May 2021

Aero Crew News

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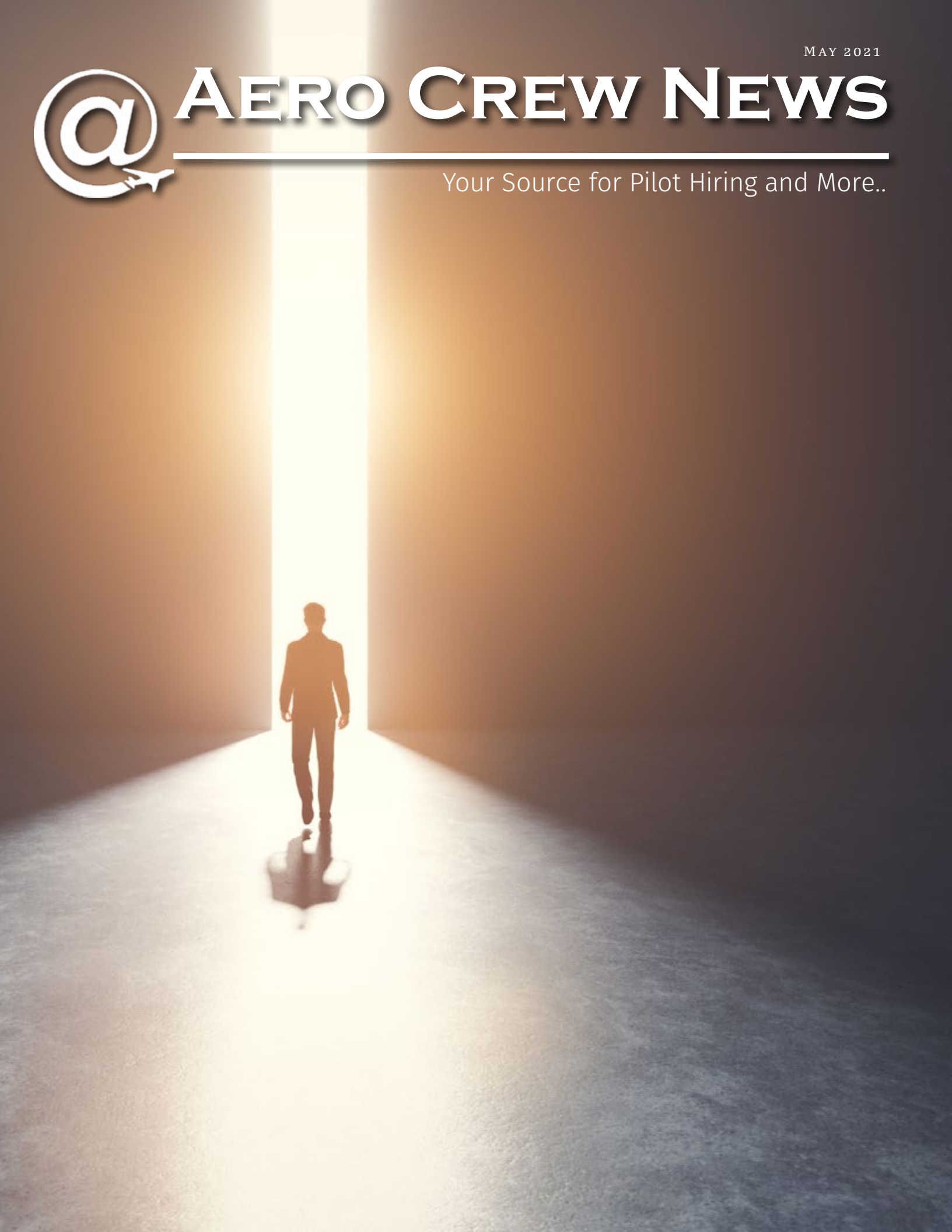

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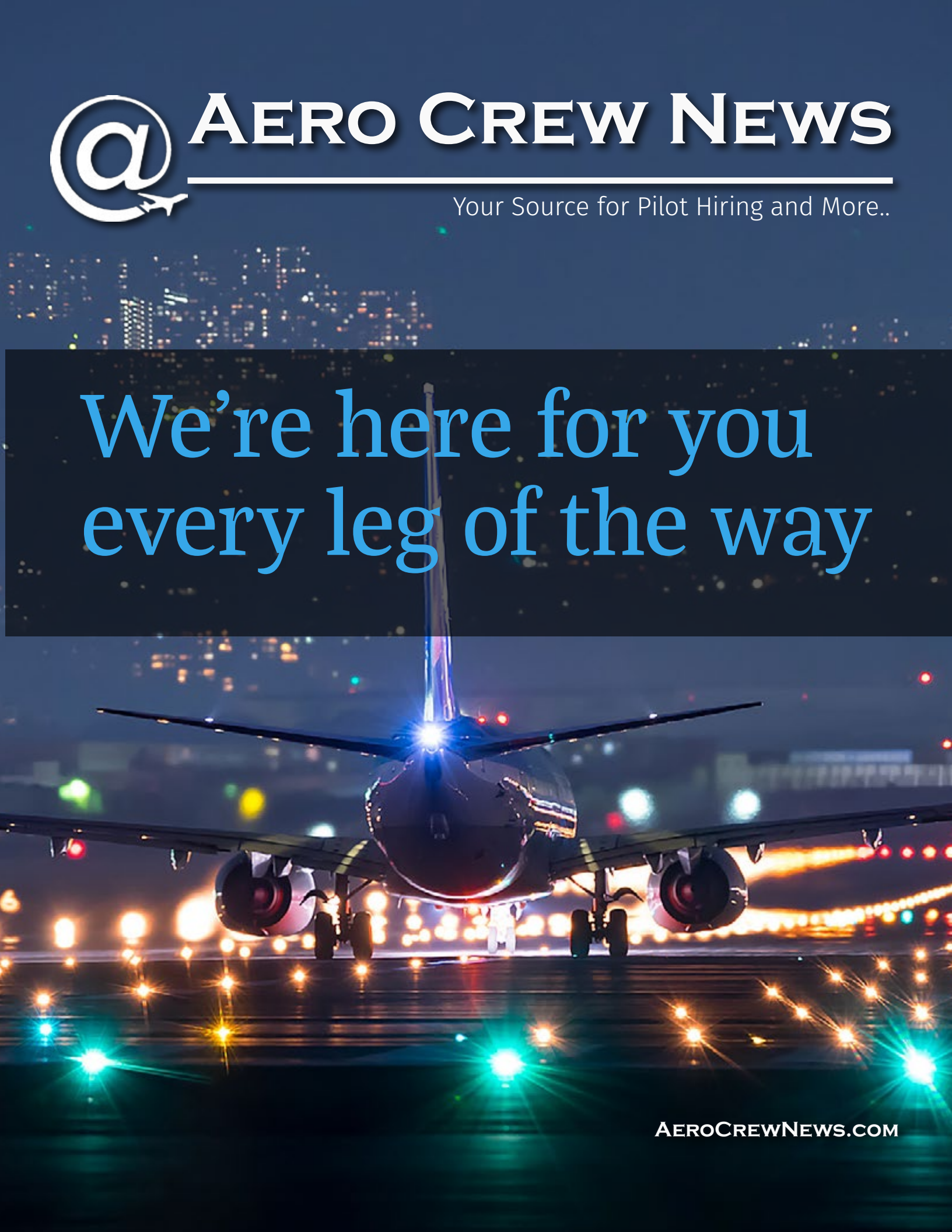

contents

May 2021

Jump to each section Below
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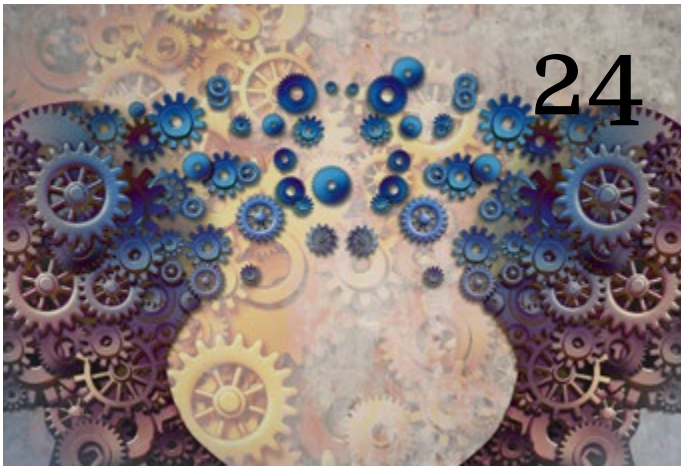

