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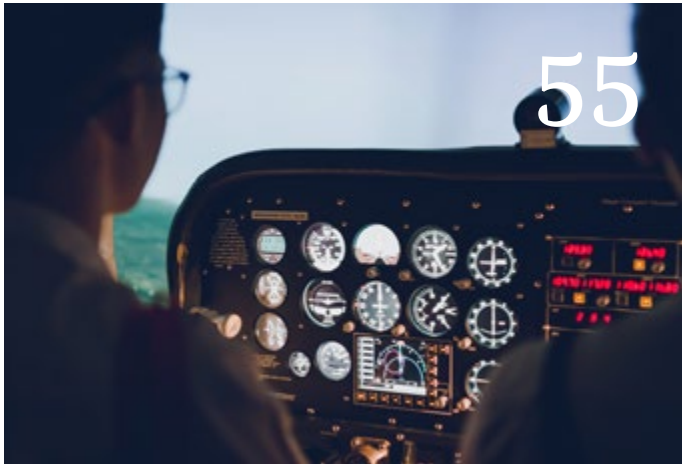
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# AERO CREW NEWS

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## PROFESSIONAL PILOTS OF TOMORROW

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Professional Pilots of Tomorrow is a mentor program comprised of volunteers and designed to assist up-and-coming pilots make informed decisions regarding which regional airline will best suit their needs.

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# Dear readers,

Summer has drawn to a close and fall is beginning to flourish. This is when I start to dread the days of snow and ice. I know some pilots would opt for the dangers of snow and ice over the extreme thunderstorms of summer, but for me, I prefer the summer months even with the thunderstorms. Maybe I should take a poll to see on which side of this debate the majority rests.

Speaking of debates, this month I take a stab at examining some of my experience with respect to why some airlines are having trouble finding pilots, while others have full classes. Unfortunately, there is no short-term fix for those that can't fill their classes, except perhaps for dramatically raising the pay as some of the regional airlines have done over the last few months. I have little doubt that the next several years will be interesting. Keep on eye on Aero Crew News as we continue to cover these and many other relevant issues.

Our editorial and layout operations are located in Florida, so much of which has been devastated by Hurricane Ian. Right at finishing-touches time, we lost power and internet service. We've shifted operations to another location and worked late into the evening to ensure that Aero Crew News delivered on the first of the month as promised.

Meanwhile, our colleagues in Florida are on our minds and we wish everyone the best as they recover from unprecedented devastation.

Fly Safe,

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.

# September 2022

September is the month that moved us back into routines. Summer is over, though it didn't feel that way in most parts of the country when you walked outside. Mother Nature continued to deliver some record heat. We managed, and Reini Thijssen's BAGGAGE column titled, What is Coping? helped us again with dealing with stress and understanding our coping styles. We introduced a new column, NAVAID, to supplement our attention to your health, money and other of life's challenges. This one, written by one of our regular contributors is an interesting, research-based examination of the impact widowhood has on one's health. Of course, we delivered another excellent and easy-to-read piece in MONEY titled. Seven Overlooked Tax Breaks in Retirement. Even if your retirement is a long way off, you may glean some valuable information you can pass on to a colleague or family. Last month, KNOWLEDGE BASE contributor Sergio Sovero explained Aircraft Oxygen Delivery Systems. September's FEATURE piece highlights PSA Airlines with their transformative compensation and quality-of-life focus. It was a very busy month in airline news as evidenced by the number of AVIATOR BULLETINS in this issue. We always welcome your feedback and invite your ideas, comments and even want to read your criticisms. Drop us a line at [info@aerocrewnews.com](mailto:info@aerocrewnews.com). Sometimes we publish what you write, too.



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## United Invests Another \$15 Million in Electric Flying Taxi Market with Eve

**Airline signs purchase agreement for up to 400 eVTOL aircraft from Eve aiming to revolutionize commuter experience in cities around the world**

**U**nited today announced a \$15 million investment in Eve Air Mobility and a conditional purchase agreement for 200 four-seat electric aircraft plus 200 options, expecting the first deliveries as early as 2026. This marks another significant investment from United in flying taxis – or eVTOLs (electric vertical take-off and landing vehicle) – that have the potential to revolutionize the commuter experience in cities around the world. Under the terms of the agreement, the companies intend to work on future projects, including studies on the development, use and application of Eve’s aircraft and the urban air mobility (UAM) ecosystem.

***“United has made early investments in several cutting-edge technologies at all levels of the supply chain, staking out our position as a leader in aviation sustainability and innovation,”*** said Michael Leskinen, President of United Airlines Ventures. ***“Today, United is making history again, by becoming the first major airline to publicly invest in two eVTOL companies. Our agreement with Eve highlights our confidence in the urban air mobility market and serves as another important benchmark toward our goal of net zero carbon emissions by 2050 – without***

***using traditional offsets. Together, we believe our suite of clean energy technologies will revolutionize air travel as we know it and serve as the catalyst for the aviation industry to move toward a sustainable future.”***

***“United’s investment in Eve reinforces the trust in our products and services and strengthens our position in the North American market,”*** said Andre Stein, co-CEO of Eve. ***“I am confident that our UAM agnostic solutions, coupled with the global know-how we have been developing at Eve and Embraer’s heritage, are the best fit for this initiative, giving United’s customers a quick, economical and sustainable way to get to its hub airports and commute in dense urban environments. It is an unparalleled opportunity to work with United to advance the US UAM ecosystem, and we look forward to it.”***

United was the first major U.S. airline to create a corporate venture fund, United Airlines Ventures (UAV), designed to support the company’s 100% green commitment to reach net zero emissions by 2050 without the use of traditional offsets. Through UAV, United has led the industry in investments in eVTOL and electric aircraft, hydrogen fuel cell engines, and sustainable aviation fuel. Last month, United gave a \$10 million deposit to a California-based eVTOL company for 100 aircraft.

United’s investment in Eve was driven in part by confidence in the potential growth opportunities in the UAM market and Eve’s unique relationship with Embraer, a trusted aircraft manufacturer with a proven track record of building and certifying aircraft over the company’s 53-year history. Critically, their relationship includes access to Embraer’s

service centers, parts warehouses and field service technicians, paving the way for a reliable operation. Upon entry into service, United could have its entire eVTOL fleet serviced by Eve’s agnostic service and support operations. Moreover, United joins the consortium led by Eve, which will simulate UAM operations in Chicago from Sept. 12.

Rather than relying on traditional combustion engines, eVTOL aircraft are designed to use electric motors, providing carbon-free flights and to be used as ‘air taxis’ in urban markets. Eve’s design uses conventional fixed wings, rotors and pushers, giving it a practical and intuitive lift-plus-cruise design, which favors safety, efficiency, reliability and certifiability. With a range of 60 miles (100 km), its vehicle has the potential not only to offer a sustainable commute but also to reduce noise levels by 90 percent compared to current conventional aircraft. Eve is also creating a new air traffic management solution designed for the UAM industry to scale safely. This software is intended to perform at the same safety level as Embraer’s existing air traffic management software and expected to be a strategic asset to helping the entire industry grow.



## United and Emirates Expand Market Presence Through New Agreement

**United to launch new nonstop flights between Newark/New York and Dubai starting in March of 2023; United customers can soon connect through Dubai to more than 100 destinations and Emirates customers can more easily fly to nearly 200 U.S cities through Chicago, San Francisco and Houston**

**U**nited and Emirates announced a historic commercial agreement today that will enhance each airline's network and give their customers easier access to hundreds of destinations within the United States and around the world\*.

United will launch a new direct flight between Newark/New York and Dubai starting in March 2023 – from there, customers can travel on Emirates or its sister airline flydubai to more than 100 different cities. Tickets for United's new Dubai flight are now on sale.

Starting in November, Emirates customers flying into three of the nation's biggest business hubs – Chicago, San Francisco and Houston – will have access to nearly 200 U.S. cities in the United network – most of which only require a one-stop connection. At eight other U.S. airports

served by Emirates – Boston, Dallas, LA, Miami, JFK, Orlando, Seattle and Washington DC – both airlines will have an interline arrangement in place.

United and Emirates announced their agreement today at a ceremonial event at Dulles International Airport, hosted by United CEO Scott Kirby and Emirates President Sir Tim Clark, featuring United and Emirates Boeing 777-300ER aircraft and flight crews from each carrier.

***“This agreement unites two iconic, flag carrier airlines who share a common commitment to creating the best customer experience in the skies,”*** said United CEO Scott Kirby. ***“United’s new flight to Dubai and our complementary networks will make global travel easier for millions of our customers, helping boost local economies and strengthen cultural ties. This is a proud moment for both United and Emirates employees, and I look forward to our journey together.”***

***“Two of the biggest, and best-known airlines in the world are joining hands to fly people better to more places, at a time when travel demand is rebounding with a vengeance. It’s a significant partnership that will unlock tremendous consumer benefit and bring the United Arab Emirates and the United States even closer,”*** said Sir Tim Clark, President Emirates Airline. ***“We welcome United’s return to Dubai next year, where our hub Dubai essentially becomes a gateway for United to reach Asia, Africa and the Middle East via the combined network of Emirates and flydubai. We look forward to developing our partnership with United for the long term.”***

Soon customers of both airlines can book these connecting flights on a single ticket – making check-in and luggage transfer faster and easier. For example – travelers will be able to visit United.com or use the United app to book a flight from Newark/New York to Karachi, Pakistan or go to Emirates.com to book a flight from Dubai to Atlanta or Honolulu.

This agreement will also give the loyalty program members of both airlines more opportunities for more rewards: United MileagePlus® members flying on United’s Newark/New York to Dubai flight can soon earn and redeem miles when connecting beyond on Emirates and flydubai and Emirates Skywards members will be able to earn miles when they travel on United operated flights. Eligible United customers will also soon have access to Emirates lounges when connecting to and from United’s new Dubai flight.

Both airlines have recently announced significant investments in the customer experience. Emirates will retrofit more than 120 aircraft as part of a \$2 billion effort that includes elevated meal choices, a brand-new vegan menu, a ‘cinema in the sky’ experience, cabin interior upgrades, and sustainable choices. At United, the airline will add 500 new Boeing and Airbus aircraft to its fleet with a focus on a new signature interior that includes seat-back screens in every seat, larger overhead bins, Bluetooth connectivity throughout, and the industry’s fastest available in-flight WiFi.

\*Codeshare activities and United’s new flight to Dubai are subject to government approvals.



## Spirit Pilots to Open Negotiations on New Employment Contract

**T**oday, the pilots of Spirit Airlines, represented by the Air Line Pilots Association, Int'l (ALPA), notified Spirit management of their intent to amend their collective bargaining agreement (CBA). This formal notice is the opening step to begin negotiations under Section 6 of the Railway Labor Act.

The Spirit ALPA Negotiating Committee and Spirit management have agreed to begin contract talks on September 6. The pilots' current CBA becomes amendable on March 1, 2023, with an early opener clause that allows either party to begin negotiations 180 days prior, which is September 2, 2022.

***“For many months the Spirit Master Executive Council has repeatedly advocated for necessary improvements to compensation and work rules, warning that without these changes, pilots would continue to leave Spirit for airlines that offer better pay, working conditions, and career opportunities,”*** said Capt. Ryan Muller, Spirit Master Executive Council chair. ***“We look forward to beginning formal negotiations to bring about the changes necessary to stem attrition and make Spirit a career destination airline.”***

Founded in 1931, ALPA is the world's largest airline pilot union, representing more than 66,000 pilots at 41 airlines in the United States and Canada. Visit our website at [www.alpa.org](http://www.alpa.org) or follow us on Twitter @ALPAPilots.



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## WestJet Pilots Send Notice to Open Contract Negotiations with Management

**T**he WestJet Master Executive Council (MEC) of the Air Line Pilots Association, Int'l (ALPA) announced to WestJet Airlines management its intention to open contract negotiations on the pilot group's Collective Agreement.

