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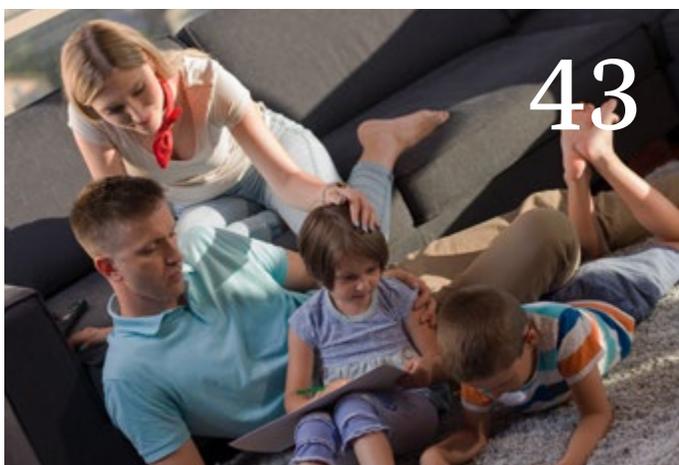
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Coordinate Fly-ins,
Make Connections,
Find a Flying Job.

CHAPTERS!

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LGBT Pilots &
Aviation Enthusiasts,
Hangar Parties, Meet and
Greetings, Shared Flying
Expenses, and more.



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Aeromedical Assistance,
Flight Instructor Directory,
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EVENTS!

Annual Palm Springs
and Provincetown Galas,
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Pride Festivals,
and Fly-ins.



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PUBLICATIONS!

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social and professional
network for the LGBT
aviation community.



The Worldwide LGBT Aviation Community



Dear readers,

Spring is in full swing, and the airlines' busy season is right around the corner. Hiring at every airline, cargo carrier and corporate department is at full tilt. If you are a pilot looking to be hired, log hours and ride this wave! The next couple of years should be interesting with airlines asking regulators for relief from the "1500-Hour Rule" and the "Age-65 Rule."

The 1500-hour rule was established after the crash of Colgan Air flight 3407 operating as a Continental Express flight from EWR to BUF. The pilots' skills came into question in this crash resulting in rule changes and several new laws. When I first started flying, I was told the FARs are "written in blood," which these exemplify perfectly.

Mandatory retirement for airline pilots started in December 1959. The "Age-60 Rule," as it was called, went into effect in March 1960. It took over 47 years and ICAO to increase the FAA mandatory retirement age to 65 first. Now only 15 years later, there's talk of increasing the age to 70.

If airlines can't staff pilots, what will happen to those airlines? The pilot pipeline has dried up to the point that certain major airlines are hiring CFIs as soon as they accumulate the needed hours. Others are trying pathway programs to feed their regional carriers.

Regardless of the path, it's a great time to be a pilot!

As always, we love to hear your feedback! Please write us at info@AeroCrewNews.com.

Fly Safe,

Craig D. Pieper

Craig D. Pieper



About the Publisher

Craig Pieper is the Publisher and Founder of Aero Crew News. Craig obtained his Bachelors of Science in Aeronautical Science, along with a minor in Aviation Weather, from Embry-Riddle Aeronautical University in 2001. Craig is also a First Officer for a major airline with a type rating in the Boeing 737 & Embraer 145 and has logged over 8,000 hours of flying time since his introductory flight on November 14th, 1992.

April 2022

Last month, Aero Crew News visited one of the premier aviation conferences, Women in Aviation International was held in Nashville in March. Our **FEATURE** tells its story and explains how valuable this conference is to the entire aviation community and to its future. In **BAGGAGE**, Reini Thijssen offered some advice on how to maintain the quality of your relationship when little ones rule your household. In the **CAREERS** column, Justin Abrams reminded us to pay attention to our learning style so that our learning is not just for the next test but is for the long term. Sergio Sovero's column in **KNOWLEDGE BASE** reminded us of the value and importance of each aircraft's manual and certificates, with mention of the FAA's requirements where these documents are concerned. **MONEY** put some perspective in Shane O'Brien's piece titled, The Coming Storm of Inflation, Debt and Rising Rates. How do these factors affect your hard-earned dollars? Hearing from our readers sets our flight plan, so as always, you are invited to send your ideas, reviews, comments, and criticisms to info@aerocrewnews.com.



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United Kicks Off Largest Transatlantic Expansion in its History: 30 New or Resumed Flights in Eight Weeks

United expects a strong recovery in European summer travel and is adding new nonstop flights to the United Kingdom, Italy, Switzerland, Germany and France

United also will now be the only North American carrier to fly to popular destinations in Jordan, Norway, Portugal and Spain

United has kicked off the launch of its largest transatlantic expansion in its history, in anticipation of a strong recovery in European summer travel. In total, United will launch or resume 30 Transatlantic flights from mid-April through early June. This includes adding new nonstop flights to five distinctive leisure destinations no other North American airline serves including Amman, Jordan; Bergen, Norway; Azores, Portugal; Palma de Mallorca, Spain and Tenerife in the Spanish Canary Islands. The airline is also launching five new nonstop flights to some of Europe's most popular business and tourist hubs including London, Milan, Zurich, Munich and Nice. United is also resuming fourteen Atlantic routes the airline has historically served and adding frequencies in six others.

United's transatlantic route network will be more than 25% larger than it was in 2019. With this expansion, United will serve more transatlantic destinations than every other U.S. carrier combined and will be the largest airline across the Atlantic for the first time in history.

"We have long anticipated a strong demand recovery, evidenced by our large, strategic expansion in Europe, and with these new flights, we're proud to offer our customers more options and access than ever before," said Patrick Quayle, senior vice president of international network and alliances at United. ***"United continues to leverage its leading global network in new and exciting ways to help our customers make meaningful memories and experience new cultures around the world."***

Amman, Jordan

United will begin new capital to capital service between Washington, D.C./Dulles and Amman, Jordan on May 5. Customers will be able to explore the numerous historical sites in and around Amman, as well as visit Jordan's other top destinations including Petra, the Dead Sea and the Wadi Rum desert. United is the first airline to offer nonstop service between Amman and Washington D.C./Dulles and will be the only North American carrier flying to Amman with three times weekly service on a Boeing 787-8 Dreamliner.

Ponta Delgada, Azores, Portugal

United will add a third Portuguese destination to its global network with brand new flights between New York/Newark and Ponta Delgada in the Azores beginning May 13. The carrier will offer more flights between the U.S. and Portugal than any other North American airline and will be the only North

American airline to fly to the Azores. This joins United's existing flights between New York/Newark and Porto, and its flights between Washington Dulles, New York/Newark and Lisbon. United will fly a brand-new Boeing 737 MAX 8 aircraft that features United's new signature interior with enhanced seat back entertainment, Bluetooth connectivity and overhead bin space for every customer.

Bergen, Norway

Beginning May 20, United will become the only U.S. carrier to fly to Norway with flights launching between New York/Newark and Bergen. United will offer three times weekly service on a Boeing 757-200, allowing customers to experience Bergen's surrounding mountainous landscape and breathtaking fjords. United will offer the only nonstop service between Bergen and the U.S.

Palma de Mallorca, Balearic Islands, Spain

United is expanding its Spanish beach getaway destinations with three times weekly flights between New York/Newark and Palma de Mallorca in the Balearic Islands, launching June 2 with a Boeing 767-300ER. Mallorca is home to some of the world's most pristine beaches and inspired dining and nightlife options. This will be the first and only nonstop flight between the U.S. and Mallorca and will add to United's existing services to Madrid and Barcelona.

Tenerife, Canary Islands, Spain

Travelers looking for an additional new beach destination can enjoy the stunning black and white sand beaches of Spain's Canary Islands with United's new flight from New York/Newark to Tenerife. United will be the only airline to fly nonstop between the Canary Islands and North America with

three-times weekly service launching June 9 on a Boeing 757-200 aircraft. Along with the new service to Palma de Mallorca, United will fly to more Spanish destinations from North America than any other airline.

Expanded European Service

In light of the increased demand for European travel, United is also launching new service to some of Europe's most iconic cities, including:

- New daily flights between **Boston and London Heathrow**, which began on April 14, and is United's only trans-oceanic point-to-point flight from Boston. This flight complements United's nonstop service to London Heathrow from all seven of United's hubs.

- New daily flights between **Denver and Munich**, which began April 23 and joins existing service from Denver to Frankfurt and London. United is the only U.S. airline to offer transatlantic service from Denver.

- New daily flights between **Chicago and Zurich**, which began April 23. United now offers more nonstop service between Switzerland and the U.S. than any other U.S. airline, and is the only U.S. airline with nonstop service to Geneva.

- New daily flights between **New York/Newark and Nice**, beginning April 29. United will offer more premium seats to Nice than any other U.S. carrier.

- New daily flights between **Chicago and Milan**, beginning May 6, joining existing seasonal flights between Chicago and Rome. United will be the only airline to offer nonstop service between Chicago and Milan, adding to its existing service between New York/Newark and Milan.

In addition to these new flights, United is increasing service to popular European travel destinations, including:

- Second daily flights between **New York/Newark and Dublin**, which began April 23.
- Second daily flights between **Denver and London Heathrow**, beginning May 7.
- Second daily flight between **New York/Newark and Frankfurt**, beginning May 26.
- Second flight between **New York/Newark and Rome** five times weekly, beginning May 27.
- Adding a third daily flight between **San Francisco and London Heathrow** and increasing service between **New York/Newark and London Heathrow** to seven daily flights, beginning May 28. With this additional service, United will offer 22 daily nonstop flights from the U.S. to London Heathrow.

To help generate excitement about these new routes, earlier this month United launched two unique out of home campaigns, including digital billboards in downtown Boston to highlight the airline's new Boston-London Heathrow service. United also teamed up with Saks Fifth Avenue for a series of window displays featuring fashion inspired by United's five unique transatlantic routes.

In addition to these European routes, United is also growing its presence in Africa as part of this transatlantic expansion. On May 8, United will increase its service to offer daily flights between Washington/Dulles and Accra, Ghana. The airline will also extend its existing seasonal service to Cape Town to year-round, with nonstop flights from New York/Newark resuming June 5, subject to government approval.

For more information and to book flights, please visit [united.com](https://www.united.com).