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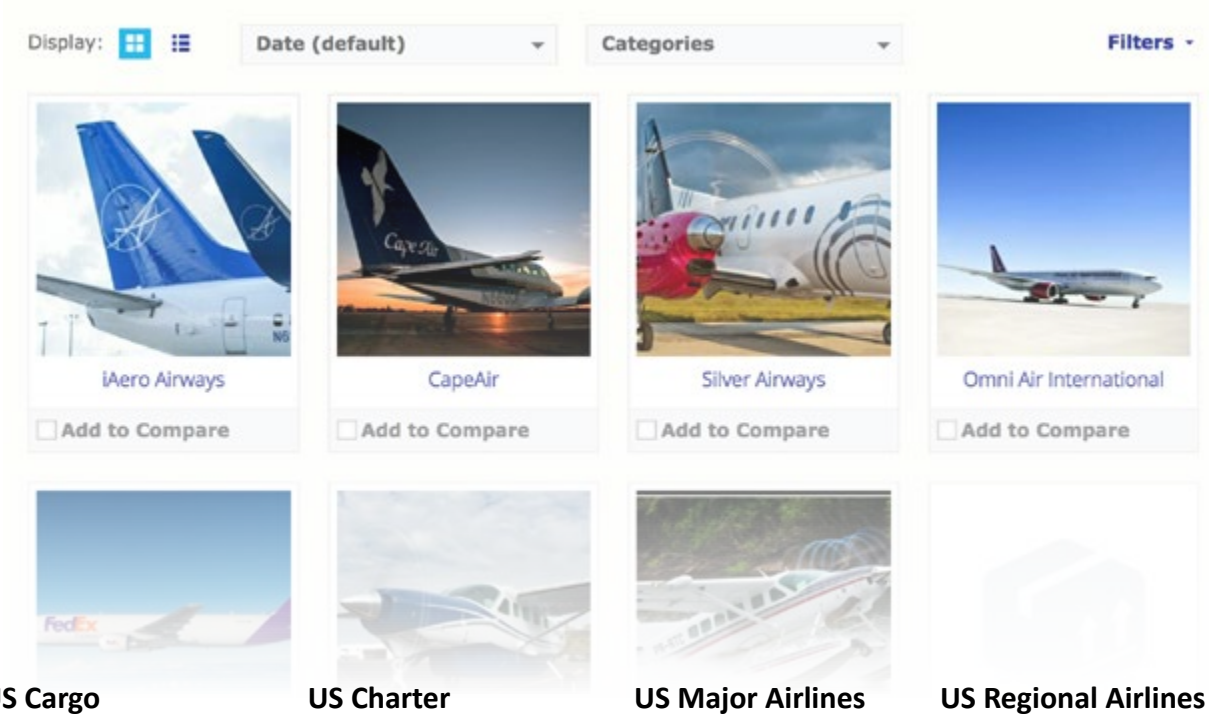

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PROFESSIONAL PILOTS OF TOMORROW

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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.

Our aim is to provide confidential, insightful, and unbiased mentoring to pilots by more experience and seasoned professional pilots from the airlines throughout the aviation industry.

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FOSTER
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PROMOTE
Promote aviation safety through training, seminars, publications, and best practices.

PROVIDE
Provide an affirming social and professional network for the LGBT aviation community.

NGPA

The Worldwide LGBT Aviation Commmunity

Dear readers,

As much as I would love to report that our industry is back in business, I can't in good faith say that, but the needle is moving in the right direction. The good news is that airline travel is up, and airlines are back to hiring pilots! The list of airlines hiring grows every day. Consider the big news that GoJets just announced that they are looking for off-the-street captains. Before we know it, we will start to see large hiring bonuses from regional airlines again.

While all this is great news, we still need to be realistically cautious as the future is only one lock-down away from going belly-up again. With all this in mind, it really couldn't be timelier for us to introduce a new column – Careers. Please check it out and remember to keep that feedback coming in! We love hearing from you. Email us at info@aerocrewnews.com.

Fly Safe,

Craig D. Pieper

Craig D. Pieper

About the Publisher

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

April 2021

For all you aspiring pilots out there, be sure to check out last month's feature article about AeroGuard Flight Training Center. AeroGuard started 11 years ago in Phoenix, Ariz. and now has four locations across the United States, in California, Arizona, Texas and Florida. We love to feature opportunities for aspirants, so if you are affiliated with a flight school and are interested in having yours featured, please email me at info@aerocrewnews.com

We launched a new column last month titled BAGGAGE. In addition to the roll-aboards we lug, we carry that emotional baggage wherever we are. Reini Thijssen has been contributing to our FITNESS column for a while and we felt that her content merits its own column. Reini, a mental-health professional, is focused on issues of those who travel in their careers. She is working on an advanced degree and aspires to work globally as a licensed therapist for those with remote occupations.

We also had a new contributing author for FITNESS. B-757 pilot Eric Ray is a certified personal trainer and nutrition coach and is the co-creator and current president of the Hii360 Coaching Method. We are confident that he will inspire us all to improve our health and fitness despite the challenges and demands of our careers.

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FEEDBACK

Hey ACN,

Just want to tell you all that I look forward to every issue. My favorite part is Aviator Bulletins. I get really connected to what's going on and that makes me feel like I'm doing my part trying to keep up with the industry. I'm still a student but because of Aero Crew News, I feel informed. I believe that being informed is going to help me with the next steps in my career journey. Just want to say thanks.

Philip M.

Dear Editor,

I am a woman in this largely male-dominated profession and I'm not complaining. But I do want you to know that I appreciate the "softer side" namely the new BAGGAGE column. I started reading Ms. Thijssen before she got her own column. (By the way, I love the name.) I think you all have done a pretty good job over the years of telling us about women in the pilot ranks. More of that, please. To paraphrase The Marvelous Mrs. Maisel, I like to say ...

Tips up,

Carolyn C.

How Tech Will Smooth the Return to Global Travel: A Q&A With Delta's Innovation Leader

With summer ahead and more customers taking steps to return to the skies, Delta has continued to find new ways to welcome customers back with less guesswork. Last month, the airline launched its new Travel Planning Center – a one-stop guide packed with resources to manage travel requirements – and added more interactive features to its easy-to-use Delta Discover Map that give customers the ability to filter, search and book travel in a couple of clicks. Over the coming months, the airline plans to bring an even further streamlined experience to customers with new tools aimed at reopening international travel.

Matt Muta, V.P. – Innovation, explains how Delta is using technology to help the industry return to a pre-COVID travel experience, while keeping an eye to the future.

Where do things stand today for customers looking to return to international travel?

We've been saying for a while that international recovery would be choppy, but there are encouraging signs customers can be excited about. A few destinations are reopening for U.S. customers, including Iceland and Greece, but many long-haul international destinations remain closed to U.S. passengers for all but essential travel, with strict restrictions for entry.

Even so, our teams have been working hard over the past several months to make it easier for customers returning to travel through our new Travel Planning Center, Delta Discover Map and more. And while it is clear we still have a long road ahead before we see international travel return to pre-COVID levels, we're moving in the right direction.

Everyone's talking about the idea of a digital health 'passport.' Is this something Delta is looking into developing?

'Health passport' sounds exciting, but it's really a misnomer. A passport is an official document issued by a government, certifying the holder's identity and citizenship that entitles them to travel abroad. We'll leave it to governments to decide on entry requirements and what's accepted to cross borders.

Where we can be innovative, though, is in making it as easy as possible for our customers to navigate and address those requirements. That's what we've been working hard to do since the onset of the pandemic. We want to develop an integrated suite of digital tools available via Delta channels that takes the guesswork out of the customer journey.