***“For more than two years, our airline has faced the devastating impacts of COVID-19 head-on but is on its way to recovery, thanks in large part to the efforts and sacrifices of this pilot group,”*** said Capt. Dave Kingston, WestJet MEC chair. ***“For some, those sacrifices included a nearly 70 percent reduction in pay, while close to half of our pilots were furloughed. As we continue our transition back to a pre-pandemic level of operations, our sacrifices must be recognized by WestJet management in our next contract.”***

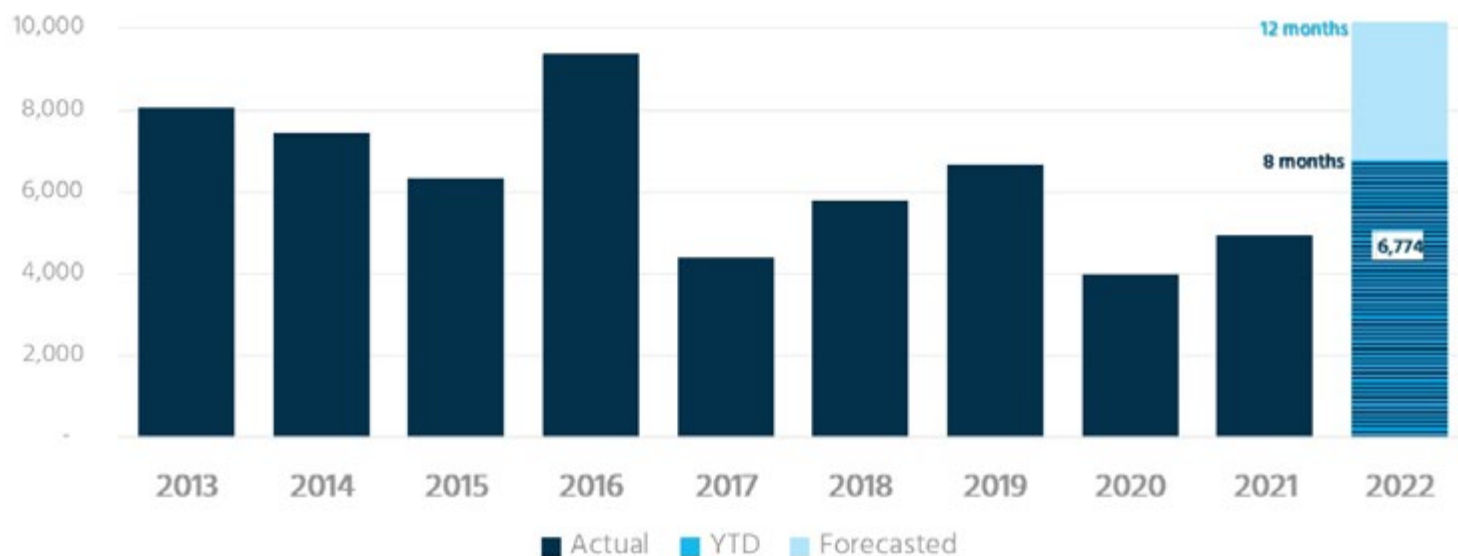
With contract talks set to formally begin, the WestJet ALPA Negotiating Committee expects WestJet management to recognize the pilots’ professionalism and contributions to the success of the airline. The committee is ready to work with management by bringing forth reasonable proposals consistent with contracts of similar pilot groups within North America.

***“Our goal is to reach a fair contract that provides job security and career progression for pilots and stability to the airline,”*** Kingston continued. ***“We have done our part to help the company remain competitive and expect a new contract that will help attract and retain experienced, qualified pilots who will look at WestJet as a career destination.”***

Founded in 1931, ALPA is the largest airline pilot union in the world and represents more than 66,000 pilots at 41 U.S. and Canadian airlines. Visit the ALPA Canada website at [alpacanada.ca](https://alpacanada.ca) or follow us on Twitter @ALPACanana.



## FORECASTED ATP-MEL'S COULD REACH 10K BY THE END OF THE YEAR



Updated September 2022  
Source: FAA

#MoreThanReady

## United States on Pace to Produce More Than 10,000 New Pilots

### Recent FAA Data Shows Record-Breaking Pilot Production Numbers

The Air Line Pilots Association, Int'l (ALPA) today released newly updated data from the Federal Aviation Administration (FAA) that shows 9,087 newly certificated commercial airline pilots have been produced in the last 12 months—nearly 2,500 more than in all of 2019. According to the most recent figures, the United States is on track to produce more than 10,000 new pilots by the end of the year. ALPA president Capt. Joe DePete announced the new pilot-production numbers at the Association's annual Air Safety Forum.

*“Since the passage of the Airline Safety and Federal Aviation Administration Extension Act of 2010 and the regulations that resulted, we have reduced airline passenger fatalities by 99.8 percent. Yet, despite these lifesaving results underpinned by data, some in the airline industry are attempting to distort the facts and manipulate the indisputable data about pilot supply.*



## FACT: 9,087 NEW ATP-MEL'S ISSUED IN THE LAST 12 MONTHS

1,788 more than same period pre-COVID (7,299) and 2,423 more than all 2019 (6,664)



#MoreThanReady

***ALPA will oppose with its full weight these and any other efforts to evade, undermine, weaken, or repeal first officer qualification, experience, and training requirements,” said DePete.***

As several aviation-themed conferences took place this week in Washington, D.C., ALPA also launched new ads as part of its campaign to inform the flying public, industry stakeholders, and Congress about the airlines’ attempts to undermine pilot training and safety rules.

***“Our union stands ready to work with any industry stakeholder on constructive ways to ensure we have a robust and diverse pilot pipeline. However, we will give no ground when it comes to the hard-fought gains that***

***we have made in safety. Turning back the clock will not advance our lifesaving work. Shortcuts and workarounds simply won’t fly when it comes to protecting the traveling public and frontline workers whose labor drives the air transportation system,” added DePete.***

In addition to releasing updated pilot-supply figures at the Air Safety Forum, ALPA also honored [outstanding contributions](#) by pilots in aviation safety, security, pilot assistance, and jumpseat. ALPA’s forum featured panels of subject-matter experts who led thoughtful and engaging discussions regarding long-standing and emerging issues in key areas related to safety.



## ALPA Commends FAA's Denial of Republic Airways' Pilot Training Exemption Request

**A**ir Line Pilots Association, Int'l (ALPA) president Capt. Joe DePete issued the following statement after the Federal Aviation Administration (FAA) issued its decision to deny Republic Airways an exemption from federal pilot training qualification and experience requirements for aspiring aviators enrolled in the company's private flight academy:

***“This decision is a huge win for aviation safety and for the flying public. The FAA’s findings confirm what we’ve said all along about Republic’s request—that it is not in the public interest and would adversely affect safety.***

***“Additionally, in its official petition denial, the FAA affirmed its support for the regulatory requirements that are in place to facilitate the qualification of pilots—the aviation safety law that has reduced aviation fatalities by 99.8 percent since its implementation.***

***“We opposed with our full weight this exemption request and will do so with any other efforts that seek to evade, undermine, weaken, or repeal first officer qualification, experience, and training requirements. We applaud the FAA for its decision today and urge the Department of Transportation to similarly reject any proposed business models – such as that proposed by Skywest – which could undermine the safety critical impact of the first officer qualifications on travelers, from small communities and large ones alike.***

***“As we have said, our union stands ready to work with any industry stakeholder on constructive ways to ensure we continue to have a robust and diverse pilot pipeline. However, we will give no ground when it comes to the hard-fought gains that we have made in safety.”***

Founded in 1931, ALPA is the world’s largest pilot union, representing more than 65,000 pilots at 40 airlines in the United States and Canada. Visit the [ALPA website](#) or follow us on Twitter @ALPAPilots and @ALPACanada.



## Canadian Government Makes Major Changes to Border Security Protocols

**T**im Perry, president of the Air Line Pilots Association, Int'l Canada (ALPA Canada), issued the following statement today following an announcement by the Canadian government that it would ease travel restrictions.

***"We are pleased to see the federal government take this positive step forward. This is good news for Canadian travelers and airline employees who have had to manage these difficult conditions since March 2020.***

***"While Canada has taken a more cautious approach to reopening its borders compared to many other nations around the world, we are happy that Canadian pilots and other aviation workers, travelers, and our nation's economy will greatly benefit from the easing of the protocols slated to end on September 30. As we frequently communicated to the federal government, the mask mandate had become increasingly problematic because of compliance issues that precipitated safety concerns for frontline aviation workers.***

***"As the demand for air travel continues to increase, ALPA pilots remain committed to assisting in a full, safe, and smooth transition to pre-pandemic operations."***



## JET LINX GROWS AIRCRAFT MANAGEMENT SALES TEAM WITH PAIR OF NEW PRIVATE JET INDUSTRY HIRES

Jet Linx, the only locally-focused, global private aviation company providing Aircraft Management, Joint Ownership and Jet Card Membership services through its 21 locations nationwide, today announced the dual appointments of Colby Creger and Matthew St. Clair as Vice Presidents of Regional Aircraft Management Sales. Effective immediately, Mr. Creger and Mr. St. Clair will provide personalized guidance to Aircraft Management clients and work proactively with Jet Linx Base locations and the Company's National Operations Center to provide solutions that consistently drive revenue and offset ownership costs.

Mr. Creger will have a primary focus on the Midwest region, and Mr. St. Clair will focus on western Base locations such as Denver, Scottsdale, and Tulsa. The announcement was made by Ron Silverman, Chief Commercial Officer of Jet Linx.

***“Our Aircraft Management sales team continues to offer the finest expertise and guidance in the complexities of aircraft ownership,” offered Silverman. “Both Mr. Creger and Mr. St. Clair bring a wealth of knowledge and first-hand experience in the world of private jets, and fully grasp our commitment as Your Personal Jet Company to providing each owner with Five-Star service.”***

Mr. Creger brings to Jet Linx over six years of experience building relationships with and offering trusted advice to aircraft owners. Previously, Mr. Creger served as the Regional Sales Director for Textron Aviation, where he was responsible for new Cessna Citation and Beechcraft King Air sales in the Midwest. While in that role, he achieved over \$90 million worth of new aircraft transactions.

***“It is an honor to join such a well-respected company that is committed to providing excellence in every facet. I am beyond excited to be back working with aircraft owners to make their ownership experience a flawless one,”*** said Mr. Creger.

Mr. St. Clair also began his aviation career at Textron Aviation in the Sales Development Program, where he gained experience consulting with Aircraft Owners and advising on maintenance, modernizations, and aircraft transactions. In late 2020, St. Clair joined Clay Lacy Aviation, where he provided aviation solutions to Aircraft Owners in the Eastern United States, leading to a record-breaking sales year. He also brings experience in service sales, technical marketing, aircraft maintenance, and business operations.

***“Jet Linx remains well-known in the industry for their personalized service to Aircraft Owners. I am extremely grateful to be in a position to collaborate with industry specialists and guide Aircraft Owners through a boutique, high-touchpoint aviation solution. Through our innovative and strategic programs, Jet Linx will continue to offset ownership costs for our valued clients,”*** said Mr. St. Clair.

These senior sales appointments follow the announcement that Jet Linx has resumed sales of two Jet Card Membership programs including the Enterprise Jet Card and the Tier II Executive Jet Card, with each respective product aimed at catering to different segments of the Jet Card market. The Enterprise Jet Card Membership was created to serve the unique needs of corporate clients, and the Tier II Executive Jet Card Membership provides access for leisure travelers who fly less frequently than the Tier I Executive Jet Card Membership.

For more information on Jet Linx, visit [www.jetlinx.com](http://www.jetlinx.com).



Photo Caption: Phyllis Cunniffe, Director of Human Resources, accepted the Top Workplace Award presented by the Orlando Sentinel.

## Orlando Sentinel Recognizes Epic as a Top Workplace

**T**he Orlando Sentinel newspaper recognized Epic Flight Academy as a Top Workplace on Friday, September 16th at an awards ceremony in Orlando, Florida. Epic was recognized in the “Small Employer Group.”

Phyllis Cunniffe, Director of Human Resources, accepted the award on behalf of Epic, saying, “We are especially proud of this, because it really comes from our employees. They shared their thoughts on working at Epic with the Sentinel, so that means a great deal to us.” Founder and CEO Danny Perna added, “When we started in 1999, we never imagined the company would grow to multiple locations and more than 100 employees, but we’ve always been fortunate to hire great people. For our staff to weigh in on what it means to work at Epic meant so much. We value their feedback and hope to continue making Epic a great place to work.”

Epic Flight Academy was founded in 1999. Epic’s main campus in New Smyrna Beach includes an FAA Part 141 flight school and FAA Part 147 aircraft mechanic school. Epic has a satellite location in Ocala. Epic currently employs 152 people.



## A Private Premium Experience in the Sky: American Airlines Introduces New Flagship Suite® Seats

**A**merican Airlines is giving customers a suite new ride. With new deliveries of its Airbus A321XLR and Boeing 787-9 aircraft, beginning in 2024, the airline will unveil new Flagship Suite® premium seating and a reimagined aircraft interior for its long-haul fleet. Flagship Suite® seats will offer customers a private premium experience with a privacy door, a chaise lounge seating option and more personal storage space. Customers will enjoy tailored luxury in their private retreat in the sky in American's premium cabin.

New premium seats will be available on the airline's long-haul fleet starting in 2024

- Flagship Suite® seats, featuring privacy doors, will be included on all Airbus A321XLR and Boeing 787-9 deliveries beginning in 2024.
- American will refresh its Boeing 777-300ER fleet with a new luxurious interior, elevating the inflight customer experience on long-haul international routes.
- Premium seating in American's long-haul fleet will grow more than 45 percent by 2026.
- From thoughtfully redesigned lounges to the stylish aircraft interior and enhanced inflight service, customers will have a true premium experience with American.