JetBlue Submits Superior Proposal to Acquire Spirit, Positioning America's Much-Loved Airline as the Most Compelling National Low-Fare Challenger to the 'Big Four' Airlines

All-Cash Offer of \$33 Per Share Represents a 52% Premium to Spirit's Undisturbed Share Price on February 4, 2022, and a 50% Premium to Spirit's Closing Price on April 4, 2022

Travelers Shouldn't Have to Choose Between a Low Fare and a Great Experience; Accelerated JetBlue Growth Would Allow Combined Airline to Offer Both to More Customers in More Places

'JetBlue Effect' Is More Effective Than Ultra-Low-Cost Carriers in Introducing Competition and Bringing Down Legacy Carrier Fares

Combination Would Provide Job Growth and Opportunities for Crewmembers, a Strengthened Commitment to New York and Florida, and Expanded Reach of JetBlue's Sustainability Efforts

Shareholders Would Benefit From JetBlue's Enhanced Financial Strength, Accelerating Revenue Growth and Profitability; Expected to Deliver Run-Rate Operational Synergies of \$600-700 Million and to be Accretive to EPS in Year One

Strong Confidence in Ability to Close in a Timely Manner; No JetBlue Shareholder Vote Required; Financing Certainty

JetBlue, on April 5, 2022, confirmed it has submitted a proposal to the Board of Directors of Spirit to acquire Spirit for \$33 per share in cash, implying a fully diluted equity value of \$3.6 billion and providing full and certain value to Spirit shareholders. The proposal represents a premium of 52% to Spirit's undisturbed share price on February 4, 2022, and a premium of 50% to Spirit's closing share price on April 4, 2022. JetBlue firmly believes its proposal constitutes a **"superior proposal"** under Spirit's merger agreement with Frontier and represents the most attractive opportunity for Spirit's shareholders.

The combination of the two airlines would position JetBlue as the most compelling national low-fare challenger to the four large dominant U.S. carriers by accelerating JetBlue's growth and expanding the reach of the **"JetBlue Effect,"** which occurs when legacy carriers react to JetBlue's unique combination of low fares and award-winning customer service. JetBlue triggers significantly greater fare decreases from legacy airlines when it enters a new market than when ultra-low-cost carriers enter a market.

"Customers shouldn't have to choose between a low fare and a great experience, and JetBlue has shown it's possible to have both," said Robin Hayes, JetBlue CEO. ***"When we grow and introduce our unique value proposition onto new routes, legacy carriers lower their fares and customers win with more choice. The combination of JetBlue and Spirit – coupled with the incredible benefits of our Northeast Alliance with American Airlines – would be a game changer in our ability to deliver superior value on a national scale to customers, crewmembers, communities, and shareholders. The transaction would***

accelerate our strategic growth and create sustained, long-term value for the stakeholders in both companies."

Challenges the Dominant Carriers with Low Fares and Award-Winning Customer Service

In the 22 years since JetBlue first brought low fares to New York, airline mergers have created a landscape where the four largest U.S. carriers control more than 80 percent of the domestic market, to the detriment of consumers. The combination of JetBlue and Spirit would create the fifth largest domestic airline, better positioning it on a national level as a customer-centric, low-fare alternative to the dominant **"Big Four"** airlines.

JetBlue is loved by customers for its award-winning onboard service, featuring the most legroom in coach (a); free and fast Fly-Fi broadband internet (b); complimentary and unlimited name-brand snacks and soft drinks; and free, live DIRECTV® programming at every seat. The current merger proposal assumes the rebranding and retrofitting of Spirit's fleet as JetBlue, introducing a superior onboard experience to Spirit customers.

"While JetBlue and Spirit are different in many ways, we also have much in common, including a focus on keeping our costs low so we can profitably expand and offer an attractive alternative to the dominant 'Big Four' airlines. We would conduct a full review of Spirit's product offering, operational and customer technology, and talent pool to optimize the combined airline," said Hayes.

Builds on Its Northeast Alliance with American Airlines While Further Deepening JetBlue’s Commitment to New York and Florida

JetBlue has established deep roots in New York, where it has long been New York’s Hometown Airline®. The combined company would maintain the JetBlue brand and continue to be based in New York City.

Through its successful Northeast Alliance (NEA) with American Airlines, JetBlue is currently experiencing significant growth in New York and Boston. In the New York area, JetBlue plans to grow from 200 to nearly 300 daily flights across JFK, LaGuardia, and Newark airports this year. JetBlue’s expanded presence is already significantly benefitting the community, with plans to hire 5,000 new crewmembers in the New York-New Jersey region this year and offering travelers in and out of the New York and Boston areas more choices, low fares, and JetBlue’s award-winning experience. The combination with Spirit would complement the NEA’s positive impact in the Northeast by similarly expanding JetBlue’s presence nationwide.

JetBlue has a long history in Florida, starting with the airline’s first revenue flight in 2000 between New York and Fort Lauderdale. With Spirit’s existing headquarters in the Fort Lauderdale area and presence at Fort Lauderdale-Hollywood International Airport (FLL), JetBlue would have the opportunity to deepen its longstanding commitment to Florida. Both Fort Lauderdale and Orlando are JetBlue focus cities, and its JetBlue Travel Products subsidiary – best known for its

fast-growing JetBlue Vacations and Paisly product offerings – is also based in the Fort Lauderdale area. The combined airline would offer more than 170 daily flights at FLL, building JetBlue’s relevance as a stronger low-fare competitor in South Florida. At Orlando International Airport (MCO), JetBlue would grow to more than 130 daily flights. JetBlue maintains its training campus and a customer support center in Orlando, and would plan for significant expansion in Florida to support the larger, combined airline.

“Our Northeast Alliance with American Airlines has supercharged our growth in New York and Boston, unlocking opportunities for us to grow where we could not have before. We view a combination with Spirit as perfectly complementing the NEA. These strategic moves aim to increase our relevance and bring the JetBlue competitive effect to more places while deepening our roots in the communities we call home. Throughout the pandemic, Florida has been a bright spot for JetBlue, and this would offer us the opportunity to hire even more crewmembers in the state, increase service in FLL and MCO for our customers, and further expand our training and support center footprint,” Hayes said.

Offers Crewmembers Greater Opportunities Supported by JetBlue’s Differentiated Culture

JetBlue’s differentiated culture has made it a leading place to work since its first flight in 2000. Supported by JetBlue’s mission to Inspire Humanity and its values-based culture, the combined airline would have 32,000 crewmembers with plans to hire more as the airline grows.

By bringing together the power of the JetBlue and Spirit teams, with their shared commitment to customers and innovation, the combination would strengthen JetBlue's ability to grow, deliver outstanding service, and compete in a domestic market dominated by the four largest airlines. A larger, financially stronger JetBlue would provide current and future crewmembers with more career growth opportunities, broader travel benefits, more opportunities to make a bigger difference in the communities JetBlue and Spirit serve, and a deeper bench of intellectual capital to support the future growth of the airline.

JetBlue is committed to working with labor leaders representing crewmembers and team members at both airlines to ensure the combination supports the needs of those that operate the airline, especially as Spirit team members join JetBlue. JetBlue intends to continue having direct crewmembers in places where it has them today and would insource Spirit roles in those cities. In locations where JetBlue does not currently insource, it would plan to conduct a full review to evaluate Spirit's staffing model and determine the optimal path forward for the combined company.

Unlocks JetBlue Growth Across the U.S., Caribbean, and Latin America

The proposed transaction would turbocharge JetBlue's network strategy, diversifying and expanding JetBlue's footprint across the U.S., Caribbean, and Latin America. The combined network would serve more than 77 million customers annually on more than 1,700 daily flights to over 130 destinations in 27 countries from Peru to the United Kingdom –

increasing customer options with a significantly broader network and increasing relevance and connectivity in JetBlue's focus cities.

The transaction would allow JetBlue to grow in its focus cities like Los Angeles, Fort Lauderdale, Orlando, and San Juan, as well as in legacy hubs where the dominant carriers control with high fares, including Las Vegas, Dallas, Houston, Chicago, Detroit, Atlanta, and Miami. The combination would introduce JetBlue for the first time to new destinations, including St. Louis; Memphis, Tenn.; Louisville, Ky., Atlantic City, N.J.; Myrtle Beach, S.C.; and four additional destinations in Colombia.

The combination would leverage JetBlue and Spirit's complementary Airbus fleet and order book to drive sustained, profitable growth. The combined airline would have a fleet of 455 aircraft with 312 Airbus aircraft on order. The joint fleet would be one of the youngest and most fuel efficient in the industry. With JetBlue's Embraer E190 fleet set for retirement, a common Airbus fleet and engine commonality would simplify integration, reducing the need for additional training and offering opportunities to better utilize spares, parts, and manufacturer support across both airlines.

Expands JetBlue's Goal to Achieve Net Zero Carbon Emissions Ahead of Industry

JetBlue is taking bold steps to address its emissions and reduce its contribution to climate change. Its combined fleet with Spirit would accelerate its transition to next generation aircraft composed of modern and fuel-efficient aircraft to achieve its

sustainability goals. JetBlue plans to achieve net zero carbon emissions by 2040 – 10 years ahead of the broader industry’s goal. JetBlue’s sustainability programs aim to:

- **Decrease aircraft emissions 25% per available seat mile (ASM) by 2030 from 2015 levels, excluding offsets.**
- **Convert 10% of total jet fuel to blended sustainable aviation fuel by 2030, and 30% in New York.**
- **Convert 40% of three main ground service equipment vehicle types to electric by 2025 and 50% by 2030.**
- **Eliminate single-use plastic service ware where possible. Where not possible, ensure plastic is recyclable.**
- **Maintain at least an 80% recycling rate for audited domestic flights.**

Delivers Superior Value and High Degree of Certainty for All Shareholders

JetBlue’s proposal offers Spirit shareholders full and certain value, and a high degree of certainty. The proposal values Spirit at \$33 per share in cash, which represents:

- **A 52%¹ premium to Spirit’s undisturbed share price as of February 4, 2022, the last trading day before the Frontier transaction announcement.**
- **A 50%² premium to Spirit’s closing price on April 4, 2022, or a premium of \$11.01 per share in cash to Spirit shareholders.**
- **A 37%³ premium to the value implied by the Frontier transaction as of April 4, 2022.**
- **An implied aggregate equity value of \$3.6 billion and an adjusted enterprise value of \$7.3 billion for Spirit.⁴**

No JetBlue shareholder vote is required to complete the proposed transaction, which will not be subject to financing contingency. JetBlue has approximately \$2.8 billion of cash on hand as of December 31, 2021, and has a variety of unencumbered assets available to finance, worth in aggregate approximately \$9 billion.

The proposed transaction is expected to deliver \$600-700 million in net annual synergies once integration is complete, driven in large part by expanded customer offerings resulting from the greater scale of the network. The combined airline is projected to have annual revenues of approximately \$11.9 billion based on 2019 revenues. JetBlue expects the transaction to be accretive to earnings per share in the first full year, excluding integration costs.

Given its conviction in securing the necessary regulatory approvals, JetBlue is highly confident that its proposed transaction would be completed on a timely basis and on a timeframe generally consistent with the pending transaction with Frontier. JetBlue’s proposal contemplates that the definitive agreement for the proposed transaction would contain contractual commitments designed to address any regulatory concern, including, while JetBlue is highly confident in the completion of the transaction, a “**reverse break-up fee**” that would become payable to Spirit in the unlikely event the proposed transaction is not consummated for antitrust reasons. These terms represent a meaningful improvement compared to the terms contemplated in the pending transaction with Frontier.