Earlier this year, we introduced a test upload capability in partnership with TrustAssure in a handful of airports that has helped bridge the gap between paper documentation and digital credentials, but we are hoping to go a step further.

Our goal is to bring one solution to customers that helps them schedule a test, manage their results and other health documents, and automatically verify they have met the requirements for entry at their destination in a seamless, secure way – and we are making progress.

What will that experience look like for customers?

We recently launched a limited test of a new solution that will let customers schedule a COVID-19 test within TrustAssure's network of test providers, verify their results and automatically confirm the necessary requirements, which are provided by IATA, have been met prior to check-in. All of this is built into a familiar pre-travel process on delta.com and makes the process of managing health documents a lot easier for customers.

How are you working with our global partner airlines to ensure that our customers have a seamless travel experience when they connect and travel on our partner airlines?

We have been working closely with SkyTeam, the global airline alliance, and each of our global airline partners throughout the pandemic, sharing best practice on the health and safety measures in place throughout the journey and focusing on how we can create a stress-free travel experience as customers navigate new and future requirements needed for international travel.

Ensuring that our customers have the digital resources they need is critical. That begins at the initial booking. They need to understand the tests required for travel and, ultimately, the documents they'll need before they go. It is imperative that we deliver the technology solutions, such as touchless check-in, that ensure a seamless experience for our customer's benefit across the partners. Customers want a smooth, connected and stress-free travel experience.

How is customer health data being handled? Isn't privacy a concern?

Maintaining the privacy of our customers' information, both personal and health-related, is critical to our work. The beauty of the system we are creating is that all customer health data is verified independently – Delta is not actively interpreting a customer's health data and none of it is stored on Delta's servers. Once the customer's test verification status is confirmed by TrustAssure, they can feel confident they have met the health requirements for entry at their destination.

Will Delta's solution account for vaccination records?

The solution we are building is designed to evolve as requirements change. In the future, customers will be able to verify their vaccination status automatically like they can with COVID-19 test results, but there is still work to be done at the government level to determine the policies related to travel for vaccinated people and what governments will accept or support as proof of vaccination.

For many customers, a vaccination requirement will not be new. Many destinations in Africa and South America require additional health documentation and vaccination records for entry. The difference between those requirements and the current environment is scale. COVID-19 has touched virtually every part of the world, and everyone is adapting to that impact.

Is Delta actively working with governments on this issue?

We are doing everything we can to help policymakers align on accepted health standards, so we can then develop the solutions that will support those new requirements and facilitate our customers' travel. But there's a lot we're able to do even while we wait for those decisions to be made.

Our goal is to build a system that can adapt to both government requirements and customer needs both today and down the road.

When will Delta's solution be widely available?

At Delta, we follow a think big, start small and learn fast approach to innovation – and that has guided our development in this space. We recently began testing an initial version of our solution for eligible customers traveling between Atlanta Hartsfield-Jackson International Airport and London Heathrow, and initial feedback has been promising.

We are fine-tuning the functionality based on the great feedback we have received so far and looking at how to bring it to more customers in the coming weeks.

Alaska Airlines expands service and presence at Santa Rosa/Sonoma County

New nonstop flights arrive in time for summer holidays and fall harvest

Alaska Airlines is increasing its service and commitment to Santa Rosa/Sonoma County with more nonstop flights between Southern California and the heart of wine country. Starting June 1, the airline will offer daily nonstop service between Santa Rosa/Sonoma County and Burbank. On Sept. 8, Alaska will add additional flights to both Orange County and San Diego

With the additional flight to Hollywood Burbank Airport, the airline will have nonstop service to six destinations from Sonoma County: Burbank, Los Angeles, Portland, Orange County, San Diego and Seattle. By fall, Alaska will operate 13 peak day departures, including eight daily nonstop flights to Southern California airports.

"Sonoma County offers the perfect mix of stunning outdoor locales, acclaimed food and wine, and a vibrant cultural scene," said Brett Catlin, Alaska's vice president of network and alliances. "We're proud to better connect Southern California with Sonoma and look forward to welcoming guests with our award-winning service this summer."

Alaska was the first commercial airline to resume service to Charles M. Schulz-Sonoma County Airport in 2007. The airline has long been the airport's largest carrier. In 2019, three out of four passengers to Santa Rosa/Sonoma County flew on Alaska.

"We're grateful for the 14 years of commitment, growth and Alaska's outstanding service to the North Bay and the heart of wine country. Alaska recognizes the potential in our market and STS looks forward to many more years of a prosperous partnership," said Jon Stout, airport manager at Charles M. Schulz-Sonoma County Airport.

Tickets for all routes are available for purchase now at alaskaair.com.

When heading to Sonoma, Alaska's guests can take advantage of its Wine Flies Free program, which debuted in 2007 to make it easier for travelers to bring home their favorite bottles of wine from Santa Rosa/Sonoma County. Oftentimes, wineries are unable to ship cases directly or consumers are faced with costly shipping fees to transport wine. Alaska's Wine Flies Free solves those challenges by offering each Mileage Plan member the ability to check an entire case – up to 12 bottles of wine – for free.

The new route between Santa Rosa/Sonoma and Burbank will be served by the Embraer 175 jet, an aircraft with only window and aisle seating; there are no middle seats. Guests will enjoy award-winning service in a three-class cabin that includes First Class and Premium Class; hundreds of free movies and TV shows available for viewing on personal devices; free texting on most flights; and Wi-Fi connectivity for purchase.

United Airlines Continues to Build Summer Network, Adding Over 480 Daily Flights to its U.S. June Schedule

Airline restarting 16 routes and adding nine new routes to destinations including Hawaii, Alaska and national parks

In June, United will fly its largest schedule since before the pandemic to meet growing demand for summer travel. The airline is adding more than 480 daily flights to its U.S. schedule to offer an average of over 3,100 total daily domestic flights to more than 240 U.S. destinations. This includes the addition of new flights to Hawaii, Alaska and Montana. Overall, United plans to fly 67% of its domestic schedule and 60% of its overall network schedule compared to its 2019 June schedule.

United will add nine brand-new routes in June, including daily flights from Denver to West Yellowstone, Mont. – the closest airport to Yellowstone National Park. In addition, United plans to add two new direct flights to Hawaii – from Chicago to Kona, and from New York/Newark to Maui. And as peak travel season to Alaska resumes, United will restart service from Chicago to Fairbanks and from Chicago, Houston, New York/Newark and San Francisco to Anchorage. United will also introduce brand new service between Fairbanks and Anchorage in June.

"As leisure travel continues to return this summer, we are adding more flights to our June schedule to national parks, Alaska, Hawaii, Florida and other popular destinations," said Ankit Gupta, vice president of domestic planning and scheduling at United. ***"June is historically the beginning of the peak summer travel season and ramping up to over 3,500 total daily flights across the system this June underscores the continued demand for leisure travel and our responsiveness to meeting that demand."***

These new routes are part of United's ongoing strategy to capitalize on the pent-up customer demand for leisure travel with friends and family. Last month when United announced 26 brand new direct summer flights from Midwest cities to seven coastal destinations in the Southeast and New England, the airline received nearly 5,000 bookings for these routes in the first 48 hours.

June Domestic Schedule Highlights

- United will fly over 40 flights to the Hawaiian Islands on peak days in June, including new service to Kona from Chicago and Maui from New York/Newark – United will be the only carrier to operate these routes.
- United will operate up to 12 daily/69 weekly flights to Alaska from five hubs including Chicago, Denver, Houston, New York/Newark and San Francisco.
- United will operate over 500 daily flights to 66 national park destinations including brand new service between Denver and West Yellowstone. United will fly to more national parks this summer than any other airline.

Desert Jet Announces Partnership with BMW Performance Center West

Desert Jet, the premier full-service business aviation company based in Greater Palm Springs, California, is pleased to announce an exclusive collaborative partnership with the BMW Performance Center West (BMW PCW).