American Airlines is giving customers a suite new ride. With new deliveries of its Airbus A321XLR and Boeing 787-9 aircraft, beginning in 2024, the airline will unveil new Flagship Suite® premium seating and a reimagined aircraft interior for its long-haul fleet. Flagship Suite® seats will offer customers a private premium experience with a privacy door,



a chaise lounge seating option and more personal storage space. Customers will enjoy tailored luxury in their private retreat in the sky in American's premium cabin.

"We are enhancing the customer experience across their entire journey with American," American's Vice President of Customer Experience Julie Rath said. "The arrival of new long-haul aircraft and the customized seat design of the Flagship Suite® seats will offer customers a truly private premium experience on our long-haul fleet."

American was the first U.S. airline to debut long-haul Premium Economy seats in 2016, and in response to customer demand, the airline is adding even more Premium Economy seats to its long-haul aircraft. The new custom-designed Premium Economy seat creates more privacy and doubles the amount of in-seat storage space.

With the introduction of new interiors on its long-haul aircraft, premium seating on American's long-haul fleet will grow more than 45 percent by 2026. American's Boeing 787-9 aircraft will have 51 Flagship Suite® seats and 32 Premium Economy seats, and the



airline's Airbus A321XLR aircraft will feature 20 Flagship Suite® seats and 12 Premium Economy seats.

Members of American's award-winning AAdvantage® loyalty program can earn miles through everyday activities such as shopping and dining that they can use for award tickets to experience American's new Flagship Suite® seats when it debuts in 2024.

## Refreshing existing aircraft

American will also be retrofitting its aircraft, the Boeing 777-300ER, to include Flagship Suite® seats . These 20 aircraft will be refreshed with the new interiors starting in late 2024. American's aircraft will feature more premium seats than its current design, with 70 Flagship Suite® seats and 44 Premium Economy seats.

American will also retrofit its Airbus A321T fleet to align those 16 aircraft with the rest of its A321 fleet. American will continue to offer lie-flat seats on its transcontinental routes departing New York and Boston along

with its Northeast Alliance partner, JetBlue Airways, providing travelers with a premium experience and the opportunity to arrive refreshed after a cross country flight. Styling from ground to air

Premium customers will notice American's signature style starts with the beginning of their journey at the airline's dreamily redesigned Admirals Club® lounges, with the first of these refreshed lounges opening at Ronald Reagan Washington National Airport (DCA) this fall. Branded elements with sustainable wood designs will be carried from the lounges to American's redesigned long-haul aircraft.

Upon entering American's redesigned aircraft, created by design powerhouse Teague, customers will be greeted with an illuminated American Flight Symbol and thin red accent lines, affirming their flagship experience. In the Flagship Suite® seats, customers will be surrounded with comfort and expansive surface and storage areas they can utilize to fit their personal needs, whether it's to nosh on delectable fare, enjoy entertainment or relax throughout the flight.





## Treat yourself with Delta Premium Select

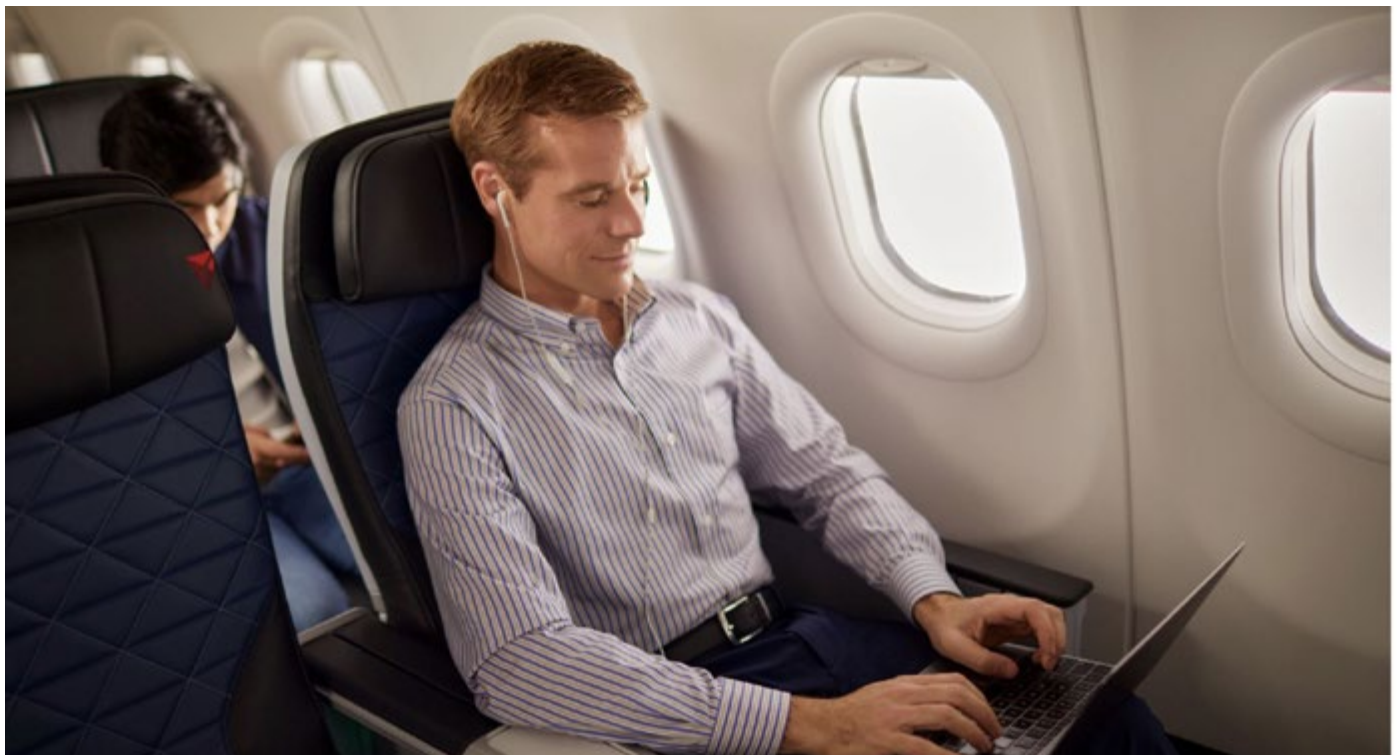
**D**elta is unveiling a refreshed Delta Premium Select cabin experience, featuring locally-inspired dining, premium hand-crafted amenities and more dedicated service touchpoints – while also driving social impact through its expanded Someone Somewhere partnership.



Starting Sept. 20, Delta Premium Select customers will enjoy an elevated dining experience that offers more options infused with local flavors, including meals like braised beef short rib with fingerling potatoes and dijon green peppercorn jus; Impossible Meatballs with polenta, pomodorini sauce and broccolini; honey harissa chicken thighs with jollof rice and stewed greens and for dessert, mango mousse with mango passion fruit compote.



Beginning in October, Delta will phase in new handmade amenity kits by Someone Somewhere featuring Grown Alchemist travel essentials and other premium essentials that make the journey more enjoyable.



Delta Premium Select offers travelers more space to stretch out and relax with a wider seat, additional recline and an adjustable footrest and leg rest on most long-haul international flights. Delta Premium Select offers travelers more space to stretch out and relax with a wider seat, additional recline and an adjustable footrest and leg rest on most long-haul international flights.

Whether customers want to unwind, sleep, work or catch up on the latest in-flight entertainment on Delta Studio, they can plan on arriving at their final destination refreshed and re-energized.

Delta Premium Select is available on most flights to Europe, including flying on all U.S. routes to the airline's international hubs in Amsterdam and London. This winter, Delta will operate nearly 400 weekly flights to popular destinations such as Frankfurt, Paris, Rome, Zurich and more.





## Download the free Aviation for Girls App.



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- Instructional activity videos
- Scholarship information
- Education resources
- Expanded *Aviation for Girls* magazine



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## WAI Relaunches Aviation for Girls App

### Final Countdown for Over 120 Girls in Aviation Day Events Worldwide

To commemorate the 8th Annual Girls in Aviation Day, Women in Aviation International is relaunching a free and year-around Aviation for Girls App to enhance youngsters' learning experience. Available on Apple and Android devices, the user-friendly AFG App is custom designed for WAI to provide an extraordinary engaging and educational experience. This new app features a broad range of content including hands-on activities, virtual tours, interviews, scholarship information, instructional videos, book readings in multiple languages, as well as all of the digital issues of Aviation for Girls magazine. And despite the name, all kids, regardless of gender, are welcome to participate. The Aviation for Girls App is available for free all across the globe. Download the all new Aviation for Girls App here: <https://bit.ly/AviationForGirlsApp>

“With so many success stories from our Girls in Aviation Day events during the past seven years, we are thrilled to make a meaningful impact again with our re-designed Aviation for Girls App in addition to a record-breaking number of events this year,” says WAI CEO Allison McKay. “We know that introducing the next generation to positive female models in all areas of aviation will help move the needle to break barriers for women in all aviation and aerospace careers. With the generous support of WAI corporate sponsors, and dedicated WAI chapters and corporate members, we’ll deliver the experience of a lifetime that opens doors of previously unimagined opportunity in aviation and aerospace for girls around the globe.”

More than 16,000 girls, ages 8-17, around the world on September 24 will be able to experience the 8th Annual Girls in Aviation Day in their local communities through unique events hosted by Women in Aviation International (WAI) Chapters and Corporate Members. Over 120 events are planned at airports, FBOs, museums, and hangars in 19 countries across the U.S., Canada, Europe, Africa, and Asia. Girls will be introduced to career and lifestyle possibilities in aviation and aerospace through meeting female role models, career panels, exploring airplanes and airports, and a host of hands-on, fun and educational activities.

To find a GIAD event near you, click here: <https://www.wai.org/find-your-local-giad-2022-event>. Additional information and updates about Girls in Aviation Day is available at <https://www.wai.org/giad>.

About Girls in Aviation Day: Since WAI’s first annual international Girls in Aviation Day in 2015, the annual WAI event has grown every year since its first gathering of 32 events and 3,200 participants. In 2019, GIAD met more than 20,000 attendees participating in 119 events in 18 countries. In 2020—owing to COVID-19—WAI launched the first version of the Aviation for Girls App with hours of educational content reaching thousands of girls from more than 60 countries. Last year’s GIAD reached nearly 10,000 participants at 85 individual events presented worldwide. With the new Aviation for Girls App and the strong slate of in-person events, WAI will have introduced nearly 100,000 kids to new aviation dreams.

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### Connecticut Gets More Go as Spirit Launches the State's Only Nonstop Service to Jamaica

**Year-round service from Hartford to Montego Bay starts December 2022**

**S**pirit Airlines (NYSE: SAVE) is making it easier to visit family and friends or vacation in Montego Bay, with the announcement of the only nonstop service between Connecticut and Jamaica. The new route connecting Bradley International Airport (BDL) to Sangster International Airport (MBJ) will offer a convenient, affordable option for tourists and the state's large Jamaican community.

***"Spirit Airlines is excited to launch our first ever international flight from Bradley International Airport. We sincerely appreciate our partnership with the airport and the opportunities to grow since launching service in 2017,"*** said John Kirby, Spirit Airlines Vice President of Network Planning. ***"We have tremendous teams both here in Connecticut and in Montego Bay and have proudly served Jamaica since 2005. We can't wait to provide our Guests with More Go."***

The year-round service to Montego Bay will operate four times per week, beginning December 15, 2022. The new route highlights Spirit's commitment to Connecticut and growth at BDL. In addition to existing flights to Orlando (MCO), Miami (MIA) and Myrtle Beach (MYR), Spirit will also offer nonstop service to Tampa (TPA) and Fort Myers (RSW) for the winter travel season.

## Partner Quotes

***"We have pursued nonstop Jamaica service at Bradley International Airport for years now in an effort to meet our community's needs, and we are proud to finally make it a reality with Spirit's partnership,"*** said Kevin A. Dillon, A.A.E., Executive Director of the Connecticut Airport Authority. ***"I have no doubt that this service will be successful, and I am proud that Bradley Airport will finally be able to offer this convenient connectivity for the state's strong Jamaican population, their friends, and their relatives."***

***"MBJ Airports Limited is elated to have a direct service from BDL,"*** said Shane Munroe, CEO of MBJ Airports Limited, the operator of Sangster International Airport. ***"We welcome this service which is a great addition for Jamaican students studying in Connecticut and the Jamaican diaspora. We thank Spirit Airlines for filling this need with direct connectivity between Connecticut and Montego Bay. We anticipate that this will also increase tourist traffic directly from Connecticut to Montego Bay and Jamaica."***

***"We welcome Spirit Airline's new service from Connecticut to Montego Bay, which will commence just in time for the start of the 2022/23 Winter Tourist Season,"*** said Hon. Edmund Bartlett, CD, MP, Minister of Tourism. ***"This is a welcome addition to our airlift arrangements as we continue our drive to further boost the flow of US visitors to Jamaica through the addition of new gateways and greater seat support. Our tourism sector is rebounding at a very brisk pace, with record arrivals and greater visitor spend. So, this new service will also help to enhance these numbers and will increase arrivals into our tourism Mecca, Montego Bay. Furthermore, Connecticut has a vibrant Jamaican diaspora and on the flip side many Jamaicans trek to Connecticut for business and family engagements, they will all no doubt fully utilize this convenient service."***



### Ameriflight Increases Pilot Pay to Support Growing Operation and Remain Employer of Choice

**A**meriflight announced significant changes to its pilot pay program. Pilots will receive an industry leading compensation package, including substantial increases at all steps of the pay scale and a six-figure retention bonus plan. First year, entry level Captains will now earn \$76,500 in base salary while flying for the nation's largest Part 135 Cargo airline.