Transaction Details

JetBlue intends to fund the transaction with cash on hand and debt financing led by Goldman Sachs & Co. LLC.

The execution of a definitive merger agreement between JetBlue and Spirit would be subject to approval by each company's Board of Directors and completion of the transaction would be subject to customary closing conditions, including receipt of required regulatory approvals and approval of Spirit's shareholders.

Investor & Media Conference Call Details

JetBlue will hold a conference call on Wednesday, April 6, 2022 at 8:00 AM ET for analysts and media to discuss its proposal. A live, listen-only webcast of the call, as well as accompanying slides, will be available on JetBlue's investor relations website at the following web address: <http://investor.jetblue.com>.

For those unable to listen to the live webcast, it will also be archived on JetBlue's investor relations website under "Audio Archives" following the conference call.

Advisors

Goldman Sachs & Co. LLC is serving as JetBlue's financial advisor and Shearman & Sterling LLP is serving as JetBlue's legal advisor.

About JetBlue

JetBlue is New York's Hometown Airline®, and a leading carrier in Boston, Fort Lauderdale-Hollywood, Los Angeles, Orlando, and San Juan. JetBlue carries customers across the U.S., Caribbean, and Latin America, and between New York and London. For more information, visit JetBlue.com.

1 Represents premium over Spirit's closing share price on February 4, 2022 (\$21.73).

2 Represents premium over Spirit's closing share price on April 4, 2022 (\$21.99).

3 Represents premium over implied value of Frontier offer as of April 4, 2022 (\$24.07).

4 Assumes fully diluted shares outstanding of approximately 109.5 million and Adjusted Net Debt of \$3.7 billion, including operating leases (as of December 31, 2021, based on Spirit's Form 10-K).



JetBlue Pilots Ratify Agreement and End Dispute with Company

On April 4, 2022, JetBlue pilots, represented by the Air Line Pilots Association, Int'l (ALPA), have approved an agreement (Letter of Agreement 17) that ends a more than yearlong dispute with the Company stemming from its unilateral implementation of parts of the Northeast Alliance (NEA) with American Airlines that violated the pilots' collective bargaining agreement with JetBlue.

With nearly 90 percent of eligible pilots casting ballots, 60 percent voted to ratify the agreement. This deal provides improvements to the pilots' current collective bargaining agreement and gives the pilots significant say in the renewal of the NEA.

“Since the NEA was announced in the summer of 2020, JetBlue pilots have enforced their contract and, when necessary, disputed the Company’s ability to enter into this code-share agreement with American Airlines without the consent of the pilots,” said Capt. Chris Kenney, chair of the JetBlue unit of ALPA. ***“Letter of Agreement 17 not only gives the pilot group a voice in this alliance and its continuation, but also provides improvement to our current pay scale and sick-leave policies.”***

The NEA, a marketing alliance and enhanced code-share agreement between American Airlines and JetBlue, is designed to increase competition against the other major players in the New York and Boston markets. It specifically covers Logan, JFK, LaGuardia, and Newark airports. Both airlines retain full control of all aspects of their respective business, including pricing, routing, and capacity.

“We’re pleased that we were able to come to a mutually beneficial agreement with management,” continued Capt. Kenney. ***“This cooperation bodes well as this pilot group begins negotiations for our second collective bargaining agreement.”***

In February 2021, the pilots voted down a letter of agreement to allow the Company to continue the full NEA as not providing enough benefits in exchange for the contractual leeway. Thereafter, the pilots filed and arbitrated the grievance now settled by the pilots with their ratification of Letter of Agreement 17, prior to the arbitrator ruling.



Frontier Airlines Announces Details of Proposed 14-Gate Facility at Denver International Airport

120,000-Square-Foot Facility to Include Variety of Customer-Centric Features and Adjacent Maintenance Facility

Frontier Airlines, in partnership with Denver International Airport (DEN), announced on April 6, 2022, that it is seeking approval from Denver City Council for a new ground boarding gate facility at DEN. The 10-year agreement covers the build-out of a 120,000-square-foot facility (37,000 square foot new and 83,000 square foot remodel) on the east end of Concourse A that will include 14 gates, 18,000 square feet of support space and an adjacent 8,000-square-foot maintenance facility.

Frontier will have preferential use and scheduling rights for the 14 ground boarding gates which will enable front and rear aircraft door enplaning and deplaning, along with exclusive branding rights throughout the facility. The plan was presented today to the Denver City Council Business, Arts, Workforce and Aviation Services Committee and, pending Committee approval, is expected to be presented to the full Denver City Council on April 18.

“This agreement marks a new era for Frontier Airlines and Denver International Airport,” said Barry Biffle, president and CEO, Frontier Airlines. ***“A dedicated ground boarding facility will benefit customers by cutting in half the time for boarding and deplaning through the use of both the front and rear aircraft doors. That, in turn, will reduce our time on the ground between flights by nearly half and nearly double our number of aircraft operations per gate. We already serve 80 destinations from DEN and this new facility will enable us to bring even more service and more ultra-low fares to more people via Denver International Airport.”***

Biffle added, ***“We use ground boarding in a number of other airports around the U.S., including at one gate in Denver already, and it is common practice in international destinations. Along with newly built, custom-designed areas for customers, team members and maintenance, this facility will be an extraordinary new addition to DEN.”***

“This agreement further solidifies Frontier’s long-term commitment to Denver,” said Denver Mayor Michael B. Hancock. ***“Not only is Frontier adding gates and expanding their presence at DEN, they are also bringing more jobs to our community. This expanded ground load facility will allow Frontier to enhance its customer experience by giving travelers to and from Denver even more options for competitive fares.”***

“Frontier has been a valued airline partner at DEN since 1994,” said DEN CEO Phillip A. Washington. ***“They serve an important role in our market and we’re excited they will continue to be part of our future growth. Our***

passengers benefit by having so many choices to meet their travel needs.”

The new Frontier facility at DEN will also include:

- **Escalators and elevators to transport customers from the existing Concourse A to the new ground-level facility**
- **A variety of customer-centric features, including dedicated charging stations for electronic devices, a lactation room and a pet relief area, as well as food and retail options**
- **Air stairs and switchback ramps for each aircraft to enable dual door boarding and deplaning**
- **Dedicated support space for customer service, expanded team member break rooms, offices and storage**
- **An 8,000-square-foot maintenance facility adjacent to the gates that will allow for centralization of personnel and parts in close proximity to the gates and room for growth to support future operations**

Pending Denver City Council approval, the first phase of the project, encompassing an initial four gates, is targeted for completion in fall 2023 with full project completion slated for summer 2024.

“We are proud to be Denver’s hometown airline,” said Biffle. ***“This landmark new facility will enable us to continue to grow at DEN, and provide more service for our customers, along with more jobs and greater economic benefit for the Denver community.”***



AVIATOR BULLETINS

jetBlue



VTR Announces Virtual Reality Pilot Training with JetBlue Airways & JetBlue Technology Ventures

Visionary Training Resources (VTR) today, April 28, 2022, announced a partnership with JetBlue Airways to trial its virtual reality pilot training. The innovation project is backed by JetBlue's corporate venture subsidiary JetBlue Technology Ventures to bring startup use cases to the airline.

VTR provides airlines and pilots with modern learning tools that improve training efficiency and success rates. Its signature virtual reality platform, FlightDeckToGo™, is an immersive, portable, virtual flight deck.

As part of this partnership, FlightDeckToGo™ will be tailored to JetBlue's exact needs and specifications. This customized approach provides pilots with an ultra-efficient learning tool as they prepare for Airbus A320 simulator training.

"Airlines are looking to quickly integrate virtual reality in pilot training for its

standardization abilities and efficient nature. This partnership model allows us to deliver cost-effective learning solutions that meet the complex and customized requirements of commercial airlines," said Captain Evey Cormican, CEO.

"Virtual learning is coming to the flight deck, and we want to have a seat at the table in its development. We are thrilled to test and grow VTR's platform which is built by pilots for pilots," said Stephen Snyder, Managing Director at JetBlue Technology Ventures.



THE FACES OF CONTINENTAL FLIGHT 3407



Beth Ann Kushner, Darren Tolma, Susan Wehle, Clay Yarber, Shawn, Dawn, and Donald Mossop, Ferris Reid, Ronald Gonzalez, Brad Green, Sr., Larry Beutel, Sean Lang, Alison DesForges, Jean Srnecz, Jerome Krasuski



Ernie West, Beverly Eckert, Lorin Maurer, Dipinder Sidhu, Elyce Kausner



Please learn more about our loved ones and our cause by visiting www.3407memorial.com
'Families of Continental Flight 3407'



Ruth Harel, David Borner, Donna Prisco, John Roberts III, Coleman Mellett, Don McDonald



Douglas Wielinski, John Fiore, Shilin Yao, Georges Abu Karem, Matilda Quintero



Brian Kuklewicz, Joseph Zuffoletto, Madeline Loftus, Kristin Safran, Julie Ries, Rebecca Shaw



Steve Johnson, Nicole Korczykowski, Johnathan Perry, Ronald Davidson, Linda Davidson, Marvin Renslow, Gerry Niewood, Jennifer Neill and Baby, Zhaofang Guo, Mary Abraham, Mary 'Belle' Pettys, Kevin Johnston, Dawn Monachino

FOREVER IN OUR HEARTS

Flight 3407 Families on Alert Over Efforts to Loosen Pilot Qualification Requirements

Warn of Airlines Holding Essential Air Service Hostage to Win Government Concessions

With certain airlines announcing the impending elimination of Essential Air Service (EAS) routes and airline lobbyists beginning to make the rounds to push for reduced pilot qualification requirements as part of the upcoming FAA Reauthorization process, the 'Families of Continental Flight 3407' challenged Congress and the Biden Administration to hold the line on these guidelines in the interest of the safety of the traveling public, specifically in terms of our nation's regional carriers.

“Let’s keep it real and recognize this for what it truly is - the epitome of hypocrisy,” declared John Kausner of Clarence Center, New York, who lost his twenty four year old daughter Ellyce when the plane crashed less than a mile from their family home. ***“We have regional carriers lining their pockets with government handouts and then turning around and demanding that they be allowed to take shortcuts that have already been proven to jeopardize safety... or else. What an absolutely absurd idea. Just take a look at my daughter’s picture and any politician, lobbyist or government or airlines official should be quickly and painfully reminded of what is happens when our government gives in to pressure and allows the airlines to do whatever they want.”***

Since the increased entry-level pilot qualification guidelines have been introduced, after being unanimously authorized by Congress in 2010 in the aftermath of the Flight 3407 crash, the airlines have repeatedly tried to pressure both Congress and the FAA to walk them back. Despite some of these carriers being notorious for offering low wages and poor benefits, the airlines have repeatedly blamed these enhanced standards for their difficulties in hiring pilots.