The collaboration enables visiting pilots and their passengers who utilize the executive FBO facility, Desert Jet Center, at the Jacqueline Cochran Regional Airport (KTRM) in Thermal, an opportunity to discover the unique driving experience just minutes away. Likewise, executives and individuals flying into the area to get behind the wheel of the Ultimate Driving Machine® begin their ultimate experience when they land at our executive FBO.

"We are looking forward to our partnership with Desert Jet to see their customers and crew members go from flying right over our track, to behind the wheel of a BMW M vehicle," said Matt Misko, Operations Manager at the BMW Performance Center West. "If you have ever wanted to experience a real BMW M race car first-hand or learn how to do those cool film stunt driving moves in MINI John Cooper Works or even learn or improve on your car handling skills then the BMW Performance Center West in Thermal, CA is the only destination for you."

The BMW PCW joins a list of select partnerships Desert Jet has developed to provide their clientele with the opportunity to access distinctive clubs, events, and experiences in the Greater Palm Springs and Coachella Valley area.

"We are thrilled with our partnership with the BMW Performance Center West," said Jared Fox, CEO of Desert Jet. "Our ability to co-brand delivers an ultimate driving and flying experience to our shared client base traveling to the Coachella Valley. We look forward to developing more unique opportunities that benefit our clientele, partner, and Desert Jet."

To launch their exclusive collaborative partnership, Desert Jet and BMW PCW raffled a two-hour driving experience at the racetrack. The raffle winner recently announced was a visiting pilot of a charter company.

About BMW Performance Center West

The BMW Performance Center West is a performance driver training facility located in Thermal, California, near Palm Springs. The facility is open to the public and offers a wide range of driving schools and experiences for people of all ages and capabilities. The BMW Performance Driving Schools are taught by BMW professional driving instructors on a private course. The classes provide individuals with the opportunity to get behind the wheel of the Ultimate Driving Machine® and learn proper vision, basic car control, panic braking, handling, last-minute emergency lane changing, distracted driving, high-speed control, and precision driving.

Why Do I Mentor?

Making Sense of the Nonsense

Written By: Kristopher Olson

The year 2020 began as any other for our industry, and like every downturn prior, our world is unexpectedly turned upside down. For those of us with the few fortunate airlines, government support has bought our airlines time to evaluate and redeploy assets. This assistance has undoubtedly allowed up to avoid furloughs, downgrades and displacements industry wide. But what about those who are starting out? How do they make sense of all of this? What does it mean for their careers?

I have two brothers who are just starting out in this career – one is a CFI, the other a PPL. Both thought that this downturn had reduced their prospects for the next five years. I've met various individuals over the past new months who thought this downturn meant they should become air traffic control specialists, mechanics or altogether leave the industry.

This industry and our professions as aviators still have a lot of potential for aspiring pilots. Some major airlines have released many pilots through early retirement programs, but the industry still expects a significant number of regular retirements in the coming decade. New upstart airlines like Breeze and Avelo look to offer potential steppingstones or first-mover advantages to those hired. Many current airlines are announcing hiring plans going forward. We look well positioned to see our industry return to its pre-pandemic employment landscape in the coming years. If you are just learning to fly now, with a career that could reach 30+ years, your outlook is positive.

This is why I mentor. I believe it is important for those of us in the industry to help those on the outside navigate our world. How do we go from student pilot to regional pilot? How do we motivate others to keep the energy and maintain the faith? How do we help build the next generation of aviators? Afterall, those learning to fly are our future first officers.

As we return to normal from the age of COVID, we all play a role in helping communicate opportunities to our friends working their way up. Did you hear about a regional airline announcing hiring? Pass it along. Did your friend land a corporate gig while on furlough with a regional or from instructing? Help them evaluate the merits of both positions relative to their long-term goals. Is there some press or news about your company? Explain it to those who want to be in your shoes.

We are ambassadors on the line, and off-duty we can help others navigate the complex process of building a career as an airline pilot. Many organizations offer structured mentorship programs – from nonprofits to new-hire pilot programs at most airlines. However, I spend my time volunteering with Professional Pilots of Tomorrow (PPOT). PPOT is a New York based 501(c)(3) organization that specializes in free, unbiased, peer-to-peer mentorship. Rather than having access to mentors at one airline, PPOT allows mentees and mentors to "cross-pollinate" with individuals from practically every airline in the U.S. and many from those abroad. In addition, members can access a variety of unique and free services. If you are looking to be a mentor, or if you need a mentor, I heartily suggest you check out the PPOT website at https://www.theppot.org/home/.

Mentoring provides benefits to both the mentor and the mentee. As a mentor, you find yourself paying attention to industry changes in ways that you wouldn't normally as simply a line-pilot. Changing competitive dynamics, hiring updates, and new bases mean a lot to those who are helping up-and-comers. This insight can help you update your own expectations and manage your own career development. Along the way, you are apt to meet some interesting people. Some of my dearest friends began as my own mentors or mentees.

About the Author

Kristopher Olson grew up in an airline family including pilots, mechanics, flight attendants and air traffic controllers for major airlines and the Federal Aviation Administration. Read More...

On-the-Go Fitness and Nutrition

Written By: Eric Ray

Soon it will be the start of the summer flying season and with the vaccine rollout in full swing it also means the airline industry is starting to pick up momentum. Simply, more pilots will be flying again as their careers start to get back to normal. For those of us who have been at home or had extra time to work on our lives including our fitness and/or nutrition goals, getting back to normal may present its own challenges. Some include the eating well or finding a local gym or fitness center while we travel. Additionally, some cities may still be imposing movement restrictions on travelers or limiting access to their gyms.

Your workout

When it comes to fitness (getting in a workout) you don't necessarily have to go to a gym, and you don't even need much in terms of equipment. Think old-school calisthenics. Pushups, bodyweight squats or even jumping jacks can be performed without equipment or much space. You could also create a workout by walking up stairs. Don't think walking up stairs will kick your butt? Try increasing the intensity by hopping up a flight of stairs on one foot and alternate on the way to the top floor. Yoga, or barre-type workouts can be followed along via video (YouTube bodyweight exercises) and require little to no equipment. You can use a chair for balance and who really needs a yoga mat?

If you can get outside, a pull-up bar or a low hanging tree branch can do wonders for your back and arms. You can do pull-ups, chin-ups and even work your core with hanging leg raises. If you haven't heard of the TRX suspension training system, I advise you to check it out. It's a low-cost option that allows you to attach bands to a door or tree. The best part is that the bands are small, light-weight and can readily fit in your travel bag.

Don't limit your options by thinking "I don't have any equipment, so I can't do anything." You don't need a gym you only need the ability to think outside the box.

Nutrition

Where your nutrition is concerned, throw some healthy snacks in your bag. Dried fruits, nuts, prepackaged oatmeal, and small packets of peanut butter can all be carried with ease. If you find yourself needing to buy food in the airport, first, be wary of the cost (which shouldn't be a shock), and second, those pre-packaged sandwiches may taste great, but they are loaded with sodium. When you eat processed food, remember to drink more water than normal to help flush out the sodium and other additives.

One thing I have learned to do (okay, pre-COVID tip here) is to buy locally. If where you are allows you to shop for groceries, then grab some fresh fruit or even a salad. That's not to take away anything you have going on with getting breakfast, lunch or dinner from the hotel or local restaurant. Make an effort to be mindful of what you eat while you travel and at a minimum, try to get out and move your body!

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...

Dealing with Difficult People

Understanding six challenging personality types

WRITTEN BY: REINI THIJSSEN

Life is full of social interactions, from connecting with our loved ones to confrontations with challenging individuals whom we cannot stand to be around. Unfortunately from time to time, we have to deal with those who push our buttons one way or another – certain acquaintances, neighbors, family members, colleagues, or even passengers. Interactions like these are not only annoying, but they might also even be harmful to your work performance and your emotional health. If you must interact, the least you can do is protect your own mental health by recognizing and understanding six challenging personality types.

Six Personality Types

By nature, humans have three patterns of behavior in stressful situations: fight, flight, or submission, also known as "freeze." For example, a common stress response is to react aggressively and with irritation. When people feel that they do not have sufficient strength of their own, they can exhibit passive-aggressive behavior. Others expresses themselves with childish behaviors or play the victim role. Depending on the situation and their level of stress, people can react in different ways.