Details of the new compensation package include up to a 49% increase in first year, base pay and a retention-based bonus program which pays \$100,000 over the course of four years. These valuable enhancements, which are effective immediately, apply to current and future Ameriflight pilots.

***"As we prepare for the rollout of our new Saab 340B fleet and peak season, it is critically important to ensure we attract and retain the industry's best pilots who will not only support our growth, but ensure our customers continue to receive exceptional service for years to***

***come,” said Ameriflight Chief Executive Officer Paul Chase. “We recognize that skilled pilots have many employment options available. Ameriflight is able to offer quality Turbine PIC time to pilots at just 1,000 TT. That combined with fast aircraft transition times, our industry leading pilot pathway programs, and this new compensation package, I’m confident we will continue to remain an employer of choice.”***

Current and future Ameriflight pilots will receive:

- Immediate pay increases at all steps of the pilot pay scale, to include:
- \$76,500 base salary for first year BE99 Captains
- \$87,006 base salary for first year BE1900 and SA227 Captains
- \$97,091 base salary for first year EMB120 and SAAB340 Captains
- Opportunity to opt-in to 4-year, \$100k bonus plan:
- \$40k paid at 24 months of revenue service
- \$60k paid at 48 months of revenue service

In addition, current and future Ameriflight pilots will continue to receive:

- Pilot career pathway programs with UPS Airlines (UPS FlightPath) and United Airlines (Aviate)
- Full medical, dental, and vision benefits
- Company-provided life insurance
- 401(k) – 50% contribution match up to 5% of pay
- Vacation (80 hours first year)
- Per diem where applicable
- Paid training (includes training wages, transportation, lodging, per diem)
- Reimbursement for Pilot Medical Certificate
- Company-paid type rating
- ATP-CTP Reimbursement Program
- Ability to bid specific base, equipment, and route
- Jumpseat privileges with CASS partners, including UPS, United Airlines, FedEx, Allegiant, American Airlines, PSA, Envoy, Piedmont, JetBlue, Southwest, Spirit, Compass, Horizon, Republic, SkyWest, Atlas Air, Southern Air, and more
- Known Crew Member (KCM) privileges

Full details on the new pilot pay scale can be found at [w3.ameriflight.com/pilots](http://w3.ameriflight.com/pilots). Pilots who wish to be considered for a position at Ameriflight can do so by filling out an application equivalent to experience at [www.ameriflight.com/careers](http://www.ameriflight.com/careers).



Frontier Airlines Announces Nonstop Service from St. Louis to Tampa, Cleveland Hopkins International Airport and Fort Lauderdale-Hollywood International Airport, and from Phoenix to Detroit and Cincinnati

**To Celebrate, America's Greenest Airline is Offering Fares Starting at \$29\*, \$39\*, and \$89\***

**U**ltra-low fare carrier Frontier Airlines (NASDAQ: ULCC) will launch new nonstop seasonal service from St. Louis Lambert International Airport (STL) to Tampa International Airport (TPA), Cleveland Hopkins International Airport (CLE) to Fort Lauderdale-Hollywood International Airport (FLL), and Phoenix Sky Harbor International Airport (PHX) to Detroit Metropolitan Wayne County Airport (DTW) in November 2022. With the new service, Frontier will serve a total of seven nonstop destinations from STL including the warm weather markets of Cancun, Orlando, and Punta Cana. Frontier will serve a total of 12 destinations from CLE, and 10 new routes from PHX and a total of 23 destinations from Phoenix Sky Harbor. To celebrate, America's Greenest Airline is offering fares as low as \$29\*, \$39\*, and \$89\*

***“We’re thrilled to offer this nonstop service from St. Louis to one of the most popular destinations in Florida,” said Daniel Shurz, vice president of commercial, Frontier Airlines. “This new service offers an affordable and convenient flight option to enjoy a wintertime escape in the Sunshine State.”***

***“We’re delighted to learn Frontier Airlines’ service is adding Tampa to their Florida destinations from our Airport this November,” said STL’s Airport Director Rhonda Hamm-Niebruegge. “It gives STL passengers another significant travel option when flying to the Sunshine State.”***

**Service from St. Louis Lambert International Airport (STL):**

SERVICE TO:	SERVICE START:	SERVICE FREQUENCY:	INTRO FARE:
Tampa (TPA)	Nov. 16, 2022	4x/week	\$29*

Frequency and times are subject to change. Please check <https://flights.flyfrontier.com/en/flights-from-st-louis> for additional information.

Frontier is focused on more than low fares. The carrier offers customers the ability to customize travel to their needs and budget. For example, customers can purchase options a la carte or in one low-priced bundle called the WORKS. This bundle includes refundability, a carry-on bag, a checked bag, the best available seat, waived change fees, and priority boarding.

The airline’s frequent flyer program, FRONTIER Miles, lets members enjoy many benefits as well as the ability to attain Elite status. Like the airline, FRONTIER Miles is family friendly and the program makes it easy for families to enjoy the rewards together, including family pooling of miles. FRONTIER Miles is aptly named because you earn one mile for every mile flown – no funny formulas at Frontier. Whether customers travel a little or a lot, they will find FRONTIER Miles rewarding.

***“We’re excited to expand our service in Cleveland with this new route to South Florida,” said Daniel Shurz, vice president of commercial, Frontier Airlines. “The winter season is one of the most popular times for consumers in the Midwest to vacation in Florida, and this new service will provide an affordable, convenient flight option thanks to Frontier’s ‘Low Fares Done Right.’”***

***“We are happy to see Frontier’s continued investment in Cleveland and this important market for Northeast Ohio,” said Interim Airport Director, Dennis Kramer. “We look forward to continuing to grow with them and offer new markets for our guests.”***

### Service from Cleveland Hopkins International Airport (CLE):

SERVICE TO:	SERVICE START:	SERVICE FREQUENCY:	INTRO FARE:
Fort Lauderdale-Hollywood (FLL)	Nov. 5, 2022	4x/week	\$39*

Frequency and times are subject to change. Please check <https://flights.flyfrontier.com/en/flights-from-fort-lauderdale> for additional information.

***“We’re thrilled to grow yet again in Phoenix following the recent addition of 10 new Frontier routes last month,”*** said Daniel Shurz, vice president of commercial, Frontier Airlines. ***“We now offer Phoenix-area consumers a wide selection of service from PHX to some of the most popular destinations in America. The future of our partnership with Phoenix Sky Harbor couldn’t be stronger as we prepare to open our new crew base at PHX in November.”***

***“Frontier’s announcement of two new seasonal routes to and from Phoenix is more great news for our airport and our community,”*** said Director of Aviation Services Chad Makovsky. ***“The new routes to Detroit and Cincinnati come in addition to 10 new routes Frontier announced just a few weeks ago. This, along with the airline’s upcoming new crew base demonstrate Frontier’s strong commitment to bringing more travel options and high-quality jobs to the Phoenix community.”***

### Service from Phoenix Sky Harbor International Airport (PHX):

SERVICE TO:	SERVICE START:	SERVICE FREQUENCY:	INTRO FARE:
Detroit (DTW)	Nov. 5, 2022	Daily	\$89*
Cincinnati (CVG)	Nov. 5, 2022	4x/week	\$99*

Frequency and times are subject to change. Please check <https://flights.flyfrontier.com/en/flights-from-phoenix> for additional information.

Frontier is focused on more than low fares. The carrier offers customers the ability to customize travel to their needs and budget. For example, customers can purchase options a la carte or in one low-priced bundle called the WORKS. This bundle includes refundability, a carry-on bag, a checked bag, the best available seat, waived change fees, and priority boarding.

The airline’s frequent flyer program, FRONTIER Miles, lets members enjoy many benefits as well as the ability to attain Elite status. Like the airline, FRONTIER Miles is family friendly and the program makes it easy for families to enjoy the rewards together, including family pooling of miles. FRONTIER Miles is aptly named because Whether customers travel a little or a lot, they will find FRONTIER Miles rewarding.

## **\*About the Introductory Fare Offer:**

Fares must be purchased by 11:59 p.m. Eastern time on Sep. 13, 2022. Fares are valid for non-stop travel on select days of week. Fares are valid Nov. 5, 2022 through Feb. 2, 2023. The following blackout dates apply: Nov. 19-23, 25-28, 2022; Dec. 16-18, 22-24, 2022; Dec. 26, 2022 – Jan. 3, 2023; Jan. 6-8, Jan. 17-18, 2023. Round trip purchase is not required.

Discount Den fares are only available at FlyFrontier.com to Discount Den members. Join Discount Den here! Fare(s) shown include all transportation fees, surcharges and taxes, and are subject to change without notice until purchased. Seats are limited at these fares and certain flights and/or days of travel may be unavailable.

All reservations are non-refundable, except that refunds are allowed for reservations made 7 days (168 hours) or more prior to departure and provided that a refund request is made within 24 hours of initial reservation.

Changes or cancellations made to itineraries after the 24 hours will be subject to change fees, and any fare differential. Learn more about our change policy. Previously purchased tickets may not be exchanged for special fare tickets. Flight segments must be cancelled prior to scheduled departure time or the tickets and all amounts paid will be forfeited.

Additional travel services, such as baggage and advance seat assignments are available for purchase separately at an additional charge. For a complete list of rules and regulations please refer to Frontier Airlines' Contract of Carriage and Terms and Conditions.



## Breeze to Inaugurate 8 Las Vegas Routes in 8 Weeks

### Flights on Sale from 11 Cities to Harry Reid International, Starting at Just \$29\* One Way

**B**reeze Airways, the Seriously Nice™ low-fare, high flex airline founded by aviation entrepreneur David Neeleman, is adding eight new routes to Las Vegas (LAS) in the next month – and putting the destination on sale from 11 cities, with fares starting from just \$29\* one way.

Breeze is now selling flights to Las Vegas from 11 cities across the U.S.:

- Richmond, VA (Thurs and Sun, on sale from \$99\* one way for travel from October 26 through February 14);
- Syracuse, NY (Fri and Mon, on sale from \$110\*\* one way for travel from November 1 through February 14);
- Fort Myers, FL (Wed and Sat, on sale from \$124\*\* one way for travel from November 1 through February 14);
- Hartford, CT (Wed and Sat, nonstop starts September 7, on sale from \$69\* one way for travel from October 26 through February 14);
- Jacksonville, FL (Thurs and Sun, route starts September 8, on sale from \$122\*\*\* one way for travel from November 1 through February 14);

- New York/Westchester (Thurs and Sun, route starts September 8, on sale from \$99\*\*\*\* one way for travel from September 20 through October 2);
- Huntsville, AL (Fri and Mon, route starts September 9, on sale from \$99\* one way for travel from October 26 through February 14);
- Norfolk, VA (Fri and Mon, route starts September 9, on sale from \$145\*\*\* one way for travel from November 1 through February 14);
- Akron-Canton, OH (Thurs and Sun, route starts October 6, on sale from \$159\*\*\* one way for travel from November 1 through February 14);
- Provo-Salt Lake City, UT (Thurs, Fri, Sun and Mon, route starts October 6, on sale from \$29\* one way for travel from October 26 through February 14); and
- Charleston, SC (Thurs and Sun, nonstop route starts November 3, on sale from \$99\* one way for travel from November 3 through February 14).

***“We’re betting our Guests are going to love all this new service to Las Vegas,”*** said Tom Doxey, Breeze’s President. ***“With our affordable nonstop flights from so many cities, now more people than ever can take a long weekend and visit the Entertainment Capital of the World!”***

***“The investment Breeze is making in Las Vegas speaks to the enduring allure of this destination,”*** said Rosemary Vassiliadis, Clark County Director of Aviation. ***“With these and other coming new routes, Breeze has identified several unserved LAS markets and will soon make it even easier for travelers from across the country to fly to Las Vegas.”***

Breeze will operate all Las Vegas new routes with its fleet of Airbus A220s. Breeze has ordered 80 new Airbus A220-300 aircraft, that will be delivered one per month over the next six years, with options for 40 more.

When flying on the A220 aircraft, Guests may choose from three price bundles that are offered as ‘Nice,’ ‘Nicer,’ and ‘Nicest.’

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](http://www.flybreeze.com) and via the Breeze app.