“We can’t say enough how dangerous this could be if these airlines push Congress down the same path that they did 20 years ago,” stated Scott Maurer of Palmetto, Florida, who lost his thirty year old daughter Lorin, an athletic department fundraiser at Princeton University. ***“In the aftermath of 9/11, the airlines were able to strong-arm the FAA into looking the other way when it came to safety oversight, and we had a decade-worth of regional airline tragedies and near-misses as a result. Now with the pandemic and the resulting economic challenges, the airlines are once again holding safety hostage in the attempt to make a few more bucks. Shame on our group if we stay quiet in the background while these lobbyists attempt to undermine everything that we fought so hard for over the past twelve years and that Lorin and the rest of our loved ones paid the ultimate price for.”***

The family group cited the sterling safety record that has been produced as a result of the landmark regional airline safety legislation, which included the increased experience requirements, as proof that Congress should stand up to these lobbying efforts.

“Notwithstanding the manufacturing challenges of Boeing, this has been the safest era of air travel for US carriers and it’s not even close,” stated Karen Eckert of Williamsville, New York, who lost her sister Beverly Eckert, a prominent 9/11 widow and activist. ***“There has not been a fatal crash on a US carrier in over 13 years since Flight 3407, and prior to that, we had never even made it 3 years without such a crash. Clearly the increased pilot experience standards and the other initiatives that were a part of this legislation are working, and this is a great credit to the teamwork of FAA, Congress, and the airlines and pilot associations. To do an about face and do anything that would roll back or limit these safety advances in any way would be totally irresponsible of Congress or the Administration.”***



Global Crossing Airlines and OSM Aviation Academy Announce Pilot Direct Placement Training Partnership

Global Crossing Airlines Group, Inc. and OSM Aviation Academy announced a new partnership on April 6, 2022, which will give GlobalX access to a pipeline of pilot students planning to transition to the airline.

The program, named XDirect™, will partner to develop a 2 year advanced training program that will place graduate pilots into GlobalX as First Officers who are line-ready for its Airbus A320 family fleet. The program graduates will have enhanced Airline industry training such as CRM (multi crew concept) and FAA Part 121 training philosophy and requirements. The program has been developed to allow new pilots to train the way that GlobalX does from day one in conjunction with the requirements of FAA commercial and ATP licenses, ensuring a consistent training transition. The partnership will allow GlobalX long term access to highly qualified pilots when they reach the minimum required ATP hours, after successfully completing their Commercial, Instructors and Certificates.

OSM Aviation Academy students will progress through the OSM Cadet Pilot program and continue to tailor their experience to the needs of a narrowbody aircraft pilot. Highlights of the training program include ATPL ready airline pilots, Fast Track program to GlobalX, Multi-year cooperation agreement between OSM Aviation Academy and GlobalX. Core to the program is a scholarship program that will help to encourage women and others who would not typically be able to become a commercial pilot. GlobalX and OSM intend to train up to fifteen First Officer Candidates in the first year of the program, twenty in the second, and then more than thirty each subsequent year of the program. OSM operates a similar program with Norse Atlantic Airways in Norway.

The program takes 12 months to earn all your flight certificates and ratings including, private pilot, ATP advanced theory, instrument rating, commercial single, and commercial multi engine, CFI, CFI-I, and UPRT.

After the first 12 months, the cadet pilot will join OSM Aviation as a flight instructor until reaching the ATP minimum required hours where they will then transfer to GlobalX to complete the ATP/CTP, and A320 Type Rating. The cadet pilot will join GlobalX as a first officer.

“OSM Aviation Academy is a world class academy for developing top-notch airline pilots, making them the perfect match as we continue to grow our fleet,” Juan Nunez, COO and Director of Operations (119) of GlobalX said in a statement.

“With this unique agreement we’ve shaped the future of the aviation industry, making flight training more attainable. At the same time producing the top airline ready pilots who meet the high standards set forth by GlobalX Airlines. After getting to know the culture at GlobalX it made the decision to create this partnership between OSM Aviation Academy and GlobalX a must.” Antonio Tur, CEO and Managing Director of OSM Aviation Academy the Americas, said in a statement.

About Global Crossing Airlines

GlobalX is a US 121 domestic flag and supplemental airline flying the Airbus A320 family aircraft. GlobalX flies as an ACMI and charter airline serving the US, Caribbean, and Latin American markets. For more information, please visit www.globalxair.com.

About OSM Aviation Academy

OSM Aviation Academy has trained and educated pilots since 1963 and is shaping the future of the aviation by providing an excellent education for next generation of pilots. OSMAA promotes inclusion and diversity in the aviation industry to ensure that there will be enough qualified and highly trained pilots in the years to come. The academy has training locations in the United States,

Norway and Sweden. For more information, please visit www.osmaviationacademy.com



Breeze Airways™ Adds Orlando as Its 30th Destination

Daily Nonstop Service from Charleston will Commence June 23, from Just \$39 One Way; Orlando Becomes Breeze’s 19th Nonstop Destination from Charleston

Breeze Airways, the Seriously Nice™ new U.S. low-fare airline founded by aviation entrepreneur David Neeleman, is adding Orlando, FL, as the airline’s 30th U.S. destination. Daily nonstop service between Orlando and Charleston, SC, will commence on June 23, starting from just \$39* one way. Orlando will be Breeze’s 19th nonstop destination served from Charleston.

“We’re excited to connect our largest base, Charleston, with our newest destination, Orlando,” said Breeze’s Founder and CEO David Neeleman. ***“Breeze identifies underserved routes and connects communities that need it. Couple that nice, new nonstop service with our low fares from just \$39 and you have the happiest route on earth!”***

With seamless booking, no change or cancellation fees, up to 24-months of reusable flight credit and customized flight features delivered via a sleek and simple app, Breeze makes it easy to buy and easy to fly. Flights are now on sale at www.flybreeze.com and via the Breeze app.



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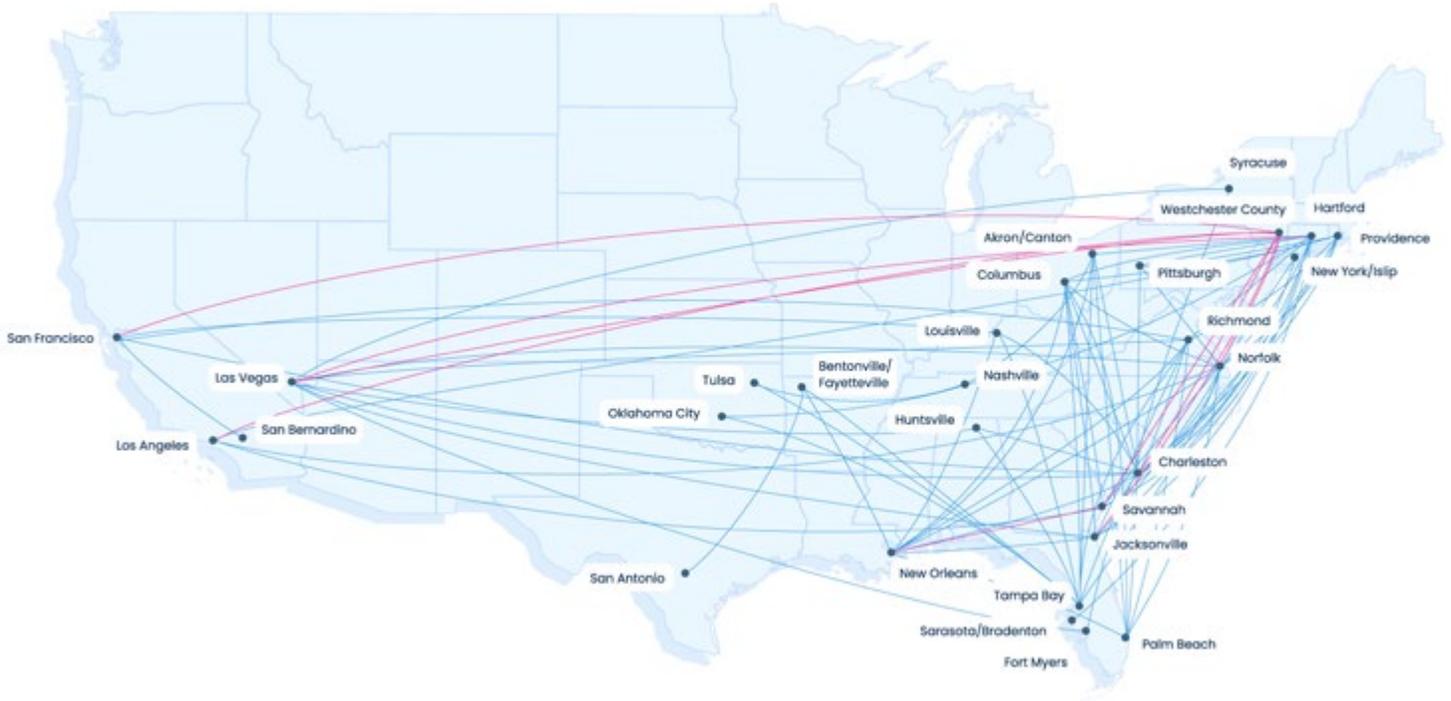
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Breeze Airways™ is Adding 7 Nonstop Routes From New York's Westchester

Including Only West Coast Service to Los Angeles, San Francisco, and Las Vegas On Brand New Airbus A220 Aircraft Featuring 36 First Class Seats

Airline Also Adding Non-Stop Flights from Hartford to Las Vegas; New Orleans to Savannah; and One-Stop Service from Westchester to New Orleans

Breeze Airways, the Seriously Nice™ new U.S. low-fare airline founded by aviation entrepreneur David Neeleman, is adding eight routes from Westchester this year, including nonstop service to Los Angeles, CA, San Francisco, CA, Las Vegas, NV, Charleston, SC, Norfolk, VA, Jacksonville, FL, and Savannah, GA – and one-stop, same plane service to New Orleans, LA.

Current commercial air service from Westchester only serves as far west as Chicago. With today's announcement, the top two destinations from the New York metro area, Los Angeles and San Francisco, will now feature daily nonstop service from the heart of Westchester County. Breeze will add 6 of the 15 biggest markets currently not served nonstop from Westchester: Los Angeles (#1), Jacksonville (#3), Charleston (#8), San Francisco (#10), Las Vegas (#12) and Savannah (#13).

Separately, Breeze is also announcing new service between New Orleans to Savannah, plus Hartford's Bradley International to Las Vegas, the airline's 8th new route from Hartford announced this year now for a total of 11 nonstop destinations.

