT

After completing the onboarding program, our HR team remains available to answer any questions you may have and provide guidance on additional programs.

### ONGOING OPPORTUNITIES

Stay informed about our Service Excellence Awards Program and participate in your Annual Performance Review to continue your professional development and career growth at ExECAIRE Aviation.



[LEARN MORE](#)

# Follow Us on Social Media



Let's Get Connected for Our Latest News & Updates



[@EXECAIREAVIATION](https://www.linkedin.com/company/exECAIREAVIATION)



[@EXECAIREAVIATION](https://www.facebook.com/exECAIREAVIATION)



[@EXECAIREAVIATION](https://www.instagram.com/exECAIREAVIATION)



[@EXECAIREAVIATION](https://www.youtube.com/channel/UC...)