There are various kinds of difficult people, and challenging behaviors manifest in many forms. Here, we highlight six personality types that can push buttons: the Boundary Crosser, the Talker, the Dominant Leader, the Critic, the Avoider, and the Follower. Though they might not behave badly on purpose, each type can make life miserable. Keep in mind that these are not official personality disorders or other mental health diagnoses. Understanding and recognizing these different personality types can help provide insight to deal more effectively with difficult people.

1. The Boundary Crosser

How to recognize: As the name suggests, this type crosses personal boundaries. Overall, they have little sense of your needs when they differ from their own. They want to interfere with other people's personal lives and feel like everything has to be shared. The Boundary Crosser can quickly feel rejected when boundaries are set or when keeping distance, often leading to disagreements and emotional conflicts that might distract from the core issue. The continuous power struggle takes energy and can lead to excessive worry about maintaining healthy boundaries with this person.

Important: This personality type does not easily agree to boundaries. When openly disagreeing, the boundary crosser might try to elicit an explanation, potentially opening up the opportunity for negotiation. Try not to become distracted by explanations or by emotions such as guilt or anger. End the conversation as soon as possible. Remind yourself that it is sometimes necessary to be more direct and a little less friendly.

What to do:

- Know your boundaries.
- State clearly what you do and do not want, use direct language. Other forms of communication might be misunderstood.
- Clearly say "no." Avoid words such as "but" or "maybe."
- Show "no" through body language, using a confident and upright stance.
- Try not to be too open or confidential.
- Usually, good manners are considered necessary by this personality type. Stay calm, even if you are, righteously so, angry or upset.
- Ask for time out to reflect upon yourself, your boundaries, and your arguments. Asking for a time out to think about your response also shows that you take your opponent seriously.
- Keep your arguments short, concise and rational. Point out rules, laws, or principles, if applicable.
- Do you not feel good about the issue at hand? Explain directly without further explanation.
- Include these individuals through participation or by sharing information. Once they feel excluded, the unwanted behavior might intensify.

2. The Talker

How to recognize: Talker personality types can be identified by how they present themselves, often with expensive clothing and luxurious possessions. Spreading knowledge and experience that does not fit the situation should be received with caution. Talkers are hardly open to criticism, and confrontation might be counterproductive and incentivize them to share more incredible stories.

Talkers are charming and inspiring people gifted in some areas but often have superficial knowledge or skills

in other areas. How they present themselves is essential to them, which prevents them from developing further. Help and advice are unwanted. They do not ask questions and do not ask for help. They are looking for an audience that admires them, not one that questions them. Professional achievements are a crucial part of their identity, and status is important. Stories about conquests in love, relationships with important people, great possessions, and plans are frequently told stories. However, when they are likely not able to live up to the expectations, it impacts their trustworthiness.

Important: A Talker makes stories and plans sound more promising to get attention and support. Protecting oneself by staying emotionally distant, taking their promises and stories with a grain of salt can help prevent you from becoming caught up in their illusions and deceit.

What to do:

- When saying "no" to a Talker, remain subjective. For example, share that you do not feel good about the issue or that your intuition tells you to say no.
- Do not comment on stories that appear unrealistic. Take them with a grain of salt and try to let go. Remember, confrontation is counterproductive.
- Prevent investing time and money in the plans of this personality type because you may become emotionally involved, and the chances of failure are predominant.
- When working with a Talker, be clear about everyone's responsibilities to prevent being blamed for their lack of knowledge or skills.

3. The Dominant Leader

How to recognize: A Dominant Leader focuses mainly on fear, accompanied by tantrums, threats, and insults. He is venturous, overpowering, and task-oriented; he is not a team player. Such behavior can provoke others to feel less significant or annoyed, leading them to obey or withdraw. It might be challenging to stand up for oneself and express feelings when feeling oppressed by a dominant type. It is crucial to be aware that this personality type's behavior is likely caused by various experiences throughout their lives, possibly in which they could not show weakness.

Important: Everyone responds to stress differently. One will attack (fight), and the other will run away (flight). Remember that this is the Dominant Leader's stress response and try to calm yourself down to not get caught up in fear or anger.

What to do:

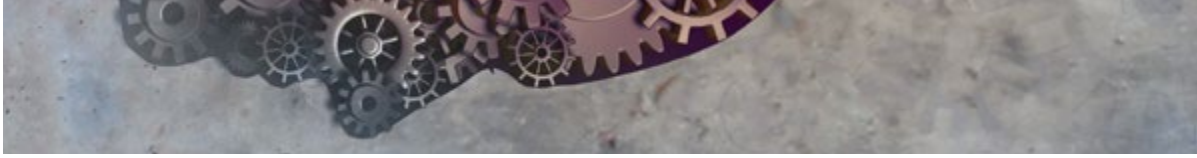
- Do not be discouraged; sit or stand upright and remain calm until the other person is finished raging.
- Calmly ask what they need from you.
- Be confident and explain your point of view while acknowledging the content of the Dominant Type's message – as long as you mean it. This requires self-confidence, preparation, and expertise.
- Another option is to ask for time out for reflection and to clarify everything for yourself first.
- Again, when disagreeing, it might help to point out laws or principles if applicable.

4. The Follower

How to recognize: This personality type often talks about decisions that they hardly or never make and how they feel stuck. They often feel helpless, incapable of solving challenges, and search for parental figures to solve their problems. The wait-and-see attitude of the Follower can be challenging to deal with. Followers consciously seek out the more social, balanced people who can support them when they need them. They need guidance, confirmation, reassurance and advice, but do not take responsibility.

Important: Are you a caregiving person? Be aware of this personality type because it might cause a lot of

BACK TO CONTENTS



well-intentioned energy to keep up with their challenges and projects that might not be followed up or finished. Remember, it is not your responsibility to save them however challenging life might feel for this personality type. Followers can be supported with encouragement while monitoring your boundaries.

What to do:

- To make change happen, leave the initiative with the Follower. Let them decide what will happen. For example, tell them that you do not know what to do, and follow that with silence. Silence is often difficult to tolerate, and action might follow. They must decide for themselves what to do, which is precisely what they need to do.
- Be mindful of your boundaries and communicate them clearly and diplomatically. Respectfully offer alternatives when necessary.
- Since Followers often criticize themselves, it is crucial to avoid adding criticism but instead, offer reassurances and constructive suggestions.

5. The Critic

How to recognize: This type often belittles other people and feels more superior to others. We all have flaws, and the Critic knows how to attribute mistakes to someone else's lack of knowledge or skills, never to themselves. Sensitive people might be more susceptible to this behavior which might cause them to doubt and lower their self-confidence. To give them your attention is to give them validation and recognition of their superiority. Similar to dealing with the Dominant Leader, it is crucial to keep your distance from this personality type. Remember, Critics are not necessarily bad people though their behavior can be destructive to others. Their upbringing often lacked emotional warmth, care, love, and acceptance from their caregivers. There may have also been a lack of interest in their pleasure, needs, worries, and emotions.

Important: The Critic can make you feel incompetent and worthless. Everyone needs positivity, appreciation, and encouragement in relationships, which the Critic does not recognize. It may help to think of them as struggling with themselves and lacking the emotional capacity to reflect upon themselves, which causes them to project onto others. Staying friendly yet distant with the Critic helps you protect yourself. However, more sensitive people coping with self-image might have more difficulty with this personality type. If it is too challenging to keep mentally distant, it may help to lower the frequency of contact with them or even end the relationship.

What to do:

- Try to suppress the urge to defend yourself; defending can have spiraling aggression as a result.
- Try not to take criticism and negativity personally. Remind yourself that it says more about the person expressing it in this way.
- Change the topic to something completely different. Do not let their comments get to you or challenge you to get into an argument.
- Directly answer their comments in a friendly manner. Even though taking the time for reflection might be helpful in many situations, with this personality type, it might be more beneficial to stop their offense immediately so they will not get to you.
- Kill them with kindness. Being friendly and attentive can help make them less hostile. Lend a helping hand. "How can we ensure that we solve the problem together?"
- Dealing with the Critic positively requires dealing with your irritation and the actual willingness to solve the problem together.