## Hands in the Sand, Hawaiian Airlines Joins the New Zealand Sea Cleaners in Caring for O'ahu's Northern Coastline

It's been three years since the New Zealand Sea Cleaners last stepped foot on the Hawaiian Islands as part of its mission to remove rubbish from coastlines and beaches. Last week, the nonprofit teamed up with Hawaiian Airlines and Hawai'i Tourism Oceania (HTO) to end its pandemic-ensued hiatus. Hayden Smith, who founded the Sea Cleaners in 2002 to protect New Zealand coastlines, gathered 10 youth ambassadors, including four Kiwi, four Aussie and two Hawai'i participants, to embark on an environmental stewardship experience of a lifetime.



In commemorating International Coastal Cleanup Day (Saturday, Sept. 17), the Sea Cleaners youth ambassadors gathered at the James Campbell National Wildlife Refuge, an oceanside system of protected lands, marshes and waters managed by the U.S. Fish and Wildlife Service. The group worked alongside 14 Hawaiian Airlines Team Kōkua volunteers and representatives from HTO, the O'ahu Visitors Bureau and the Australian Consulate-General. In total, volunteers removed nearly 800 gallons of debris.

***“We’re trying to teach these youth ambassadors about the impact of plastics on our oceans. Where the Hawaiian Islands are situated geographically in the Pacific Ocean,***

***the shores get inundated with plastic debris washing ashore from all different directions, so it’s been an eye-opening experience for many of them,”*** Smith said. ***“Our intent during this trip is to be good tourists, leave the place better than when they found it, and educate these youth from around Oceania so when they go home, they can share their stories amongst their own community and help with slowing down the waste stream entering the Pacific in the first place.”***

Tucked away on O'ahu's northeastern shore, James Campbell National Wildlife Refuge is a sanctuary for endangered waterbirds, migratory shorebirds, waterfowl, seabirds, native plant species, Hawaiian monk seals, and Hawaiian green sea turtles. Despite having few visitors, the coastline is a hot spot for trash, fishing nets and buoys, and plastics that ride ocean currents until they wash up on shore.

The Sea Cleaners and its youth ambassadors arrived on O'ahu on Sept. 13 via Hawaiian's nonstop Auckland and Sydney flights. Before International Coastal Cleanup Day, the group hosted educational presentations at schools,





cleaned beaches with Sustainable Coastlines Hawai'i, volunteered with Nā Kama Kai and engaged in various voluntourism experiences through the Mālama Hawai'i program.

***“This initiative has a close fit with the concept of mālama and shows how that concept can be incorporated into and is vital to the visitor industry,”*** said Darragh Walshe, New Zealand country manager for Hawai'i Tourism Oceania. ***“Regenerative tourism is all about people caring, connecting, collaborating and learning about values important to the place they visit. This group has been here for just a few days, and they’ve already helped with beach cleanups, worked with and learned from several local nonprofit leaders, shared ideas with other students, and engaged in impactful, hands-on voluntourism experiences.”***

***“Our partnership with the Sea Cleaners began in 2019 with two cross-cultural exchanges – one in New Zealand and another in Hawai'i – and continues to thrive,”*** said Lindsey O'Neil, a New Zealand-based sales executive at Hawaiian Airlines who helped escort the youth ambassadors. ***“Their work is so important, and we're proud to team up with them and Hawai'i Tourism Oceania in protecting shorelines across Hawai'i, Australia and New Zealand.”***

In addition to supporting nonprofits like the Sea Cleaners, Hawaiian Airlines has focused on encouraging guests to help protect Hawai'i by educating those arriving in the Hawaiian Islands on how to travel safely and responsibly via a Travel Pono (responsibly) in-flight video. The five-minute spot launched in September 2021 and airs before landing on all inbound transpacific flights.

***“Today was inspiring and proof that every individual's action matters. This week has been a joy, and we feel so fortunate to be able to play a role in fostering the next generation of eco-leaders,”*** O'Neil said.





## Embraer announces investment in XMobots, a reference company in the development of mobile robotics and drones

**E**mbraer announced today the signing of an investment agreement to acquire a minority shareholding in XMobots, the largest drone company in Latin America with operations in São Carlos, in the countryside of São Paulo. The transaction will be made via an investment fund in which Embraer is the sole partner, with an additional investment option in the future. The conclusion is subject to accomplishment conditions and obtaining the usual approvals for this type of transaction.

The deal aims to accelerate the future of the medium and large autonomous drone market and jointly explore new market niches. It also seeks to expand the collaboration network in the research of new technologies that have synergies within the areas of technological development, Embraer's business, and innovation, as well as Embraer-X.

***“Our investment strategy and venture capital operations have a strong emphasis on innovation and partnerships, which are pillars of our growth plan for the coming years,”*** said Daniel Moczydlower, Head of Innovation at Embraer and President and CEO of Embraer-X. ***“Initiatives like this are fundamental to leverage ecosystems, expand knowledge and recognize entrepreneurs who generate businesses with exponential growth potential and high-value creation for society.”***

With an engaged and creative team, XMobots was born with the mission to develop the mobile robot market and helped make drones a daily reality for the Precision Agriculture and Geotechnology markets in Brazil and Latin America.

“This engagement results in innovations such as service provider platforms with drones, hybrid propulsion and power technologies, artificial intelligence of image analysis, and especially in aeronautical certifications,” said Giovanni Amianti, Founder and CEO of XMobots. ***“With this investment, we will be able to walk together in the development of technologies that will consolidate autonomous aerial robots and accelerate solutions for the Geotechnology, Agro, Environmental, Inspection, Defense and Public Security, Logistics and Urban Mobility markets that are points of convergence between XMobots and Embraer.”***

Once the transaction is complete, the companies aim to work together to create memorandums of understanding related to operations in the Civilian and Defense & Security markets.

The partnership is supported by Embraer’s more than 50 years of history and experience in developing, certifying, manufacturing, marketing aircraft and providing after-sales services.



## Embraer's C-390 Millennium debuts at the NATO Days event in the Czech Republic

**E**mbraer's C-390 Millennium multi-mission aircraft will debut at the NATO Days event, which takes place from September 17 to 18 in Ostrava, Czech Republic. In addition to the aircraft, Embraer will disclose its complete portfolio for the defense and security markets, with innovative products and solutions that are present in more than 60 countries.

Recently, Embraer successfully completed flight testing of the Modular Airborne Fire Fighting System (MAFFS II) certification campaign, which provides the C-390 Millennium with the required capability to perform firefighting missions.

The C-390 Millennium and its aerial refueling configuration, the KC-390, are the new generation of multi-mission military transport delivering unrivaled mobility and cargo capacity, rapid re-configuration, high availability, enhanced comfort, as well as optimal management of reduced operational costs throughout its lifecycle, all on a single platform.

Since the first delivery to the Brazilian Air Force (FAB), the KC-390 Millennium has proven its capability, reliability, and performance. FAB's current fleet of KC-390 stands at five units. The fleet has already exceeded 6,800 flight hours in operation, with a 99% mission completion rate and more than 80% of operational availability, demonstrating excellent availability and productivity in its category.

In June 2022, the Netherlands Ministry of Defense announced the selection of the C-390 Millennium to replace the current fleet of C-130 Hercules. The Netherlands, which will have a fleet of five C-390s, highlighted the aircraft's performance and operational output in the selection.

The Portuguese Armed Forces and the Hungarian Defense Forces will begin operations with the KC-390 in 2023 and 2024, respectively. The two countries' fleets will be capable of performing aerial refueling and be fully NATO compatible, not only in terms of hardware, but also in avionics and communications. The Hungarian Defense Forces fleet will be the first in the world to have the Intensive Care Unit configuration, an essential feature for carrying out humanitarian missions.

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Embraer engages OGMA, in Portugal, for the maintenance and modernization of the A-29 Super Tucano

- **Company will be the first in Europe, the Middle East and Africa to have these capabilities**
- **OGMA already provides logistical support for the A-29 Super Tucano demonstrator**

**E**mbraer today announced the beginning of the engagement process for OGMA S.A., the Company's subsidiary in Portugal, to perform support and maintenance for the A-29 Super Tucano, as well as future modifications to the aircraft to meet the requirements of current and future customers in the region. Thus, OGMA will be the first company in Europe, the Middle East, and Africa (EMEA) to have these capabilities. Currently, OGMA already provides logistical support for the A-29 Super Tucano demonstrator, which has the Portuguese company as its base of operations, allowing technicians to enable demonstration missions around the world for future customers.

With more than 260 units delivered worldwide, the A-29 aircraft has already been selected by more than 15 air forces, including armed forces from EMEA region such as Mali, Mauritania, Nigeria, Burkina Faso, and Angola.

***“We are following market developments for the A-29 Super Tucano and intend for OGMA to become a service center of excellence for the aircraft,”*** said Johann Bordais, President & CEO, Embraer Services and Support. ***“OGMA is a strategic asset for Embraer in the EMEA region, playing a central role in many present and future projects of our company.”***

Initially, OGMA will be certified for the A-29 maintenance, which aims to generate revenue in the provision of services to current customers, creating another immediate opportunity for OGMA to continue to grow, generating value in Portugal and strengthening the Portuguese Aeronautical Cluster. In the next step, another opportunity will be open for the company associated with the A-29 modernization to respond to the future needs of its current operators.

***“The A-29 Super Tucano is generating a lot of interest in several European air forces. Embraer, together with OGMA on the services field, is preparing to respond to the market by executing the modifications and technological evolution that are requested to meet various missions in the most effective way,”*** said Jackson Schneider, President & CEO Embraer Defense and Security.

Since OGMA’s privatization, Embraer has maintained regular investments in the company, with an emphasis on areas that promote the integration of OGMA into Embraer’s global business. Embraer has a long-term strategic commitment to Portugal in the development of its aerospace and defense ecosystem, remaining the country where the company invests the most in its industrial capacity outside Brazil.

The most recent example was an investment of 74 million euros in OGMA, allowing the company to obtain certification for the maintenance of Pratt & Whitney’s GTF engines, used by the new generation of commercial aircraft. This agreement will create 300 jobs and could triple OGMA’s annual turnover to 600 million euros. It also reflects Embraer’s interest in expanding the scope of its activities in Portugal, thus, adding value to the country’s economy.

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# What's the Best Airline Cadet Program for You?

Considerations to ascertain what is best to propel your career

WRITTEN BY: JOHN MCDERMOTT

**N**ew pilots who are committed to flying for major U.S. airlines will likely be drawn to airlines' cadet programs. These programs are commonly found at regional airlines, including both independent and wholly owned carriers. Each of these programs has unique benefits, but it's important to be aware of drawbacks as well. Know what you most need from a cadet program so you can select the right one for you.

Some cadet programs offer financial incentives. Programs might offer training reimbursements to help students offset their initial training costs before they're airline-ready, and some might offer a stipend instead. A few cadet programs don't offer financial incentives at all – or at least not direct incentives.

When considering cadet programs that do offer financial incentives, it's critical to consider whether accepting this money comes with fine print. Many airlines will lock you into contracts to "pay back" the airline and may ask you to return the pro-rata share of a training grant if you leave the company before your contract has ended. Is this a risk you'll be ready to take?

Perhaps it is best to go with a company whose cadet program has a contract if you already know you want to fly for this airline for the long term. Many American Airlines' wholly owned regionals have contract-based cadet programs, so if American is your dream airline, perhaps these programs make sense. But if you aren't sure or want to go a different route, perhaps you should consider cadet programs that don't have financial incentives that will draw you into a contract.

Even if a cadet program doesn't offer up-front financial incentives, there may be other benefits. Some may give you company seniority when you start the cadet program (instead of when you'd otherwise be hired as a pilot), allowing for benefits such as better insurance plans, more vacation time, and higher retirement matching, benefits more aligned with more experienced company employees. Some airlines offer early interviews or interview prep for their cadets to facilitate the transition to airline pilot.

Many pilots may also consider which aircraft they want to fly at the start of their airline careers. In the U.S., regional aircraft choices have become limited over time. But many pilots have compelling opinions and feel strongly about flying one type of

aircraft or another. If this is your case, you might consider which airlines have the best options for upgrading to your preferred aircraft. Similar considerations should also be deliberated for your preferred bases.

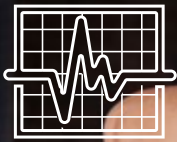
In addition to personal benefits, also consider the operations of different airlines for which you'd like to be a cadet. Consider things like for which major airlines they fly. E.g., if you're still on the fence about long-term career goals and want the added benefit of interacting with multiple mainline carriers, look for airlines that fit that requirement. Examine the quality of life at different airlines and consider which cadet programs are most worthy of your application time. Other practical issues, like commuting policies if you plan to live off base, are also important.

Fundamentally, choosing an airline cadet program to apply to includes a variety of factors. From financial and contractual obligations to other cadet benefits, consider which airlines you'd like to fly with for both short and long terms and whether applying to their cadet programs is worth your time and effort. Cadet programs can add significant value to your airline career, and as long as you know the details of specific programs and have considered your own values, the right choice may expedite propelling your career to the next level.