Westchester County Department of Public Works and Transportation Commissioner Hugh Greechan said: ***"This is exciting news for Westchester County residents who are eager to have convenient flights to the West Coast. We look forward to our residents flying with ease in a 'nice' environment."***

7 New Nonstop Routes & 1 New One-Stop

Routes which will be operated with the Airbus A220 are marked with **

From Westchester, NY to:

- Charleston, SC** (Daily, starting June 28, Nice from \$79*, Nicer from \$129, and Nicest from \$149);
- Norfolk, VA (Thurs, Fri, Sat, Sun and Mon, starting June 30, Nice from \$49* and Nicer from \$99);
- Jacksonville, FL (Thurs, Sat and Sun, starting June 30, Nice from \$79* and Nicer from \$129);
- Los Angeles, CA** (Daily, starting September 7, Nice from \$149*, Nicer from \$239, and Nicest from \$249);
- Las Vegas, NV** (Daily, starting September 8, Nice from \$149*, Nicer from \$239, and Nicest from \$249);
- New Orleans, LA (one-stop service, Thurs, Sat, and Sun, starting June 30; Fri and Mon starting September 9);
- Savannah, GA (Fri and Mon, starting September 9, Nice from \$79* and Nicer from \$129); and
- San Francisco, CA** (Daily, starting November 2, Nice from \$149*, Nicer from \$239, and Nicest from \$249).

New Routes from Current Cities

- Between Hartford, CT** and Las Vegas, NV** (Wed and Sat, starting September 7, Nice from \$149*, Nicer from \$239, and Nicest from \$249); and
- Between New Orleans, LA and Savannah, GA (Fri and Mon, starting September 9, Nice from \$59* and Nicer from \$99).

"Having lived so close to Westchester airport for many years, I wasted tons of time driving to JFK or Newark to travel to the west coast," said Breeze's Founder and CEO David Neeleman. ***"Now we'll offer daily flights to the highest demand markets from New York, with the state-of-the-art Airbus A220 aircraft which pairs unrivaled comfort with 36 first class, 10 extra legroom and 80 standard seats – and half the noise footprint of past generations. There is literally no faster or more comfortable way to get from Westchester to the west coast."***



Epic Flight Academy Opens Satellite Pilot Training Center in Ocala

Members of the Ocala Metro Chamber and Economic Partnership joined Epic Flight Academy staff to cut the ribbon on the new flight training facility.

Epic Flight Academy welcomed members of the [Ocala Metro Chamber and Economic Partnership](#), the [Central Florida Business Aviation Association](#), and the public to its open house and ribbon-cutting on Saturday, April 23rd. Epic staff members were on hand to welcome visitors. They facilitated discovery flights and answered questions about the new flight school location at the [Ocala International Airport](#). Visitors toured the facility, including an inspection of several Epic aircraft and a flight simulator.

Jim Pazda, Director of First Impressions for the Chamber, said, ***“I was impressed by the enthusiasm and positivity of the Epic team members. They were welcoming and shared helpful information with attendees. We are happy to welcome Epic Flight Academy to Ocala.”***

“It was a great day for Epic,” said Chief Flight Instructor Vic Johnson. Vic officially cut the ribbon for the new location. “Ocala International Airport is the perfect site to establish our satellite flight school. We have already enrolled flight students who have started training.”

Epic’s Career Development Coordinator Jon Luck added, ***“It was great to work with the Ocala Chamber members in planning our event. We were excited to have such strong attendance and look forward to hosting other events here in the future. Ocala has been very welcoming.”***

Epic Flight Academy is an FAA-certified Part 141 flight school in operation since 1999. Its home base is in New Smyrna Beach, Florida. The new satellite location in Ocala is part of Epic’s strategic plan to make flight training more accessible. The flight school also offers **[“Epic Anywhere.”](#)** This is a program where instructors bring the aircraft directly to flight students in any of the 48 contiguous states.



May
19th
10am-3pm

PEA & AVIATE PARTNERSHIP LAUNCH EVENT

Join us on Thursday, May 19 from 10:00 AM – 3:00 PM for an exciting launch event where the Aviate and PEA teams will officially kick off this great partnership!

Thursday, May 19

Sheltair Hangar : 563 Pearl Harbor Drive

- 10:00 AM – Aviate presentation (option #1) and Q&A
- 11:45 AM – Lunch and networking
- 12:15 PM – Ribbon cutting celebration
- 1:00 PM – Aviate presentation (option #2) and Q&A

Please register for this event by May 5th
<https://forms.pea.com/united-aviate/>



Captain your Career:

We proudly announce Aviate, United's pilot career development program, and Phoenix East Aviation are partnering to offer PEA students and CFIs a clear and direct route to a United Airlines flight deck. Aviate is looking for outstanding leaders like you who want to join the very best team of pilots in the aviation industry.

Those who submit their application before the end of April 2022 will have the opportunity to interview in June 2022.

To learn more about the Aviate Program:
www.unitedaviate.com



May 2022



Phoenix East Aviation and AVIATE Unite!

Phoenix East Aviation Flight School is excited to announce the partnership with United Airlines AVIATE!

To kick off this partnership, we will be having our launch event on May 19th from 10am-3pm at the Sheltair Hangar next door to us at 563 Pearl Harbor Drive, Daytona Beach Florida.

We would love to extend this invitation to your organization and followers who would be interested in aviation!

There will be presentations, food, networking, and of course celebration!

Please register for the event prior to May 5th at <https://forms.pea.com/united-aviate/>



Picking Your Best Flight Instructor

WRITTEN BY: JOHN MCDERMOTT

Among the most important resources for any student pilot is their flight instructor. Especially for brand new students, picking the right instructor can be incredibly beneficial for establishing a good skill base and starting your aviation career on the right foot. But sticking it out with the wrong instructor can delay progress and lead to bad habits that later must be unlearned. Let's take a quick look at how to tell whether your instructor is right for you and when it might be time to switch.

First, let's consider what the right flight instructor looks like. Just as much as an instructor must be a good pilot, they must know how to teach complex concepts to a wide variety of students. Especially in Part 61 schools, this means being able to teach to students who have a variety of goals; from those pursuing advanced certificates and careers or training in new,

complex aircraft, to those looking only to fly recreationally in simpler planes. This means a good instructor must be able to adapt their teaching style for different skill sets and learning styles as well as adjust for students at different stages in their careers.

A good instructor must stay calm in a variety of situations. They should stay calm even in tense situations that require focus and skill. They also need to be able to offer constructive criticism without becoming irritated or demeaning. And when they must critique a student, a good instructor knows how to be straightforward and professional without belittling the student or discouraging self-reflection.

A good instructor is also one who adapts to each student's needs. If a certain topic proves challenging, a good instructor adapts teaching styles, tries new exercises, and when needed, consults with other instructors to help their student master tricky skills. They work with the student to focus on what the student needs help with and adapts their teaching style.

What this comes down to then, is that a good instructor must meet their students where they are. They must exercise patience and commit themselves to helping their students grow into their life as a pilot.

In many ways, a poor instructor is the opposite of these things. Instead of staying calm, a poor instructor is easily irritated when a student makes mistakes or struggles to grasp a concept. This instructor might excessively reprimand students for relatively minor mistakes or neglect to offer constructive criticism when it's necessary. They might not show any interest in attempting new tactics

to help students or in working with other instructors to find good solutions to students' struggles in the cockpit.

Of course, the dichotomy between a good instructor and bad instructor isn't so clear cut. Oftentimes, an instructor may be an incredible teacher whose style, unfortunately, doesn't match with that of their students. And just because someone is a good pilot doesn't automatically mean they are a good instructor, nor vice versa.

Ultimately, whether an instructor is labeled "good" or "bad" does not matter as much as that they are an effective teacher for your current place in aviation. It is critical to train with an instructor who meets you where you are and can guide you to your next milestone. There is no shame in changing instructors if needed. An experienced flight instructor knows that it isn't personal and should encourage you to pursue the best path for your career. And a move can often result in you becoming a better pilot, because if you're with the right instructor, you can make meaningful progress throughout your training more quickly and efficiently avoiding wasting time, money, and skills in the wrong place.

About the Author



John McDermott's passion for aviation began in a Michigan bookstore when he found a story about a chance encounter between enemy pilots during World War II. Soon, after watching countless hours of fighter jets and traffic from his home near O'Hare International Airport, he was hooked forever.. [Read More...](#)



Doom Scrolling

Why we keep scrolling and how to stop

WRITTEN BY: REINI THIJSSSEN

Almost everyone does it – quick glances at Twitter, Instagram and newsfeeds throughout the day or right before sleeping. Reading the news is not exactly uplifting, even in the best of times. Unfortunately, what used to be a pleasant activity has turned into torment. The endless act of scrolling through miserable news updates is better known as “doom scrolling” and can be the cause of significant stress. Doom scrolling encourages thinking of worst-case scenarios. The short-term effect is that it produces feelings of anxiety and sadness. Over the long term, it might increase feelings of hopelessness towards a positive future, which can eventually lead to the increased risk of suicides and depression.

Scrolling for news updates has become a habit for many of us. It helps us feel more in control and socially connected; two things that have been diminished over the past two years. However, research shows that continuously reading negative and sad news can harm our mental health. So how much time do you spend doom scrolling? Are you caught in a social-media spiral? This article may help you to stop today.

Continuously following the news can become a bad habit surprisingly quickly. Habits are actions that we take routinely and automatically. A habit usually starts with a goal; for example, wanting to acquire information about the war in Ukraine. The action follows that will help us achieve that goal – clicking on a headline. If we do this frequently with the idea of achieving our goal, this action can become a habit that occurs even without the goal.

But what makes (bad) news rewarding? Research shows that consuming either positive or negative information can be rewarding. Negative information can be more beneficial than positive information, when preparing for a bad situation or providing different insights. Even various, seemingly negative, emotions can be rewarding, such as moral outrage over political news, for example. In addition, sharing an opinion or outrage on social media can be even more rewarding when we receive approval through “likes.”

Social-Media Effect

Doom scrolling appeals directly to our most primitive instincts. The endless avalanche of negative messages creates a continuous sense of danger that leads to a high-stress level. Social media and TV influences feelings of anxiety when people are intensely exposed to images of violence. This leads to a cognitive bias where, over time, we start to see the world as more dangerous than it is, also known as the “mean world syndrome.”

How the algorithms of social media platforms such as Facebook and Twitter operate reinforces the feeling of stress even more. Their mechanisms are not only addictive, they also give more weight to negative messages because the viral nature of bad news is greater than that of positive news, and therefore negative news is financially more lucrative. What once started with the goal of “staying up to date” can turn into a habit that leaves us damaging our mental health.