6. The Avoider

This personality type avoids anything they are fearful of. Common examples are being afraid of social contact, conflict, health, work, responsibilities, and others' problems. Avoidance is a result of fear, and fear is a persistent emotion. The Avoider's response

often manifests itself in denial, hypersensitivity, and procrastination. When counting on an Avoider's responsibility in a relationship or friendship, at work or in the family, and they fail to deliver, it can be challenging to deal with. Their behavior often stems from anxiety during their childhood that was not accepted or was criticized by their caregivers. In addition, people who faced danger, violence, or unpredictable behavior during their childhood may also have developed an avoidance strategy.

Important: When dealing with an Avoider, it is crucial to be patient; persistent and have tolerance for frustration. When having a high sense of responsibility, this personality type can be perceived as a burden. In this case, it is crucial to set strict boundaries. Know where your responsibilities are and where they end and keep a clear view of your interests to prevent disappointments.

What to do:

- Set and share your boundaries and give them a choice. For example, offer to help them under the condition that they will contribute as well.
- Identify your feelings and identify what the consequences would be. Share your feelings and state the consequences clearly. Especially if these consequences are worse than what they want to avoid, this is a successful tactic.
- Ask what is going on, what they are afraid of, and encourage every step, no matter how small.
- Remember: it is not unwillingness; it is fear. Progress is made with patience.

Final Note

Dealing with challenging people means knowing and guarding yourself and your boundaries well. It might help to distance yourself from a personality type if it causes a strong response within yourself, if you can no longer defend yourself or when you react too strongly. If it is impossible to maintain sufficient distance due to circumstances or personal issues, it might help to seek professional help to guide you in how to better deal with this.

Do you notice that you feel easily triggered by certain personality traits? There might be a chance that you are suppressing those characteristics within yourself. It may be helpful to take time to reflect on what your annoyances might indicate about yourself.

About the Author

Reini Thijssen is a Dutch certified life coach and avid traveler. Read More...

BACK TO CONTENTS

Fiduciary

What fiduciary means and why it's important

Written By: Robert E. Eklund

The first time I heard the term "fiduciary," I said to myself, "fidu...what? Sounds fancy." Then I fell asleep. Admittedly, this topic appears boring and could put my 16-year-old boy all hopped up on Mountain Dew to sleep! But here is a wake-up call; knowing who is and who is not a fiduciary is the first step in finding someone to help you with your retirement and investment planning.

I have been interested in investing since I was knee-high to a grasshopper. However, I acquired this "fiduciary" knowledge several years ago when I was a newly minted first officer for a major airline, before becoming an investment advisor myself. At that time, I began a journey to find a trustworthy financial advisor for myself and my family. As a military officer, money had not been a primary concern, and to be honest, I didn't have enough of it to matter. But as I began my major airline career in 2013, I realized I would soon have enough money that I had better start thinking about how to manage it. I knew I needed help. Furthermore, my primary focus was on learning how to be a first officer while still juggling my Air Force Reserve career.

Many questions ran through my head. The biggest and most important was, "How can I protect my money?" – the money I had worked so hard to accumulate. What I found surprised me. Many financial advisors wanting my business were not fiduciaries. Some of these advisors were very intelligent and could sell with the best. One problem, they only had a "suitable" duty of care to me versus a fiduciary standard.

The Suitability Standard

The suitability standard means an advisor or broker only had to put my money into investments they deemed adequate. They did not need to give me advice that put my interests ahead of their own.

The Fiduciary Standard

A fiduciary is someone who acts on behalf of another person and has a legal and ethical obligation to put their clients' interests ahead of their own. SEC Chairman Jay Clayton defined the fiduciary responsibility this way, "This duty - comprised of both a duty of care and a duty of loyalty - is principles-based and applies to the entire relationship between the investment adviser and the client." When someone is a fiduciary, it applies to the "entire relationship," not parts of it. It is the highest standard in the financial world.

You may be saying, "Okay. Great! Aren't all financial advisors' fiduciaries?" Unfortunately, the term financial advisor is very nebulous and can apply to almost anyone. In fact, most financial advisors are not fiduciaries. Furthermore, more than half of respondents (53 percent) to a 2017 Financial Engines survey mistakenly believe that all financial advisors are already legally required to put their clients' best interests first.

Regulation Best Interest, aka "Reg BI"?

Reg BI, effective January 1, 2020, attempted to improve upon the suitability standard and move the ethical bar higher for anyone who calls themselves a financial advisor. Instead of only having a suitable duty, they are now supposed to have a "best interest" duty. The regulation takes several steps to raise the bar (like having to disclose conflicts of interest); however, it does not change the dynamics of how a non-fiduciary advisor operates or receives compensation.

"It is difficult to get a man to understand something when his salary depends upon his not understanding it." – Upton Sinclair

I believe this is what Reg BI attempts to do. It tries to get brokers to act in the client's best interests, but their salary often depends on not doing so. I fear that many advisors will continue finding ways to put clients in funds that pay them a commission. Even in the regulation itself, the term "best interest" is ill-defined and wide open to interpretation.

Fee-Only versus Fee-Based

The critical distinction is that an advisor operating under Reg BI can still be paid by a third party to put a client's money in certain investments or insurance products. In other words, if an advisor gets paid by a

BACK TO CONTENTS

third party (mutual fund company or insurance/annuity company) to put your money in certain investments or insurance products, then there is a conflict of interest. And at that moment, the advisor needs to disclose that they are NOT acting in a fiduciary capacity.

Most fiduciaries operate in a "fee-only" manner. This means the client's fees are the only source of income for the advisor, and they are not paid commissions from third parties or outside sources that could bring into question the objectivity of the advice given. Be sure to understand the distinction between a "fee-based" financial advisor who may earn a commission and a fee versus a fee-only advisor. The language is very nebulous and confusing for a reason.

Let's get back to my personal journey in search of a trustworthy financial advisor. During one conversation, I asked, "Do you have a fiduciary duty to me?" What should have been a simple yes or no, was instead a bunch of hemming and hawing, but no real answer. Not to be deterred, I asked again. This time I received another vague response, so I asked once more. Finally, this advisor told me he only had a suitable responsibility (today, he would have told me he had a best interest responsibility). Case closed! He may have been a great advisor, but he had no legal obligation to do what was best for my family and me.

I wanted my financial advisor to do what was in my highest interest. Furthermore, I wanted someone whose advice was objective and had no incentive to put me in a particular mutual fund. For me, the fiduciary advisor is the answer.

How do you find out if someone has a fiduciary responsibility to you?" This one is easy, just ask. Ask the following question, "If I hire you as my advisor, do you always have a fiduciary duty to me?" If the answer is not a fairly quick, "Yes." I advise looking elsewhere. If it is, follow it up with this question, "To be clear, you never put on a broker's hat and you always have a fiduciary responsibility to me?" The answer should again be, "Yes."

Beyond asking, you should also be able to find out by looking at the disclosures on their website or looking at their Form ADV Part 2A/Firm Brochure or the new Client Relationship Statement (CRS) mandated by Reg BI.

When I became an advisor, I knew I wanted to do it the right way and act as a fiduciary for my clients. Thankfully, Leading Edge Financial Planning (LEFP) shares this belief. Our Form ADV Part 2A says this:

Item 10: Other Financial Industry Activities and Affiliations

No LEFP employee is registered or has an application pending to register as a broker-dealer or a registered representative of a broker-dealer. LEFP only receives compensation directly from our clients. We do not receive compensation from any outside source, nor do we pay referral fees to outside sources for client referrals.

If you have gotten this far and not fallen asleep, I thank you. As you now know, I am a fiduciary and vow to protect my clients' hard-earned money with the highest devotion to their goals. Until next time, I hope you have only tailwinds and blue skies!

Robert E. Eklund,
Investment Advisor Representative
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About the Author

Robert E. Eklund is a Southwest pilot and soon-to-be retired Air Force Lieutenant Colonel. He grew up working on his family's ranch in Colorado and went to high school in Alaska. Read More...