### 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...](#)



FITNESS



# Adaptability

Be flexible to incorporate new ideas into your fitness regimen for added success

WRITTEN BY: ERIC RAY

One of the things in which I have prided myself over the years has been my ability to adapt. While it can be argued that this may stem from my years of military service or even the skill of a good pilot to meld with assigned crew, the ability to adapt can go so much further. Most fitness regimes, goals and coaching classes I have developed were for a single person working out on their own. In the last several months I have had the good fortune to partner with my significant other during my daily fitness ritual. While it can be said that anything I have learned is purely anecdotal, I can tell you that I have discovered a few things that may make your fitness journey more interesting.

## Accountability

First, I have taken great pride in my own ability to focus and set goals. What I was missing was having someone who would help hold me accountable for what I was trying to achieve. Having a partner with whom to share your goals, no matter what they are, creates an external force that will hold you responsible. Sharing your goals and asking for help will help you achieve your goals faster.

## Motivation

Ever have one of those days? You know, the “I can’t work out today,” that turns into “I haven’t seen the inside of a gym in three months!” Since I have been working out with my partner, I feel more motivated to be in the gym and if I miss one day, I can live with it, but we haven’t gone more than a couple of days without being in the gym, or outside walking.

## Competition

I have also found that a little friendly competition can do a lot for your fitness goals. I have a teenage son who often tries to show me how strong he is when he slings heavy weights. While I would like to believe that at my age I can still keep up, sometimes I wonder if it’s possible or advisable. Being pushed a little and having small competitions on form and raw strength have helped me work harder when I hit the gym. This doesn’t mean I can do what I did 30 years ago, but that little bit of competition makes going to the gym fun.

I have heard “***adapt or die***” as a business slogan, but it also relates to fitness and nutrition. You should always be looking for ways to improve or add new ideas into your fitness repertoire.

As always, if you have questions or ideas for future articles, please send me an email and I will do my best to include your idea(s) into future articles. [Ericray4470@gmail.com](mailto:Ericray4470@gmail.com)



### About the Author



**Eric Ray** is a certified personal trainer and nutrition coach. He is the co-creator of the Hii360 Coaching Method and current president of Hii360 Coaching. [Read More...](#)



BAGGAGE



# Preventing Burnout

WRITTEN BY: REINI THIJSSSEN

**B**urnout is a state of emotional, physical, and mental exhaustion and is a reaction to prolonged stress. The risk of burnout increases after months or even years of continuous stress and not being able to recover from the stress. Burnout often is related to work stress, but this is not always the cause. Burnout can be triggered by other ongoing stressors, such as relationship issues, caring for a sick family member, and financial stress. By recognizing the causes and symptoms, along with the tips provided in this article, you will have the tools to prevent burnout.

## The Road from Short-Term Stress to Burnout

Short-term stress and (temporarily) working under pressure can be productive and helpful on the work floor. It helps one to be alert, come up with creative solutions, and can make it easier to make decisions and move on to the next task on the to-do list. That is what stress has traditionally been advantageous because the body can quickly release the energy needed to perform.

Unfortunately for many of us, stress is often not limited to short-term peaks but instead unfolds into chronic stress. Though every person has a different threshold of how much stress they can handle, eventually everyone reaches the point where the body can no longer recover and produce energy to cope with the stress. As a result, we slow down, make mistakes, and become irritable. Some might experience headaches or intestinal complaints yet others suffer physical complaints such as back problems. At the beginning stages of burnout, almost everyone experiences excessive worrying and sleeping problems. This is the start of the cycle of burnout.

At the onset of burnout, the following symptoms (and others) can occur:

- Fatigue
- Concentration problems and/or forgetfulness
- Suddenly feeling angry, sad, or insecure
- Irritability
- Difficulty shutting out noises
- Unrest/feeling rushed
- Sleep problems
- Physical complaints include headaches, dizziness, stomach pain, and muscle aches

### **Risk factors**

Everyone reacts differently to stress. Some people are more prone to becoming burned out. People at higher risk of burnout often show the following behaviors:

- Difficulty saying no
- Negativity about their own performance
- Set high expectations for themselves
- Feeling responsible
- Trouble asking for help

- Highly motivated and engaged
- Difficulty expressing feelings.

Situational and contextual factors also have an essential impact. For example, having unclear tasks or a lot of pressure to perform at work can contribute to burnout. Conflicts, a negative work or living environment, or the lack of appreciation influence stress levels and how one can cope with them.

## **Preventing Burnout**

Burnout can be prevented. Taking good care of yourself is an essential part of being successful. Your physical, emotional, and mental health form the core of your work and prevent you from making mistakes. If you want to avoid burnout and be successful, it is important to prioritize yourself. Keeping the balance prevents burnout and ensures you can continue working with pleasure, satisfaction, and a high level of effectiveness.

### **Schedule recovery time**

Without taking the time to recover, the risk of burnout increases. Your body is resilient; however, it cannot recover under continuous stress. Therefore, stress must be alternated with moments of recovery. To prevent burnout, you need to prioritize recovery with the following steps:

- Get enough sleep. For most adults, this is 7-9 hours every night. At least increase the amount of sleep above the number of hours needed to function.
- Plan moments of rest – a moment to let go of all the demands of school, work, or others for a while. A relaxing activity can help you unwind. Relax, go outside, meditate, watch a movie, listen to

music, or play an instrument. Discover what your body needs and prevent the tension in your body from increasing.

- Schedule a few consecutive days off, such as a weekend without work. Make sure you are not available for stress-increasing tasks during that time.
- Change your environment now and then. For example, take a weekend break or get out in nature for a day.
- After a busy period, consciously plan a recovery period. Try to lower your workload and take more rest until you feel recharged.

### **Plan your week – every week**

The more responsibilities you have, the more critical a weekly schedule becomes. A weekly schedule helps establish priorities, creates balance, and provides perspective. This brings a sense of control and increases confidence. A weekly schedule allows you to stop overthinking and helps you prioritize. You can work according to your plan and trust that you will have done everything that is necessary at this time.

### **Nutrition**

A good balance between the body and mind starts with varied and complete nutrition. Enrich your daily meal plan with energy boosters. For example, adding foods rich in vitamins B and C is a good start. Add more eggs, oatmeal, fruit, yogurt, cinnamon, and beans to the grocery list.

Unhealthy habits can cause highs and lows in energy throughout the day, affecting your mood, sleep, and effectiveness. For example, foods that contain sugar are known to cause energy dips, and alcohol affects sleep. When

needing more energy, eliminate sugar and alcohol as much as possible and drink more water throughout the day.

### **Exercise**

Exercise plays a crucial part in preventing burnout. Exercise improves your physical condition, provides energy, and therefore helps prevent and recover from burnout. In addition, by exercising more, the quality of sleep also increases.

Chronic stress and burnout affect your brain; they impair short-term memory and reduce your ability to concentrate. Moderately intensive exercise helps restore and increase the activity of the hippocampus, improving memory function and concentration. It also allows the hippocampus to continue to exert its inhibitory effect on the hypothalamus, which can even increase, causing the production of cortisol to decrease and reduce overall stress. Additionally, exercise provides distraction in the moment and has calming benefits due to the body release of endorphins, a chemical that improves your mood.

With exercise, all sports are suitable. Examples could be swimming, hiking, running, or biking. However, it is not necessary to become an athlete. Minor changes to make exercise a part of your daily habits can be beneficial. Think of getting up and walking around when talking on the phone, taking the stairs or the bike more often, or inviting a friend for an activity that prevents you from sitting still. Moreover, exercising with family, neighbors, or friends at a scheduled time prevents people from canceling and sticking with their new habits. Finally, make sure that the changes in your lifestyle are sustainable and build routines that help you follow

through for the long term.

### **Make Choices and Set Boundaries**

Usually, the helpful person who aims for quality is at higher risk for burnout. If you often have trouble setting boundaries and do not easily say no, the balance between giving and receiving energy appears disrupted. The lack of energy and emotional exhaustion eventually can turn into burnout. Some activities extract a lot of energy, whereas other activities provide energy. Choosing the activities into which you are willing to divide your energy is crucial to finding a balance.

Additionally, it is good to set boundaries and communicate those to others. Listen carefully to your body which often sends signals when stress is approaching too much. Say no more often when that limit is in sight. Remind yourself (and others around you) that you can only do one thing at a time.

### **Seek Out Connections**

Bottling up emotions can exacerbate the stressful situation you are experiencing, therefore your social support network and the sharing your story are essential. Talking about your situation often helps you to become more aware of what is happening and what you can do about it. Talking to someone about your stress is often also a great relief. Decide for yourself how much you tell and to whom. With whom do you feel comfortable sharing your personal story and with whom do you share less of your story?

### **Try Something New**

Though it can cost some additional energy, new experiences can provide a different perspective. Stepping out of the comfort zone can give new energy and help you see the

more minor, enjoyable things in life. This way, you can maintain enthusiasm in your personal and professional life.

### **Final Thoughts**

You can recover from burnout in small steps. No matter how defeated you feel - you too, can restart the upward spiral. If the feelings of burnout do not go away, mental health support may be necessary. You can also contact a professional counselor directly. Read more about the phases of burnout here.

Emerald Mental Health specializes in helping pilots and flight attendants via counseling and mental health coaching. Reach out if you need help with this or any other issue.

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### **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...](#)



# Three Keys to Retirement Reinvention

WRITTEN BY: GARY KRASNOV, AIF®, CLTC®, VICE PRESIDENT, RAA

**W**hile year after year we advise people at every career stage, if I had to guess, I'd say our single largest contingent of new clients is comprised of pilots who are preparing to retire and who will soon have money in transition. That is, while money should always be hard at work making even more money, during the transition, the focus for some people shifts from "saving for retirement" to "using that savings to retire."

But here's a thought: After you've completed your flying career, and someone asks what you do, consider breaking the habit of saying, "I'm retired." That's a default answer. Describing yourself as retired implies that you are finished growing or through with reinvention. And that is hardly an accurate description of today's post-flying crowd. However, until you retire, how can you know

what it's going to be like? After a lifetime of hard work, how can you understand the extent of the challenges you'll face when flying is no longer the primary driver of not only who you are, but how you spend your time?

Retirement is a transition not an ending. In my experience, the transition into retirement is more likely to be successful if the following three challenges are met.

#### Personal reinvention

Most of us spend a huge portion of our lives working to earn money. For many pilots, though stressful and while not everyone loves every aspect of their job, work typically provides satisfaction, status, and most of all, a sense of purpose. But make no mistake – when you transition into retirement, you undergo a massive shift of purpose.

Both during and after that transition, the big question becomes, where will all your purpose land? I say, without any risk of overstatement, that the answer to the “where will all your purpose land” question is among the most important of our lives. The closer a client is to retirement, the more our advisors try and touch upon how one wants to spend their time once that transition occurs. This is because not only does everyone need purpose (they do), but it's also because happiness and health depend on it.

If you haven't yet transitioned into retirement or if you already have and are feeling at loose ends, it's neither too early nor too late to ask

yourself, “What can I do to make the world (or my community, or my street, or even my neighborhood) a better place?”

Think of retirement this way: It is no more a destination than a freeway is. Retirement is the metaphorical highway this stage of your life. It's a system that, when well built, enables you to arrive at your new purpose. With that in mind, the goal should not be to retire but to embrace the change by picking a purposeful destination.

#### Change your perception about money

Do you view money as a tool that works for you? Far too many people see their savings the way they see the sand in the top half of an hourglass. They view it as an abstract entity that will dwindle year after year until either they pass away or run out of cash.

Picture this: You have \$1 million just sitting in the bank. Now, imagine your first year of retirement. Let's say you take two vacations, then you put a new roof put on your house, and then a child has an emergency and needs to borrow \$30,000. Next, subtract living expenses, and you can see that it's been just a single year since you retired, and now you may have as little as \$850,000 left.

The money you've saved throughout your life exists to support your new purpose(s) after your transition into retirement. When you view it that way, you may come to understand that there is no magic number that ensures you'll

have enough money to pay for a 30-year, post-flying existence. Your money is a tool and as such, its work never ends – money never gets to retire and live the good life.

Financially, the most worry-free retirements are enjoyed by those who save enough money and invest it in such a way as to be able to live off the interest or dividends (never touching the principal). That is financial freedom and it should be your goal. Your money exists entirely to work for you saving your energy so you can devote yourself to your purpose.

#### Rethink time

Have you ever heard someone say, “If I’d known I was going to live this long I would have . . .?” The older we are the longer the road stretches behind us. Yet when you drive, do you spend more time looking at the road ahead or looking in the rearview mirror? My experience has been that one of the keys to a successful, happy, post-flying existence is to look forward just as much, if not more, than you look back.

I love nostalgia and enjoy remembering the past as much as anyone but focusing more on the future is to your advantage. But how do you do that? First, it goes back to identifying your purpose. Volunteer. Be creative. Mentor. Maybe you start a new business doing something for which you are passionate. It’s a fact that most happy people have a good reason to get out of bed in the morning. Identify one, then find five more.

Second, while we should all try and embrace each day, another interesting trait that I’ve

noticed in happy people is that they don’t worry obsessively about how much time they have. Simply, try not to allow yourself the luxury of hesitating to try something new just because you’re worried you might not be around to enjoy the fruits of that labor.