How to Stop Doom Scrolling

So, what can we do about doom scrolling? The first step might be acknowledging that doom scrolling is a bad habit.

A practical, short answer would be to ban the use of smartphones or tablets in the bedroom. This would be a quick and easy solution to prevent doom scrolling before

going to sleep. An alternative is to use a timer to avoid endless, energy-consuming scrolling. Instead, take a relaxing evening walk before going to sleep.

1. Find the Root

As with all bad habits, it is essential to find out why your habit exists. According to Charles Duhigg, author of *The Power of Habit*, habits consist of three fundamental parts:

1. The Signal: the feeling, time, or location that triggers your habit

2. The Routine: the habit itself

3. The Reward: feeling satisfied by the habit

Uncovering these three is the first step in breaking your habit. Here's how: When the habit sets in, try to figure out what the signal is and what the reward is. For best results, consistently write down the impetus/sign/signal, how you act upon them, and the rewards. For example, you tend to endlessly scroll through social media or news websites before sleeping. Your goal is to diminish the habit and improve the quality of your sleep. First, ask yourself the following questions:

What triggers this habit?

What need am I trying to fulfill?

Pay attention the next time you do it and write it down. Reflect upon your notes and see if you can discover a pattern. For example, if you are continuously scrolling through your phone (routine) right after you turn off your light (signal) or find that this habit gives you a sense of social connection (reward), you are onto something.

2. Replace the Habit

It is challenging for our brain to stop a habit completely. We instinctively want to complete the routine when our brain recognizes the signal and craves the reward. The trick is to teach your brain a new habit to replace the old one. To replace the habit of scrolling in bed, think of another activity that you can do when you get into bed that fulfills the desire for social interaction. For example, text or call a friend for a few minutes. Experiment with different routines to see what works best.

Once the new pattern is established, try to do it every time the signal and desire come up. This new habit targets the desire in your brain, which causes you to feel less physical or psychological resistance. The more frequently you practice it, the easier it becomes for your brain to replace this new habit with the old one.

3. Share your goal with others

Sharing our goals with others is highly effective. Research shows a 65% higher likelihood of achieving goals when they have

been shared with others. Once we share a goal with someone else, we feel a greater obligation to fulfill the goal– not to have failed in the eyes of others.

Sharing goals with relatives or friends also leads to positive reinforcement. For example, suppose you tell a friend you want to spend less money. They will probably respond positively when they learn that you cooked dinner instead of going out. When this happens, your brain will internalize the compliments and pleasure you derive from the positive feedback. This external appraisal is motivating and makes it easier to stay on track!

4. Be kind to yourself

If you want to break a habit, it might not go perfectly well from the start. It might be tempting to scroll through your feed after a long day, despite your best efforts to go to bed early.

When this happens, be kind to yourself. If you self-deprecate, you may begin to associate your goal with negative emotions, hindering your progress and motivation. When you make a mistake, accept it, and pick up again. Additionally, making a mistake can be a productive step in breaking your habit – it will teach you something new that can influence your strategy.

Final Thoughts: Time to Stop Scrolling
Our brain is the most powerful organ in our body, and habits are not easily changed. So, to break bad habits, it is crucial to communicate with your brain in a way your brain will understand. With these hacks, you can break your habit of doom scrolling in no time. Eventually, this challenge might improve your life in more ways than one.

Reference

The Power of Habit by Charles Duhigg



About the Author

Reini Thijssen is a Mental Health Counselor and avid traveler. She moved to the United States from the Netherlands in 2019 to pursue a career in counseling. She is a writer for Aero Crew News and specializes in helping aerospace professionals. [Read More...](#)



MONEY



We Are All Gonna Die ... Someday!

WRITTEN BY: CHARLIE MATTINGLY

I'll admit, the title of this article is a bit insensitive and crass. However, I chose this title because it is absolutely true! As bombastic as it sounds, we often forget how fragile life is and how our lives can change (or end) in an instant.

A quick story to demonstrate. Like many of you, I grew up doing flips and all kinds of crazy, stupid stuff on a trampoline and never once even twisted an ankle. In fact, I remember jumping on a trampoline with about five or six of my best buddies in high school and at one point I flew off the trampoline onto the ground. I dusted myself off and hopped right back on for the next back flip. As pilots know pilots, you can of course guess I was showing off or trying to impress someone. And to make it more exciting, we never had those fancy safety nets that all trampolines come with today.

Fast forward to October 2013. I was 39 years old, in great shape and like many of you, I felt that I was invincible. The thought of being injured or even dying rarely, if ever, crossed my mind. We were having a birthday party for my eight-year-old daughter at a trampoline park in my hometown of Knoxville, Tenn. Of course, I was jumping on the trampoline with all my new eight-year-old friends and showing them how cool I was with my backflips, front flips, whatever. However, this one really cool 12-year-old kid caught my attention. He jumped from a platform, hit the trampoline surface once, and went immediately into a backflip. Right away I knew I had to replicate this maneuver for my new friends. And since I was “in great shape” and thought I was invincible I was determined to nail the landing. Unfortunately, as I rotated backward, I knew I did not have the momentum to land on my feet, or butt for that matter, and instead I landed on my head. Basically, my earhole went directly to my right shoulder. At that point,

I heard three very distinct popping noises. I also felt a “stinger” travel down each arm to the tips of my fingers. I rolled up (thankfully!) onto my butt and was sitting upright.

I was immediately relieved to know that I could move my limbs and felt only minor pain. I sheepishly went to the edge of the platform and took my place with the (mature) adults. One of the other parents looked at me and said, “That looked pretty bad, are you okay?” I responded humbly, “Yeah, I must have pulled a muscle or something.” Seriously!

To make a long story short, I drove myself to the emergency room later that evening (after cake and ice cream, of course). I arrived at the hospital and waited my turn in the emergency room. When they were able to administer the CT scan, it was discovered that my neck was broken at the C-3 vertebra. I was immediately scheduled for surgery. To this day, I have multiple rods and screws holding everything in my neck together. In preparation for this article, I googled more information about the C-3 vertebra and this is what came up first in my search: “A C3 spinal cord injury results in quadriplegia, which refers to paralysis of the arms, trunk, and legs. Depending on the severity of your spinal cord injury (SCI), you may be able to move and/or feel sensation below your level of injury. However, in the case of a complete C3 SCI, individuals experience paralysis from the neck down and require full-time caregiver assistance.”

Miraculously, the only remaining effect for me is limited movement in my neck and

occasional soreness. However, because I never turned my head fully enough to look at them when they were talking, flight attendants often thought I was rude when they would come into the cockpit to say hi. They didn't know I couldn't even if I wanted to.

The fact that I did not die or become permanently disabled is nothing short of a miracle. Unfortunately, not everyone is as lucky as I was. In fact, at my investment firm, Leading Edge Financial Planning, three of our clients have passed away in the last year alone. I also know that we lose many pilots to death each year.

No doubt this is an extremely uncomfortable and awkward topic to discuss, but we must face this reality head-on and make sure we are prepared. When we die, each of us will leave a legacy whether we intentionally choose to or not. My hope is that we are all intentional about our legacy and decide to leave a positive, lasting effect on our loved ones when it is our time to go.

Here are five lessons I have learned and have implemented personally to make sure my loved ones are taken care of if something happens to me.

1. Adequate life insurance

For most of you, term life insurance is very affordable. I challenge many of our pilots and tell them they spend more on cheap beer during airline overnights than they do on life insurance. Furthermore, from my experience,

it seems many people do not have enough life insurance. There are several ways to know how much life insurance you should have. Do not guesstimate and call it good on this one!

2. Annual review of beneficiaries

Selecting the right beneficiaries is a simple but powerful tool. Any account that carries beneficiaries will bypass probate (courts, judges, lawyers) and go directly to your loved ones. Use beneficiaries to the maximum extent possible. Make sure you review them annually and whenever life changes come your way, such as marriage, divorce, new children, etc.

3. Create and update a balance sheet or net worth statement

Over time, our financial lives become more complex, and we tend to accumulate many different financial accounts. I am embarrassed to admit that I am fairly certain my wife does not know that between us and our children we have three bank accounts, two credit cards and about twelve different investments accounts, which is not unusual for those in our circumstances. Luckily, I own a financial planning firm with a team of folks that would take care of my spouse if something happened to me.

A balance sheet or net worth statement would help your spouse, or the potential executor of your estate, figure out exactly what it is that you own and what you owe.

4. How to access financial accounts and estate documents

Do not make someone who is grieving, heartbroken and distraught, also become a detective. One client told me that it is all she can do to muster the energy to try and figure out about one or two accounts per day. Beyond that, it is just too much. Ugh! Here are a few questions that your spouse or loved ones need answers to:

- Where are the estate documents (wills, powers of attorney, living will, etc.) located?
- What are all the financial accounts we have and how to access them? More specifically, what are the passwords? There are many ways to use technology to help with these questions (we use the password manager, LastPass) but sometimes a piece of paper in a fireproof safe might work just fine.

5. Develop a plan for minor children should something happen to you and your spouse.

Your Last Will and Testament should address at least two things pertaining to your minor children; 1) Who will take care of them if both parents die? This is also known as Guardianship. 2) Who will take care of the money that your minor children will inherit if both parents die? This person is known as the custodian and they will be responsible for the distribution of life insurance proceeds and other inherited assets.

A qualified Estate Planning attorney can help guide you through more nuanced questions that also need to be addressed. Such as, do you want your 18-year-old child to inherit a million dollars? If not, what are your options for preventing this scenario?

Lastly, I suggest a bonus action item – write a letter. Write a letter explaining what to do if something happens to you. Discuss in plain English ways to make their lives easier should a tragedy befall you. While you are at it, take the opportunity to put some thought and emotion into your last message to your spouse and children. Talk about leaving a great legacy!

Please do not hesitate to reach out to our team at Leading Edge Financial Planning to make sure your loved ones will be taken care of if something happens to you. We are happy to help! Go to <https://www.leadingedgeplanning.com/contact/> or contact me on my cell directly at **843-847-7164**. Also, check out our podcast for airline pilots and their finances at <https://www.pilotmoneyguyspodcast.com/> or wherever you get your podcasts.