KNOWLEDGE BASE

Fatigue and Spatial Disorientation: Two Correlated Threats to Flight Safety

Written By: Sergio Sovero

Fatigue is a silent threat within aviation. Some of the effects of fatigue include loss of situational awareness, impaired coordination and spatial disorientation, as well as decreased ability to communicate. For decades, the FAA has advised pilots to conduct a preflight risk assessment intended to evaluate their level of fatigue prior to flight. The popular "IMSAFE" checklist is a convenient method for self-assess fitness for flight. A fatigued pilot should never feel pressured to fly, regardless of experience level. Anti-fatigue programs should always be non-punitive, allowing voluntary self-disclosure. The data gathered by these programs can be particularly useful in analyzing trends and problem areas, such as insufficient crew rest and scheduling deficiencies. Nonetheless, many pilots choose not to self-disclose fatigue fearing negative employment repercussions or reduced pay. The following discussion will analyze the current fatigue programs mandated by the FAA, while proposing improvements to identified weak areas.

Prevention is the most important tool against fatigue. While air carriers provide pilots with plenty of windows for rest, the pilot is ultimately responsible for taking advantage of the opportunities. Stress at home, personal factors, as well as commuting must be accounted for as potential causes of fatigue outside the workplace. Prior to beginning a trip pairing, pilots are required to attest that they are not fatigued by signing a fit-for-duty agreement. With this being the case, why are fatigued pilots still flying? Why do fatigue-related accidents still occur?

The main reason behind the failure of anti-fatigue programs is the hazardous "invulnerability attitude." Fatigue is insidious, and according to the FAA Risk Management Handbook, ". . . may not be apparent to a pilot until serious errors are made." Spatial disorientation is especially common under IFR when visual cues are lacking. The correlation is undeniable. IFR flight requires increased alertness and attention to flight instruments. A fatigued pilot experiences degrading instrument monitoring and scanning skills, thereby potentially leading to experiencing loss of aircraft control. The Pilots Handbook of Aeronautical Knowledge extends the following recommendation to avoid spatial disorientation: "Be physically tuned for flight into reduced visibility. Ensure proper rest, adequate diet. . ." Remember that illness, medication, alcohol, fatigue, sleep loss, and mild hypoxia are likely to increase susceptibility to spatial disorientation.

What are operators doing to address fatigue? Per the Airline Safety and Federal Aviation Administration (FAA) Extension Act of 2010, each air carrier operating under Part 121 must have a Fatigue Risk Management Plan (FRMP). This requirement includes the development of a fatigue reporting system, fatigue education and awareness training, and a system to monitor fatigue. When a report is submitted under the "fatigue" classification, the carrier must capture all relevant information leading to such report. The schedule of the pilot, environmental conditions, health or medical conditions, are all evaluated.

Although all the reports should be de-identified, information sharing is fundamental. De-identified reports disseminated as safety newsletters among the pilot groups achieves the goal of raising awareness and educating. In addition, different risk groups must be identified (such as short-haul, long-haul, ultra-long-haul pilots). Each of these pilots have different reporting times, shift durations, number of legs, among other elements inherent to their specific operations. Short-haul pilots have higher workloads on a day-to-day basis, while long-haul crewmembers experience circadian disruptions caused by multiple time zones. According to FAA AC 120-100, long-haul pilots are awake for longer than 20 hours, while short-haul pilots can be scheduled for four to five legs per day. On the other hand, cargo pilots tend to fly night schedules, while corporate pilots face various scheduling issues such as late arrivals, early awakenings, and multi-segment flights.

A one-size-fits-all program is inadequate. Automated processes capable of forecasting fatigue-related risk are widely utilized for crew scheduling purposes. These systems focus on improving layover sleep opportunities, circadian shifts, and jet lag. However, they have intrinsic limitations. According to AC 120-100, current predictive fatigue models assume that the person ". . . requires about eight hours of sleep per night to remain fully rested and has a regular circadian rhythm that favors neither the morning nor the evening for peak cognitive alertness." Operators must recognize that each person acts and behaves differently. Therefore, future models should be focused on tailoring fatigue models to specific individual demographics and sleep patterns. The FAA further states: "Sleep estimation assumptions that work well for one group of workers may not work well to predict sleep in another group of workers."

As evidenced, even mathematical forecasting models have their own limitations. In my opinion, rather than automatizing processes, we have to revert to the human element – awareness. Recurrent training events under Part 121 (both online and in-person simulator training) provide the opportunity to demonstrate the consequences of spatial disorientation. For general aviation pilots, staying informed is equally as important. The FAA's Pilots Handbook of Aeronautical Knowledge explains the steps a pilot could take when experiencing acute fatigue: "Acute fatigue can be prevented by proper diet and adequate rest and sleep. Adequate rest maintains the body's store of vital energy." (FAA, 2016). It becomes evident that fatigue avoidance and mitigation starts at home as a multi-disciplinary exercise.

In conclusion, accurate fatigue forecasting is not always feasible. Mathematical forecasting tools designed to improve pilot scheduling have inherent limitations linked to individual demographics. Pilots who suspect they are experiencing fatigue should ground themselves, regardless of external pressures. Under the air carrier operations category, dedicated fatigue groups focused on data analysis can help identify causes and mitigation strategies. All pilots, regardless of their line of work, should follow a systematic fitness preflight assessment such as the IMSAFE checklist. Because fatigue is sometimes insidious and difficult to recognize, adhering to an active lifestyle with adequate rest is imperative. By following a systematic approach, fatigue could be largely avoided, therefore preventing the risks of spatial disorientation, decay in situational awareness and degradation of one's ability to communicate.

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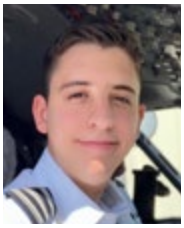

About the Author

Sergio Sovero is a First Officer for a US major airline, Gold Seal CFI, AGI, IGI and currently pursuing his MBA in Aviation.
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Understanding VA Loans

Third and final in the series offered to help you understand the variety of mortgage types.

Written By: Eric Hoolihan

Conventional and FHA loans are generally available to anyone with a qualifying credit score. There is another type of loan, guaranteed by the United States Department of Veterans Affairs, available to U.S. veterans, those currently serving in the U.S. military, reservists and select surviving spouses (provided they do not remarry) that can be used to purchase single-family homes, condominiums, multi-unit properties, manufactured homes and finance new construction. Known as a VA loan, it allows eligible borrowers to purchase a home with as little as $0 down which can be a very attractive option for qualified buyers. A VA loan is not originated/processed by the Department of Veteran Affairs; most mortgage lenders are able to originate the loan and the Department of Veteran Affairs simply provides the guarantee. Because a VA loan is guaranteed by the government, borrowers are not required to pay any type of monthly mortgage insurance regardless of their down payment.

When an eligible borrower applies for a VA loan, one of the first steps the loan originator will do is to obtain the service member's Certificate of Eligibility, or COE. VA-approved originators have access to the VA system and can generally obtain the COE in a matter of minutes. Borrowers themselves may also obtain their COE through the VA's eBenefits portal online or by submitting VA Form 26-1880 via mail. For surviving spouses, additional documentation may be required to

obtain a COE. An important piece of information on the COE is whether or not a "funding fee" must be paid as well as the amount of the veteran's "entitlement" which is simply a measure of how much the VA is able to guarantee. While a VA loan does not have any monthly mortgage insurance, think of the funding fee as an upfront payment of mortgage insurance. This fee goes directly to the VA and can be financed into the loan, paid out of pocket, or in the case of a purchase, you may be able to ask the seller to pay it on your behalf. Not everyone is required to pay this funding fee; generally, service-connected disabilities may allow a funding fee exemption. For those who are not exempt from paying the funding fee, the percentage depends on the amount of down payment being made, as well as if it's the borrower's first or subsequent use of their VA benefits:

2021 VA Funding Fee Chart

-	Down Payment	Funding Fee
First Use	None	2.3%
-	5% or more	1.65%
-	10% or more	1.40%
After First Use	None	3.60%
-	5% or more	1.65%
-	10% or more	1.40%

VA IRRRLs (Interest Rate Reduction Refinance Loan – a very streamlined refinance process) all carry a 0.5% funding fee unless the veteran is otherwise exempt from the funding fee.