Third, as I’ve mentioned throughout, happy people resist the urge to think of retirement as an ending or destination. For them, retirement is the transition to another exciting part of an ongoing life – a next chapter. So, how do you want to be remembered? Commit yourself to living well today with purpose, but also with your eyes looking ahead toward a long and rewarding future.

Want to be confident that your financial plan will set you and your family up for success leading up to and through retirement? I encourage you to request a complimentary call with one of RAA’s airline-specialized advisors at [raa.com/consultation](http://raa.com/consultation).



#### About the Author



**Gary Krasnov** serves as the vice president of Airline Strategy and Compliance for RAA. Gary joined RAA in 2016 as part of the Advisor Financial Services merger where he was a partner and CCO. [Read More...](#)



KNOWLEDGE BASE



# Airport Surface Operations and Hot Spots

WRITTEN BY: SERGIO SOVERO

**H**ot spots are so designated because they are areas on airport surfaces that have historically resulted in unintended aircraft movements that are contrary to air traffic control clearances. Potentially, such deviations in aircraft movement may result in diminished aircraft separation leading to runway incursions.

Over the years, the FAA has attempted to mitigate the number of runway incursions with pilot education and training. Statistically, most incursions involve general aviation pilots. All too often, pilots execute taxi instructions they did not clearly understand. It is imperative to always query unclear instructions and stop the aircraft. Hence, the importance of taxi briefings is a critical component in managing risk. Briefings must occur prior to aircraft movement. A detailed brief not only should include the actual taxi instructions, but any runway crossings or hot spots that may be encountered.

It is an FAA requirement that pilots read back all hold-short instructions to ATC, thereby allowing any omissions to be discovered. In crewed environments, verifying the crossing clearance with the other crew member is yet another valuable layer of protection.

Understanding airport signage and markings is essential to execute the taxi plan effectively. Most especially at night, runway guard lights and enhanced centerline lights are particularly helpful in recognizing an approaching hold-short line. Likewise, pilots shall utilize all resources available to enhance situational awareness, such as interactive glass cockpit taxi displays, moving maps, or electronic airport diagrams.

Finally, practice good airmanship and treat all surface operations as sterile, minimizing any distractions or unnecessary conversations. Distractions on the ground are the primary cause of pilot deviations and unintended runway incursions, among other threats. In an effort to reduce distractions during more the complex phases of surface operations, think ahead and manage workload proactively. Remember, progressive taxi instructions are always an option at unfamiliar controlled airports. Pilot deviations can and frequently do occur on the ground. From maintaining a sterile cockpit, to briefing hot spots and utilizing all available resources, pilots can prevent their occurrence.

For professionals, continuing education is paramount. Through their FAA Safety Team program, the FAA has created outstanding articles, educational resources, and presentations that highlight the latest events, probable causes, and safety recommendations. Be sure to review these periodically and think of surface safety as a fourth phase of “flight,” and live to fly another day!



### 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...](#)



# What Pilot Shortage?

Nothing to see here. Move along.

WRITTEN BY: CRAIG PIEPER

## Is there a pilot shortage?

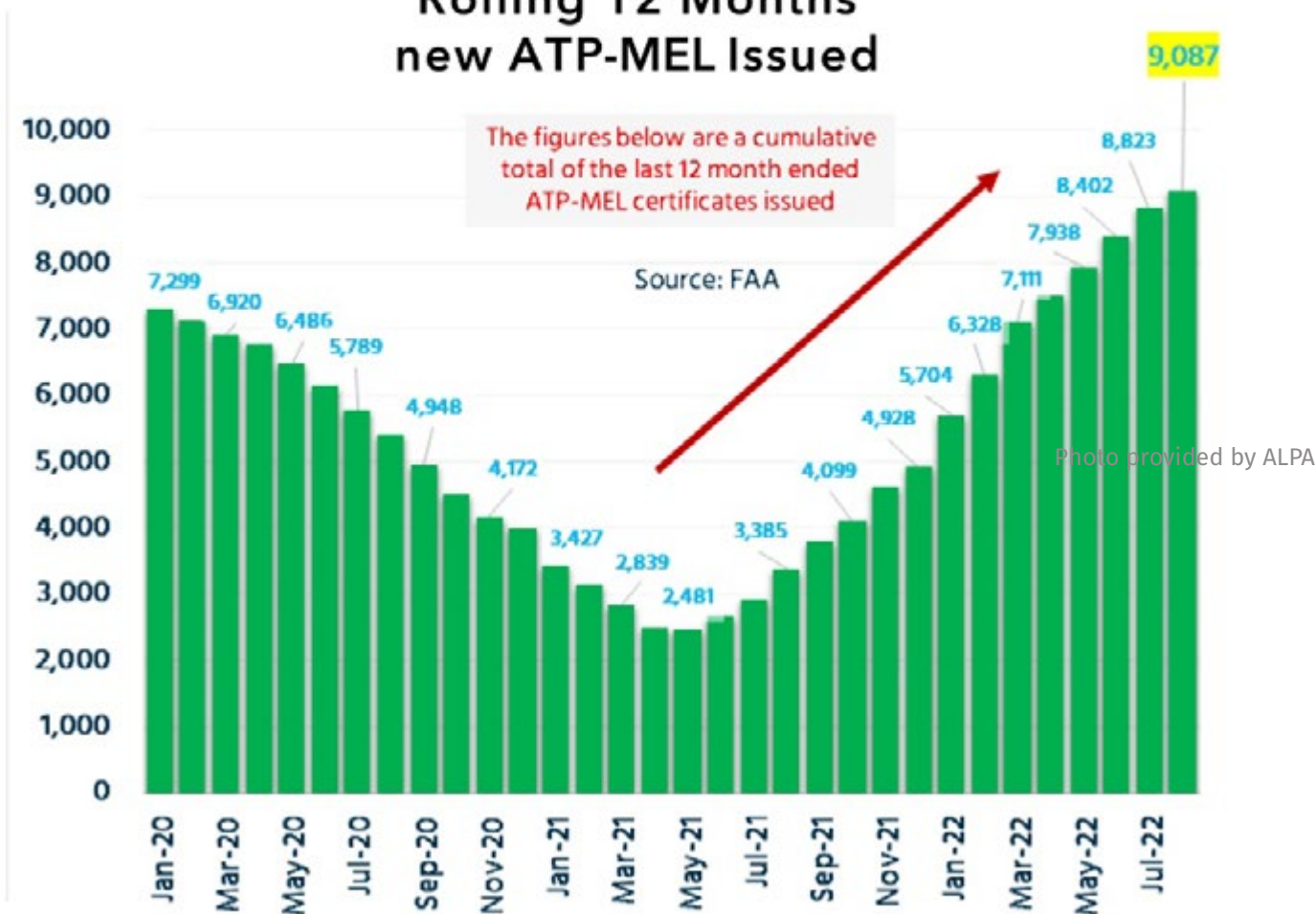
**L**ately it seems like everyone is talking about a pilot shortage, but is there really a pilot shortage? Depending on whom you ask and what data they present, the answers can be widely varied. ALPA (Airline Pilots Association) is adamant that there is not a pilot shortage. On September 14, 2022, they released FAA data showing that in 2022 in the United States, 9,087 new ATP-MELs were issued. That total is 2,423 more than those issued in all of 2019.



## FACT: 9,087 NEW ATP-MEL'S ISSUED IN THE LAST 12 MONTHS

1,788 more than same period pre-COVID (7,299) and 2,423 more than all 2019 (6,664)

### Rolling 12 Months new ATP-MEL Issued



Updated September 2022

Source: FAA

#MoreThanReady

According to an article from CNBC dated September 13, 2022, a “management consulting firm Oliver Wyman estimates” there is around an “8,000-pilot deficit,” which could reach upwards of “30,000 by 2025.” They cited that this is because of the pilots who took the early-out retirements during the Covid pandemic combined with fewer pilots coming from the military. If only it were that simple.

There is no one main reason (or even two) why some airlines and charter companies are having issues finding and hiring pilots. The issue goes much deeper than just what has transpired over the last couple of years. Before we can really decide if there is a shortage of pilots or not, we need to look at pilot hiring and relative events over the last five decades.

## History Lesson, The Last Five Decades

### 1970s

Let's begin in 1975 when the United States pulls out of Vietnam and the Vietnam War is over. Over the 20 years before this event, the U.S. military trained a lot of pilots. These pilots' tours of duty were now over and they were coming home. Most of these pilots happened to be part of the Baby Boomer generation, born between 1946 and 1964. At this point in time, the airlines are flooded with applications from these highly qualified military pilots resulting in many of them being hired by airlines. There were so many that some were unable to upgrade to captain for many years.

### 1980s

The 80's brought a lot of turmoil, mergers, acquisitions, and volatility in the airline industry. This decade invoked anger in some pilots, some held still to this day. My father was part of that generation and the mention of a certain CEO's name would send him off in a cursing fit. He wasn't alone in his sentiment. I used to have to remind him, "That was 20 or 30 years ago, let it go." I suspect this attitude had an impact on many would-be pilots. That generation did not encourage the next to become pilots – not their own children, nor friends' children, nor anyone for that matter. The negativity portrayed by some

of the pilots in the 80's discouraged many. It's also very worthy to note that turmoil and instability is not uncommon in this industry. When it's good it's great! When it's bad, it's back to flipping burgers. Who in their right mind would sign up for that type of instability in their life? I'll tell you who; an individual who is born with the desire to fly – who has it in their blood to be a pilot, always looking up at the sky as far back as they can remember, the ones for whom it has been their lifelong dream to strap on a huge piece of metal and point its nose up to the sky. It is said that pilots are a rare breed, but we love what we do and we accept the risks of it all.

### 1990s

Despite the negativity held over from the 80s, the airlines saw an abundance of new pilots coming into the market. So many that the regional airlines, that up to this point had only a few hundred pilots and operated flights 200-600 miles from their hubs, expanded to a couple thousand pilots at each regional and traveled up to 1,200 miles away. The debut of the regional jets, Canadair 200 and Embraer 145 in 1991 and 1995 respectively, helped pave the way for these longer routes and the growth of the regional airlines. This allowed major airlines to pay regional pilots less for the same routes that their mainline pilots on the MD80, DC-9, 727 and 737 used to fly. Starting pay for a first officer in the 90s at a regional airline was around \$16,000 a year. Plus, some of these airlines required

the pilots to pay about \$8,000 for the type-rating training to fly these planes. Captains' pay was better, but that could take several years depending on the seniority list and pilot movement. The hope remained to build time and be hired by a major airline, which was a much more lucrative endeavor.

Because I will reference it again, let me describe what "pilot movement" is. Pilot movement is pilots bidding up or down, to different aircraft or upgrading to captain from first officer. Bidding is based solely on a pilot's seniority at that company. The more senior the pilot is, the better aircraft or schedule he/she can obtain. Pilot movement can happen voluntarily or involuntarily. Voluntary pilot movement is usually caused by either older pilots retiring opening a position, pilots leaving one airline for another (typically regional or corporate to major), or the airline growing and buying or leasing new aircraft. Involuntary pilot movement is when an airline is decreasing the number of aircraft or eliminating routes, forcing a senior captain into a smaller aircraft or back to a first officer. This is known as being "displaced."

It's worth mentioning that rumors of a looming pilot shortage started to circulate in the mid to late 90s, which I believe caused people to become interested in flying careers. The pilot shortage was allegedly going to be caused by the Baby-Boomer generation turning 60 and being forced to retire. Back then, the shortage was forecasted to

occur between 2006 and 2024. There were projections that during this period up to, or over, half the number of airline pilots in the U.S. would be retired.

Towards the end of the 1990s, the military began to train fewer pilots and started to train drone operators which impacted the number of pilots being trained in the U.S. (The first UAV used in military combat was in 2001.)

### **2000s – The Lost Decade**

The Lost Decade name came from a series of unfortunate events that lead to several thousand pilots either becoming stuck at regional airlines, being furloughed, displaced, delaying the start of their flying careers, or worse yet, finding a new career altogether.

The first of these events was September 11, 2001, when four U.S. airliners were hijacked and intentionally crashed into the twin towers in New York City, into the Pentagon and into an empty field in Pennsylvania. At the time, 9/11 was regarded as the single worst event to affect the aviation industry in the history of flying. The aftereffects were staggering. Airlines that had been hiring, immediately stopped, new-hire classes were cancelled, thousands of pilots were furloughed, and many, many more were displaced either to different smaller aircraft, from captain to first officer or from a mainline airline to a regional airline. This event also significantly discouraged would-be pilots from beginning their careers. The year immediately

following 9/11 saw significant drops in enrollment in flight programs at universities across the U.S.

Obviously, I mean no disrespect or disregard for the tragic loss of life of the victims and the fallen heroes on that day. I mean only to present the facts about the fallout that 9/11 had on the aviation industry. Surely, every pilot who was furloughed, displaced or sought a different career held nothing but the utmost respect for the lives that perished on September 11, 2001, and sympathy for their loved ones.