About the Author

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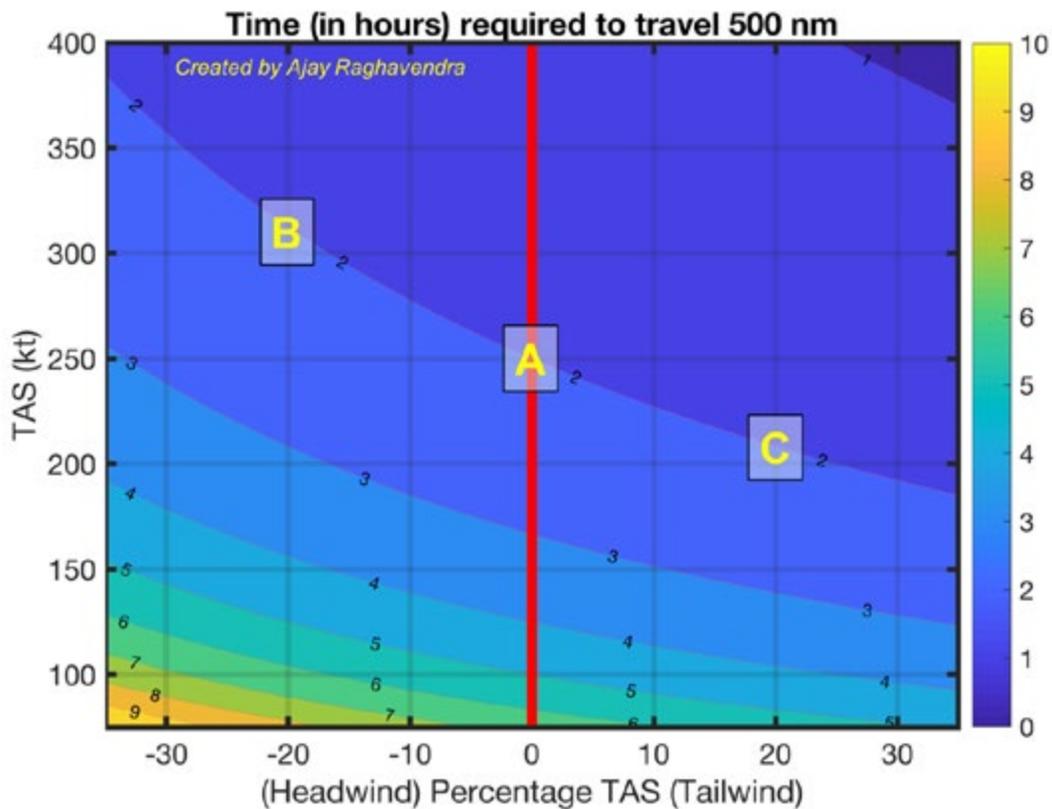


Going with the flow!

Sizing-up headwinds and tailwinds impact on speed

WRITTEN BY AJAY RAGHAVENDRA

Consider a distance of 100 NM and a true airspeed (TAS) of 100 kt. Under a zero-wind condition, an aircraft will cover this distance in one hour. The presence of a headwind or tailwind alters the groundspeed and therefore the time needed to cover the same 100 NM distance. A tailwind of 50 kt will result in a ground speed of 150 kt, therefore an aircraft will require only 40 min. (2/3rd hr.) to cover 100 NM. However, the same 50 kt in the opposite direction (i.e., a 50 kt headwind) will result in a ground speed of a mere 50 kt therefore doubling the time required from one hour under zero-wind conditions to two hours to cover the same 100 NM distance. In this example, a tailwind helped you reach your destination 20 minutes early, while a headwind of equal magnitude increased your travel time by 60 minutes.



From this example, it is clear that headwinds have a non-linear impact on flight time. This non-linearity may be further illustrated in the figure that shows the time required to cover a distance of 500 NM at TASs ranging between 75 and 400 kt and windspeed expressed as the relative percentage to TASs ranging between $\pm 30\%$. Point A on the figure represents a TAS of 250 kt with zero-wind condition. Under this condition, it takes two hours to cover a distance of 500 NM. At point B with a 20% headwind (~60 kt) however, the aircraft needs to push over 315 kt in order to cover the same 500 NM in two hours. Finally, at point C with a tailwind of 20% (~40 kt), a TAS of just over 210 kt is required to cover 500 NM in two hours.

The curvature of the isochrones (lines of equal time) on the figure also illustrate the non-linear impact of headwinds on the overall required performance of an aircraft. On the headwind side of the figure (left of the solid

red line), there is a greater curvature in the isochrones when compared to the tailwind side of the figure that shows relatively linear (straight) isochrones. This illustration highlights the importance of proper planning and overall higher operating costs attributable to headwinds during a flight.

Bottom line? While tailwinds are favorable and help you reach your destination sooner, a headwind of equal magnitude has a disproportional impact on time, and consequently fuel, aircraft, equipment, and personnel expenses.

About the Author



Ajay Raghavendra earned his Ph.D. in Atmospheric Science from the University at Albany (SUNY), N.Y. in September 2020. He is a graduate with honors of Embry-Riddle Aeronautical University with a B.S. in Meteorology and in Computational Mathematics (May 2016). [Read More...](#)



Assessing Fitness for Duty

WRITTEN BY: SERGIO SOVERO

From the early stages of flight training, instructors teach students about the importance of assessing fitness for flight. The operation of an aircraft is a demanding task that requires the pilot in command to maintain the highest possible levels of situational awareness. Any external factors capable of impairing situational awareness must be promptly recognized, mitigated, and addressed in order to guarantee a successful outcome.

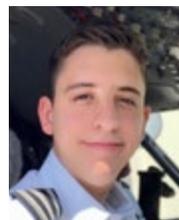
The effects of fatigue on pilot performance are unquestionable. Decreased alertness leads to falling behind the aircraft – overlooking critical elements both during the preflight phase of flight and throughout its duration. Pilots must be trained to develop their own personal rest requirements, beyond their own company’s policies and procedures. Each individual requires different levels of rest to perform at optimum levels, and therefore, must tailor these to their own experience level.

In addition to fatigue, flying with an illness or under the influence of a medication can also pose severe consequences. Medications can trigger a wide spectrum of side effects, many of which can take place at irregular intervals and go unnoticed by the individual. We can never train a pilot to recognize medications’ side effects. Rather, pilots must ground themselves prior to consuming any medication unless an aviation medical examiner dictates otherwise. The FAA has published official guidance on waiting periods for different medications. These waiting periods are minimum guidelines and may not be suitable for all individuals. If unsure, always consult with a medical examiner and make the most conservative decision.

Even a healthy and well-rested pilot may be subject to the distractions of daily life stresses. Stress has the potential of diverting our attention, disrupting our sleep, and limiting our ability to focus. Unlike short-term stress, chronic stress does not resolve on its own and typically requires the intervention of a professional. Seek medical

attention promptly will allow treatment of the underlying cause to offer the greatest benefit and opportunity to solve the stressing behavior. Stress may also be induced by external pressures to complete a flight assignment. Whether those are personal or professional pressures from the workplace, you should never fly under pressure.

Fitness for flight is one of the most important elements of the risk assessment process. Whether a student pilot or experienced airline captain, the same guidelines and principles apply. Do not fly sick, fatigued or under external pressures. Guarantee your best possible performance while preserving your health and mental well-being. Lastly, never hesitate to seek professional medical advice, even if it involves grounding yourself for a period of time. Addressing either a mental- or physical-health issue promptly offers the best outcome of returning to the flight deck safely and at the earliest opportunity.



About the Author

Sergio Sovero is a First Officer for a US major airline, Gold Seal CFI, AGI, IGI and currently pursuing his MBA in Aviation. [Read More...](#)



CAREERS



How Do You Learn?

Taking Advantage of Your Learning Preferences

WRITTEN BY: JUSTIN ABRAMS

As a continuation of last month's article, let's dive a bit further into learning styles. An understanding of learning styles, particularly the style which most correlates with your learning, will help you to be more efficient throughout your flight instruction process. When it comes to flight training, we train and learn for the long term. We continue to build on the knowledge we have as we earn each license and rating. Even as we become professional pilots, we continue to build on our knowledge. Understanding how you learn best will help you not only retain information for the long term but will also allow you to absorb information more efficiently.

Learning styles that focus on the sensory receptors – vision, hearing and touch – are called visual, auditory and kinesthetic, respectively. On the most basic level, we utilize all three of these receptors to learn something new. However, each individual tends to rely on one more

than the others. Recognizing which receptor dominates results in the most complete learning and understanding of new material which can help you learn more quickly and retain the information for longer periods. Visual learners benefit from looking at information. Graphic materials, such as charts, tables, and videos, result in their most complete understanding. Auditory learners gain knowledge through speaking or listening and respond well to verbal instruction. Kinesthetic learners retain information best through a physical experience and benefit from hands-on learning.

Using the effect of density altitude on aircraft takeoff distance as an example, allows us to analyze how different learners will best retain the material. Visual learners would benefit most from a table that displays the correlation between increasing density altitude and increasing takeoff distance required. An auditory learner would learn best from a lecture-style delivery by someone explaining density altitude's effect on the required takeoff distance. Lastly, a kinesthetic learner would retain the information best having performed takeoffs at different density altitudes, observing the connections and internalizing the information from that physical activity.

Another style of learning involves a prevalence for an area of the brain that is used to store information. Those who favor the left side tend to be more analytical and verbal, while those who are right-brain dominant are intuitive, creative and spatially

oriented. Recognizing which side of the brain is dominant also helps determine how one can best process new information. Those who are left-brain dominant prefer logical steps that build upon prior knowledge when learning something new. Right-brain dominant individuals prefer to take in the big picture first, and then process smaller, more detailed portions of the information.

It's important to recognize that our learning styles vary with both time and subject matter. While we can define visual, auditory, and kinesthetic learning and separate them into different categories, the reality is that we use all three receptors when learning. The differences in people arise in the preference among the three. Additionally, the receptor that is favored in one area of study may not be the one that is favored in a different area of study. The learning process is complex, and we learn differently based on a number of factors. An understanding of the different styles may allow you to notice patterns in how you learn and provide insight into the ways that learning can be approached.



About the Author



Justin Abrams is a first officer for a major US airline. He earned a Bachelor of Science degree in Aviation with a minor in Security and Intelligence from the Ohio State University in 2015. [Read More...](#)



Flexjet

Evolving the Fractional Ownership Business

WRITTEN BY: AERO CREW NEWS

Flexjet has been changing the way people fly for over 25 years. Founded in 1995 and headquartered in a suburb of Cleveland, Ohio, the company's dedication to its clients and employees has allowed it to grow into one of the most successful fractional jet ownership companies in the country. As the aviation industry recovers from the pandemic, the fractional ownership facet of the business has seen and continues to see a rise in demand for more private, personalized travel experiences. Flexjet plans to be ahead of the curve in this demand forecasting significant growth in the coming years. With growth will come opportunities for all types of aviation professionals, especially pilots.



From the beginning, this company has set its sights on being an industry leader. The company we see today is one with solid leadership, talent and experience. Most in senior management have over 20 years' experience in the business, much of that with this company, allowing them to have seen the entire development of the fractional ownership model. Flexjet is planning to grow its fleet this year to roughly 225 aircraft operating primarily in North America and Europe. A diverse fleet consisting of Gulfstream G650, Bombardier Global Express, Gulfstream G450, Challenger 350, Embraer Praetor 500 and 600, and Embraer Phenom 300 aircraft allows clients to have a tailored

travel experience, and for pilots to explore different types of operations throughout a career with Flexjet. The current employee team stands at 1,550 including 835 pilots, though given the company's projected growth and hiring efforts, these employee numbers continue to grow by the day.

