Introducing Cape Air

- Serving Boston for nearly 30 years
  - One of the largest operators at Logan
- 86 aircraft in the wheeled-aircraft fleet
- 36 cities served
- 750 employees
- Flying 500,000+ passengers per year
- Founded in 1989
- Employee-owned and empowered workforce
Cape Air began scheduled service in 1989

Cape Air fleet, 1989

Original Cape Air route map
Today Cape Air serves 36 cities
Fleet
The mainstay of the Cape Air fleet is the Cessna 402
Britten-Norman Islanders serve short runways in boutique markets
Cape Air is in the process of reflecting with the Tecnam “Traveller”, the most modern commuter aircraft in the world.
Tecnam “Traveller”
Reinventing Air Travel: Electric Airplanes

Eviation Alice
100% Electric

Zunum Aero
Hybrid-Electric
Seaplane Operation: Set for Relaunch
sustainability

/ˈsəʊ.ʃənəˈbɪlədə/  

noun
noun: sustainability

the ability to be maintained at a certain rate or level.  
"the sustainability of economic growth"

- avoidance of the depletion of natural resources in order to maintain an ecological balance.  
"the pursuit of global environmental sustainability"
Resilience

re·sil·i·ence
/reˈzɪlɪəns/
noun

1. the capacity to recover quickly from difficulties; toughness.  
   "the often remarkable resilience of so many British institutions"

2. the ability of a substance or object to spring back into shape; elasticity.  
   "nylon is excellent in wearability and resilience"

synonyms: flexibility, pliability, suppleness, plasticity, elasticity, springiness, spring, give; More
Sustainable and Generative vs.

Extractive and Consumptive

- Aim to be resilient, and then sustain that resilience
- Recognize that we each have an impact on the world around us
  - Some of our work is mitigation; some is planning for damage
  - Invest in the workplace, workforce, and in our communities
Cape Air is committed to reducing the fuel burn in our aircraft through changes in technology and flight procedures.
• Installation of a 258 kilowatt solar photovoltaic project to produce clean renewable electricity.

• Installation of lighting relay panels, occupancy sensors, photocells and override switches to provide zone control of lighting in the hangar, restrooms, storage rooms and offices.
Sustainability in Action
Investments in our Workplace

Complete energy upgrades to the building shell upgrading insulation, windows and doors, and HVAC systems to reduce energy loss; revamped lighting system at HQ

In 2012, Cape Air added an electric vehicle for baggage delivery on Nantucket
In 2012, Cape Air was awarded by the Environmental Protection Agency for our commitments to and investments in sustainable practices.
Sustainability in Action

Investments in our Workforce

• Paid Maternity and Paternity Leave
  • Instituted within the past year

• Offered health insurance long before any insurance mandates
  • First airline to offer health insurance same-sex couples

• Create and support opportunities for employees to participate in and implement sustainable practices, both at home and at work

• Wellness benefit
  • Annual $150 reimbursement

Chief Pilot Ryan Baker on paid paternity leave
### Sustainability in Action

**Investments in our Workforce**

<table>
<thead>
<tr>
<th>Shareholder</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Owners</td>
<td>55%</td>
</tr>
<tr>
<td>Other Shareholders</td>
<td>45%</td>
</tr>
</tbody>
</table>

- **Employee Ownership**: 55%
- **Other Board Shareholders**: 45%
Sustainability in Action
Investments in our Communities

Investing in our Communities through donations, sponsorships, and board affiliations

Offering paid time off for employees to volunteer

Above: Linda at Mother Caroline Academy in Boston
Right: Habitat for Humanity build in Truro, MA
Questions and Comments
Thank you for your attention!

MOCHA HAGoTDI