The year 2006 marked the start of the Baby Boomers turning age 60 and being forced to retire. This caused the airlines to start hiring again and pilot movement resumed, but this movement was short lived. On December 13, 2007, President Bush signed the Fair Treatment for Experienced Pilot Act allowing pilots to retire at age 65 vs. age 60. One of the arguments in favor of this bill was that 150 to 210 pilots were being forced to retire every month when they reached age 60. What they didn't address was when they turn 65, the same thing was going to happen. This event, much like 9/11, turned off the hiring and pilot-movement faucet. It's my belief that one of the reasonings behind passing this bill was that it would give more time for younger, newer pilots to obtain their ratings and flight time, so that (hopefully) when the retirements started again, there would be a surplus of experienced pilots waiting to be hired. But

in my experience, this backfired. This was another setback for new would-be pilots. Who wants to wait five years to get a job? A job that was only paying \$30-40,000 a year, at that time. This unfortunately, in my experience, again discouraged would-be pilots from even pursuing a career in aviation.

Months after the age-65 bill was signed, The Great Recession, an economic crash that had been brewing for years lasted for over a year. During this recession, pilots were furloughed and displaced again. For some pilots this was their second furlough of the decade. As you can imagine, this kind of turmoil can lead an individual to switch careers, and many did.

On February 12, 2009, tragedy strikes again, Colgan Air Flight 3407 suffers an aerodynamic stall while turning onto final approach into Buffalo Niagara International Airport, killing all 49 people onboard as well as one person in their home on the ground. This crash was the impetus for several new laws that greatly affected pilot hiring. These new laws came into effect in 2010.

The Lost Decade, in my opinion, is by far one of the biggest contributors to the aviation industry having trouble finding qualified pilots. Personally, I had several friends who spent tens of thousands of dollars on flight training yet they simply walked away from flying because of the events that transpired during this decade. They sought new careers, and at this point, it's no longer feasible for them to come back.



## 2010s

The crash of Colgan Air Flight 3407 created new rules for pilots. (My intention here is not to cover all the rule changes, but to address the ones that affected pilot hiring.) After the investigation into the crash, the NTSB concluded it was pilot error owed to pilot fatigue. This was the first crash in history wherein pilot fatigue was one of the major contributors to a crash. On August 2, 2010, the Airline Safety and Federal Aviation Administration Extension Act of 2010 (Public law 111-216) is signed into law by President Obama.

The greatest impact from this law on

pilot hiring was the '1,500-hour rule' which required all Part-121 (airline) pilots to have an Airline Transport Pilot, (ATP) license. Minimum number of hours rose to 1,500. Previously, a first officer only needed to have his commercial license, which can be obtained with as little as 250 hours of flight time. This increased the minimum flight time requirement by six times over the previous amount! The act did allow for some leeway for pilots who obtained an aviation bachelor's or associate degree and for those who were trained by the military to reduce the minimum time required for a restricted ATP (rATP)

license. The second greatest impact of this law is that in order to be a captain with a Part-121 airline, a pilot must have 1,000 hours of flying experience as a Part-121 airline pilot. This rule impacts pilot hiring now more than when it was first enacted. As I recall, at the time it was legislated, some regional airlines had pilots with fewer than 1,500 hours, so they had to be put on leave until they could obtain the requisite flight time and return.

In 2012, the Baby Boomers begin to turn age 65 and airline pilot retirements restart at alarming rates. The result is that pilot hiring and pilot movement are at full speed ahead. As the regional airline pilots leave for more lucrative jobs at the major airlines, the regionals find that hiring pilots is not as easy as it used to be, and the bonuses and incentives begin. Regional airlines were offering pilots \$10,000, \$15,000 and even up to \$20,000 sign-on bonuses. By the middle of the decade, regional airlines are fighting each other for the pilots who just meet the 1,500-hours minimum or the rATP minimums.

Aero Crew News made its debut in 2016 wherein we introduced The Grid, a spreadsheet tool that allows pilots to compare the contracts of regional and major airlines. We would like to think that we helped to contribute to some of the quality-of-life improvements, but realistically it would not have happened had there been a surplus of pilots ready to be hired.

As we approach the end of this decade, the regional airlines continue to be creative with increased bonuses. Examples are paying for pilots' ratings and giving travel benefits away to before they are hired as pilots. One

airline even removed seats from some of their aircraft to evade the Federal Aviation Regulations (FARs) and fly under Part 135 (Charter operations) vs. Part 121 (airline operations). This allowed them to hire first officers who did not meet the flight-time requirements for the ATP or rATP and have them fly passengers while building flight time.

At the end of the decade in 2019, air travel hits an all-time high. The aviation industry has had almost a full decade with no setbacks, pilot movement is at an all-time high, and pilots meeting the ATP or rATP minimums have their choice of which airline to work for. But as everyone now knows, the airline industry is very volatile and a global pandemic was brewing.

### **2020s, The Pandemic**

The start of 2020 with its lockdowns, was the worst single event for the aviation industry, EVER. Let's face it, it was the worst thing for the entire world and for almost every single industry. (Granted, there were some that profited from it, but we won't talk about that.) Air travel stopped, pilots were furloughed and displaced, contract concessions were made, and entire airlines turned their lights off for the final time. Most major airlines offered early-out retirements for pilots of a certain age, usually within two to three years of turning age 65. Thousands of pilots across the U.S. took these packages and retired early.

The first Covid-19 vaccine came out in December 2020, but airlines have still not yet fully recovered. This year, 2022, has been a robust travel year, but certain countries are still shut down and flights are restricted into others. In the last 18 months or so, the airlines

have seen a huge uptick in travelers. At first it was pent-up demand – people just wanted to get out, travel, go somewhere. The leisure travelers were the first to come back and the business travelers started to come back slowly in late 2021 into early 2022. Because of this, these last couple of years have been very challenging for airline management, especially when it came time to displace or furlough pilots. It takes four to six weeks to train one pilot on a new aircraft or a new seat. Imagine a company with 10,000 pilots at the start of the pandemic and they retrained 70% of their pilots after displacements. With a limited and finite number of simulator slots, it would take years to train! This is what started to occur in 2020-21.

For example, let's say an airline has 100 captains and 300 first officers on the 777, but now due to the pandemic, they only need 25 captains and 75 first officers. Assume all the captains, want to keep their captain's seat so 75 of them bid down to a smaller aircraft, say the 767, displacing those captains, for which there were 300 captains but now only needs 100. The 275 767 captains then bid down to the 737, displacing other captains. Now the first officers do the exact same thing. You can quickly see how this snowballed and thousands of pilots become displaced and needed to be trained on a new aircraft or a new seat. This is exactly what happened during the pandemic and some airlines have not yet caught up with their training backlog.

Travel didn't only bounce back, it skyrocketed. Not only did these airlines have to retrain their existing pilots who were displaced, but they also had to hire and train new pilots.

United Airlines and Delta Air Lines have hired record numbers of pilots since hiring resumed. Before Covid, United and Delta had just over 12,000 pilots each, Delta is now just over 14,400 and United is well over 15,000 pilots. Pre-Covid, American Airlines was around 14,500 pilots and they are now over 15,000. We can't forget that several thousand pilots took early outs or retired during this time.

## **So, is there a pilot shortage?**

Let me state it again; it depends on whom you ask. And I'll add for your consideration, what is their motivation? Republic Airways, a regional airline, recently filed for an exemption to the 1,500-hour rule citing that their training program was at the level of a military program. They were asking the FAA for dispensation to use the 750-hour requirement at which military pilots are allowed to obtain their rATP license. The FAA denied Republic Airways in September 2022. ALPA was a big opponent to Republic's request citing how many newly minted ATPs the FAA has issued this year. ALPA also cited that since the 1,500-hour rule came into effect, airline passenger fatalities have decreased by 99.8%. There has not been a major airliner crash in the United States since the passage of the Airline Safety and Federal Aviation Administration Extension Act of 2010. I believe this is proof that experience on the flight deck benefits aviation safety.

As of just a few months ago, American Airlines set the bar for pilot pay among regional airlines through its wholly-owned partners, Envoy, PSA and Piedmont. Starting-captain pay rose from \$85 to \$219\* per flight

hour, while new-hire, first-officers went from \$51 to \$135\* per flight hour. To compete, several other regional airlines have had to increase their pay rates too. (\*Includes 50% premium pay in effect until August 31, 2024.)

We must ask ourselves, if there were a bountiful supply of pilots, would we be seeing the pay rates increase so drastically for regional pilots? The economic rule of supply and demand would suggest that there definitely is a shortage of pilots willing to fly for a regional airline.

## **The solution?**

The biggest hurdle is that there is no easy fix to train new pilots. From start to finish, being hired as a first officer at an airline (or “zero to hero” as some call it), you are looking at a minimum of 19 months to two years, if you’re lucky. If a student pilot only trained and studied and did not hold a job, they could get their private pilot’s license, instrument rating, commercial pilot’s license, multi-engine rating, certified flight instructor (CFI), certified flight instructor instrument (CFII) and multi-engine instructor (MEI) in nine months. This timeline of course, is contingent upon good weather, being on the flight schedule as much as possible, nonstop studying, availability of designated pilot examiners (DPEs) when the student is ready, and between \$110,000 to \$130,000 at the ready. At the end of this best-case scenario, now the new pilot is around the first 250 accumulated flight hours. (Just to give you an idea of the current backlog, a recent poll on a CFI Facebook group suggested that a DPE is typically being

scheduled 1-3 months in advance.)

Now, the next phase is time building and there are several ways to do this through flight instruction, banner towing, cloud seeding and geo mapping, to name a few. If you were to go through an FAA certified Part-141 school and receive an associate or bachelor’s degree in aviation, you can be hired by a regional airline with minimums of 1,200 flight hours, otherwise you’ll need 1,500 flight hours. Again, assuming good weather and 100 hours a month, one can build their time within ten or 13 months respectively. Realistically however, there are always weather issues and flight-training events that are cancelled, DPEs are booked for weeks if not months out, planes are down for maintenance, money issues or loans are not coming in, etc. Everyone must expect and plan for delays. Bottom line – realistically it’s a minimum of two to three years from zero experience to first officer at a regional airline.

In my experience, I would say the biggest hurdle for student pilots is the money followed by the time it takes to build one’s flight time. In most cases, the time costs money, too. I do believe we will soon see a time when airlines are hiring individuals with only their private pilot’s license and absorbing the costs for their training, paying them while in training and paying them to teach the next group of pilots while they build time. Of course, I see a minimum number of years of service attached to such a contract, but a proactive airline should start crunching the numbers on this plan, if they haven’t already. United Airlines and Alaska Airlines have already started their own flight

schools. If one is accepted into United Aviate Academy, United Airlines' own flight academy, the private pilot's license is free, but the cadet will need another \$100,000+ to finish up. (Competitive scholarships are available through partner organizations and loans are underwritten by agreement between United and loan providers.) See our July feature, [United's Aviate Academy is Off the Ground](#).

Another huge hurdle for existing pilots is their FAA medical certificate. Occasionally, pilots lose theirs due to a surgery or other issues. Over time, wounds heal and these issues are resolved. Anecdotally, I have heard that once a pilot is declared medically fit by their doctor, getting their FAA medical certificate reinstated is another huge hurdle. If airlines in need of pilots had a team to help these pilots get back to flying faster, it would benefit all parties involved. I do know ALPA has a team available to help, but what about the pilots who are not currently employed by an airline and are not a member of ALPA? I would think it would be less expensive to restore the medical for a current pilot compared with training a new pilot from zero to hero. I'm not suggesting this would work seamlessly for every candidate, but I am suggesting that there are workarounds for many situations. Sometimes the problem solvers are so busy looking ahead that they forget to look back and see what other sources are being overlooked.

## What's next?

I have always said that the easiest way to solve the pilot shortage, if there is one, is to increase the capacity of aircraft going to smaller cities while decreasing the frequency of flights. Less frequency may impact the convenience for the passengers in that city but service would remain. Let's take the example of a 50-seat regional jet that would serve a smaller city four times a day. That amounts to 400 (200 arriving and 200 departing) passengers served by eight pilots throughout the day. If it were a typical 737-700 that holds 126 passengers arriving and departing on two flights a day, the airline would be serving 504 passengers (252 arrivals and 252 departures) with only four pilots. Not only have you increased the capacity by 104 passengers but you have cut the number of pilots in half. Multiply this by the number of small-town airports in the U.S. and we have nothing to see here. Move along.

The statistics are available, the facts are indisputable but the conclusions are debatable. Is there a shortage of pilots or are the airlines so entrenched in their business models to the extent that they have lost flexibility? We can all judge for ourselves and as surely as we'll encounter turbulence, we will bear witness to the way this issue is either resolved or be continued ad infinitum.



### About the Author



**Craig Pieper** - Craig Pieper is the Publisher and Founder of Aero Crew News and a second generation airline pilot. [Read More...](#)

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