For as large an organization as Flexjet is, it conducts its business using three guiding principles:

- First, they recognize their employees as the foundation of service when it comes to client relationships. They are dedicated to treating everyone with dignity and respect,

with an understanding that the only way to succeed and provide great experiences for clients is to ensure all employees feel they are truly part of the family. To best serve the company and clients, employees must know that they are supported and treated well.

- Second, Flexjet pays fanatical attention to details on all levels of the operation. To run such a large operation smoothly and efficiently, the company makes a strong commitment to information sharing and ensuring that employees are connected despite being in different departments. An example of this in the pilot world can be found in the ease with which crews on the road can connect with those in Operations when on the road. Being able to connect with someone in Operations in a matter of

seconds ensures that flights run smoothly and that minor issues are addressed and handled efficiently before they develop into larger ones. The constant sharing of information between departments and employees goes a long way in keeping everyone on the same page and working towards the same goals.

- The third pillar involves a commitment to maintaining relationships for the long term. Much of Flexjet's success comes from a loyal client base that continue to fly with the company year after year after year. When Flexjet begins to build a relationship, it is never meant to be short lived. This applies to both its customers and its employees. Just as they wish to keep their customers happy, they want their



Flexjet

Headquarters: **Cleveland**

Year Founded: **1995**

Number of employees: **2000**

Number of Aircraft: **165**

Number of Pilots: **570**

Most junior Captain hired (Mo/Yr): **09/2020**

Number of Bases: **100**

- Twitter: <https://twitter.com/Flexjet>
- Facebook: <https://www.facebook.com/Flexjet>
- LinkedIn: <https://www.linkedin.com/company/flexjet/>
- Instagram: <https://www.instagram.com/flexjetllc/> and <https://www.instagram.com/flexjetcareers/>

Bases

KABQ	KBUR	KDFW	KHPN	KLGB	KMYR	KPNS	KSDF	KTUS
KALB	KBWI	KDSM	KHSV	KLIT	KOAK	KPSP	KSEA	KTYS
KATL	KBZN	KDTW	KIAD	KMCI	KOKC	KPVD	KSFO	KVPS
KAUS	KCHS	KELP	KIAH	KMCO	KOMA	KPWM	KSJC	KXNA
KAVL	KCLE	KEWR	KICT	KMDT	KONT	KRDU	KSLC	
KBDL	KCLT	KFAT	KIND	KMDW	KORD	KRIC	KSMF	
KBHM	KCMH	KFLL	KJAX	KMEM	KORF	KRNO	KSNA	
KBNA	KCOS	KGEG	KJFK	KMIA	KPBI	KROC	KSRQ	
KBOI	KCVG	KGRR	KLAS	KMKE	KPDX	KRSW	KSTL	
KBOS	KDAY	KGSO	KLAX	KMSP	KPHL	KSAN	KSYR	
KBTV	KDCA	KGSP	KLEX	KMSN	KPHX	KSAT	KTPA	
KBUF	KDEN	KHOU	KLGA	KMSY	KPIT	KSAV	KTUL	



employees to be satisfied as well. In their hiring practices, they seek those who will thrive at the company and build a career there, not just those seeking a temporary job. Their goal is to provide employees with the tools, support, and experience to make the company a career destination.

The company's five-year growth plan involves doubling in size. This is by no means an easy feat and the company will need to hire hundreds of talented professionals to meet those goals. In 2022 alone, Flexjet plans to hire 350 pilots. To attract talented applicants, Flexjet has made several improvements to pilot pay and other quality-of-life items. First

year pay is \$103,000, with a generous bonus structure that will allow total pay during the first year of employment to reach \$128,000. Pilots have flexibility when it comes to their schedules. They can use a preferential bidding system that allows them to build their schedule around their needs, or use team scheduling in their Red Label program that offers a higher earning potential and will result in working an average of 195 days per year. Flexjet offers over 100 domiciles and ensures that you will not be commuting on your days off. In fact, commutes to and from work are paid for by the company allowing you to keep any earned reward points from airlines and hotels. Flexjet is

an active participant in an FAA-approved Safety Management System, consisting of an Aviation Safety Action Program, Voluntary Disclosure Reporting Program and Flight Data Monitoring Programs. These programs increase operational safety and help obtain data that lead to beneficial changes in pilot training and procedures.

Interested candidates should approach the opportunity with a passion for serving customers. Qualified applicants will meet ATP minimums and should apply through the company's website. After the initial application, those selected to move on will find that Flexjet is seeking pilots who will fit in with the company culture and contribute to its further success. The first step, after applying, will be a video interview. In that

interview, applicants will be provided a general overview of the company and the pilot position, and will answer both human resources' and technical questions. If successful, applicants will complete an in-person meeting which will include a simulator evaluation. Flexjet spends the time in the interview process to find those pilots who have a servant's heart and will thrive within the company. Flexjet wishes to hire more than simply a qualified employee but an employee who will fit into the company culture. Additionally, with the opportunity to upgrade so quickly, they recognize that they are really hiring captains, even when a pilot is starting as a first officer.

With such a wide range of aircraft and operations, pilots can pursue the those





that best fit their interests. With upgrades occurring as quickly as 14 months, a new pilot can set their sights on upgrading as soon as they step into the cockpit. Or they can pursue international flying on large cabin aircraft. Another option is to work under the Red Label program, which further elevates the experience for the clients – giving them more of a whole aircraft-ownership feeling. This program has three tenets; 1) pilots assigned to a single, specific aircraft, 2) the most modern fleet in the sky and 3) custom cabin interiors. Most importantly for pilots is the dedicated crew element, which allows them to build long-term relationships with familiar

faces every time they fly. This program offers more personalized customer service and is highly sought after by the company's pilots.

Flexjet's growth plans are aggressive but they have the service foundation and the drive to deliver on those plans. As operations expand, they continue to invest in their employees and the client experience. They are in the process of increasing their already robust network of private terminals in markets with the greatest demand, to provide seamless and enjoyable experiences for both pilots and clients. Flexjet currently operates private

terminals in White Plains, N.Y., Teterboro, N.J., Naples and West Palm Beach, Fla., Dallas, Texas, and Van Nuys, Calif. The company's growth also allows it to invest in other meaningful ways. Since January 2021, Flexjet has purchased credits on behalf of its clients through 4AIR, a rating system focused on sustainability in the private aviation industry. These credits have offset carbon emissions from all flights booked by U.S.-based owners, with no additional expense to those

owners. As it looks to the future, Flexjet plans to continue its tradition as a luxury brand providing world-class service and experiences. Its growth will allow it to reach more clients and employ more professionals.

The future is very bright at Flexjet, and the company is looking for talented crew members with servants' hearts to join its team.



Pre-Interview:

Craig: What can an applicant do to increase their chances of being called for an interview?

A: A company referral is always beneficial. Also, taking on additional professional leadership roles.

C: What is the best way to prepare for an interview with your company?

A: The best way to prepare for an interview with Flexjet is to research the company, prepare to answer questions about your career progression. Have real world scenarios that highlight your experience in service and conflict resolution, be yourself and answer the questions honestly.

Interview:

C: Do you recommend that applicants get to your headquarters city the day before and get a hotel room for the night?

A: If a candidate is flying in, we will fly them in the night before and put them up in a hotel. If they are driving from out of town, we do recommend that they come in the night before and we will also provide candidates that drive a hotel room.

C: Can you walk me through a typical day of interviews?

A: A typical interview day starts with the candidates meeting with our lab to complete a pre-employment drug test. Once the pre-employment screening is completed, we bring the candidates into a room where we do introductions, and then deliver a presentation that takes about an hour on the Company history, schedules, benefits, pay, and what to expect during the panel interview and simulator evaluation. We then conduct panel interviews as well as simulator evaluations simultaneously and rotate the candidates through both the panel interview and simulator evaluation

C: What kind of questions can an applicant expect to be asked?

A: Candidates can expect questions about their flying career, job history, customer service, conflict resolution, and questions about the candidates professional as well as individual attributes.

C: Can you give me some examples of the TMAAT questions that you like to ask?

A: TMAAT when you went above and beyond to provide a great service experience to a customer or colleague? TMAAT about when you had a conflict in the cockpit and how you addressed the issue with the other pilot?

C: If the TMAAT question being asked does not apply to that applicant can that question be skipped?

A: No. Any TMAAT questions will apply to the applicant that is being interviewed.

C: What are some of the biggest mistakes that applicants make during the interview process?

- **A: Negative outlook of their current employer – Using They and Them Statements.**
- **Avoid giving a direct answer to a question- Dancing around the question**
- **Not being honest during the interview**
- **Using inappropriate language during the interview process**
- **Dressing inappropriate for a professional interview**

Written test:

C: Is there a written or computer test?

A: No

C: Is there a personality test?

A: Applicants complete an Emotional Intelligence evaluation

C: What recommendations do you have for applicants to prepare themselves for the personality test?

A: Be honest when answering the questions

Simulator Evaluation:

C: Do you have a simulator ride?

A: Yes

C: What type of aircraft is used for the simulator evaluation?

A: Multiple Business Jet platforms

C: What types of scenarios should an applicant expect in the simulator evaluation?

A: Prepare to hand fly the simulator profile with no flight director or autopilot Usage. Applicants will fly a precision instrument approach followed by a V1 cut and single engine operations.

C: What are you looking for in the simulator evaluation?

A: Basic Instrument Flying Skills, Trainability-(Success in training during the allotted aircraft training time), and CRM Skills

C: What are some of the biggest mistakes applicants make?

A: Coming to the simulator evaluation with automation dependence and no hand flying skills

Post Interview:

C: Do you tell applicants they are hired in person that day?

A: No

C: If not, how long do applicants have to wait to know if they are hired?

A: Turnaround is very quick. Sometimes it is the same day but usually no more than a week.

C: How soon can an applicant expect a class date after being hired?

A: This depends on the applicant and their current obligations. We currently have classes scheduled every two weeks.

General:

C: How many pilots does your airline expect to hire this year?

A: 350

C: Do you have a hiring bonus? Is there any specific criterion to qualify for the bonus?

A: No

C: Does Flexjet have a pilot referral program?

A: Yes



Aero Crew Solutions is a group of professionals committed to providing you outstanding service to solve your employment needs. We do this by hosting job fairs throughout the United States. We also provide various career services that include career consulting, application review, interview prep and résumé services.

Career Services

Application Review

Career Consulting

Résumé Critique

Interview Prep