The VA doesn't have a minimum credit score to qualify for a VA loan, though lenders may have overlays that impose certain requirements. Most lenders will require a minimum 620-640 credit score. One qualification criterion unique to a VA loan is the requirement for "residual income" analysis by the lender. Residual income is essentially "left over" income each month after all expenses are paid. By requiring residual income analysis, the VA ensures there is a cushion for increased debts or other types of temporary financial emergencies. VA purchase loans also require an appraisal by a VA-designated appraiser.

Beyond the few unique requirements of a VA loan, many other aspects are similar to a conventional or FHA loan. The lender will require pay stubs, W2's, asset documentation, and tax returns (for self-employed borrowers).

A veteran who has used their benefits to previously purchase a home, may have entitlement left to purchase another one. If a home was previously purchased using VA benefits, there may still be entitlement available to purchase a new home. The lender will calculate the maximum entitlement available considering the following:

1. **If a previous home was purchased using a VA Loan, and that loan was paid off by the new owners, the full entitlement may have been restored.**
2. **If a borrower sold their home and allowed the purchasers to assume the VA Loan, then the borrowers may have the full entitlement restored if one or more of the purchasers were also veterans.**
3. **If a borrower owns a home and is renting it out, they may be able to purchase a new home using partial entitlement.**

If you're eligible for a VA loan, it can be a very good option to consider. Zero or minimal down payment, no monthly mortgage insurance, and the option to be able to refinance using a VA IRRRL all make considering a VA loan worthwhile. Your mortgage lender should be able to compare different loan products, including a VA loan, to help you make the best decision possible.

About the Author

Eric Hoolihan has been an airline pilot for over 14 years having flown the D-328Jet, EMB-145 & A320. He is licensed as a loan officer in Minnesota and Texas. Read More...

Back in Demand

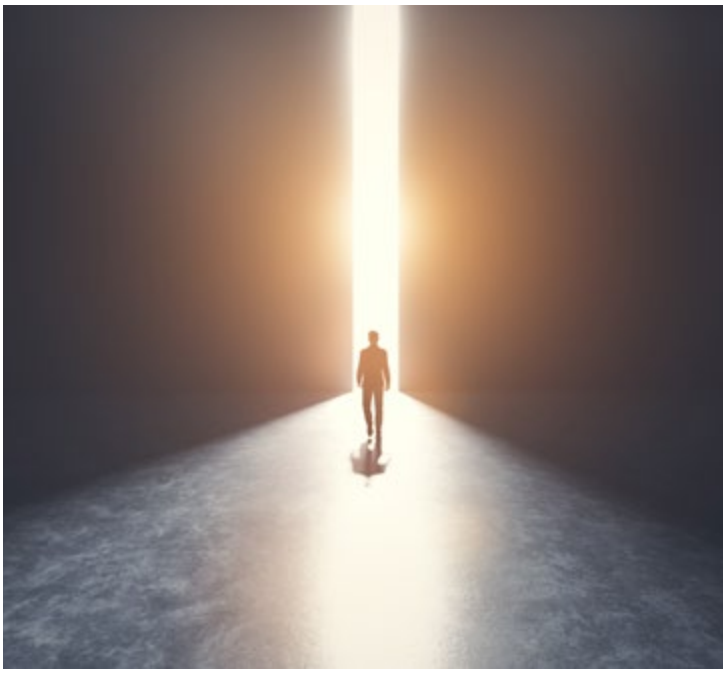
Using downtime to get ahead

Written by: Justin Abrams

The events of the past year have once again brought to light how quickly things can change in aviation. Just months after airlines posted record profits and announced aggressive hiring plans, those same airlines were mailing out furlough notices. Unfortunately, a few were forced to close their doors completely. Yet here we are, just about a year since Covid-19 was declared a pandemic, and airlines are beginning to hire once again. The news regarding our nation's recovery from the COVID-19 pandemic is finally trending in a positive direction. In early March I watched a major news network report on the risks of a pilot shortage hindering airline recovery, and I honestly could not believe I was seeing the words "pilot" and "shortage" together again. Depending on your longevity in the industry, this latest downturn has either introduced you to, or been a stark reminder of, the cyclical nature of our industry. Now I do not want to get ahead of myself, as our continued recovery hinges on many things, but I happily accept the positive news and look optimistically towards the future. Airlines have begun preparing for greater travel numbers this summer and beyond by adding routes, increasing system capacity, and announcing the recall of furloughed employees. Just as the airlines are preparing for their future, you should be preparing for yours. The appreciated change of pace within the industry should have everyone thinking, "Am I ready for the next hiring wave?"

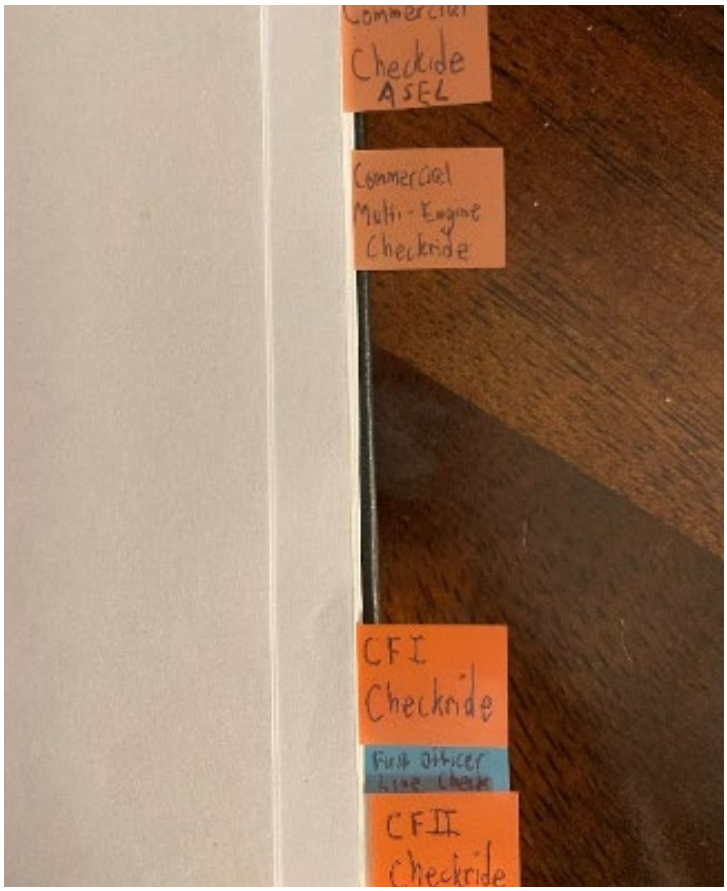
At Aero Crew News, we are happy to introduce a new monthly column that will offer insights into hiring trends, highlight different career paths, and offer advice on career and interview preparation. The goal of the column titled Careers is to focus on career progression and professional growth. In conjunction with the great information found in The Grid on the Aero Crew News website, we hope to help readers at all stages prepare for the next step in their aviation career. Every pilot's journey between their first flight lesson and their dream position is different and we hope to provide guidance that will make the ride just a little smoother.

This month we deal with a few actions that all pilots can take now to better prepare themselves for an interview. Taking advantage of downtime within your schedule is crucial to ensuring that you are ready when an interview opportunity presents itself. Though nothing in this industry is guaranteed, the recent hiring announcements appear to indicate a bright future as the industry recovers from the pandemic. Pilot interviews require significant preparation and due to the overall lack of hiring in 2020, the competition for positions will be strong in all facets of the industry. For three years as a pilot recruiter, I developed a great appreciation for the hiring process. Each part, from the initial application to the knowledge test to human resources' interview, has its own unique challenges designed to test pilots and verify that they will be a good addition to the company. If you are looking to be a part of this hiring wave, I recommend beginning the preparation process now and using your free time productively. Admittedly, while it is too early to suggest that the latest announcements constitute the beginning of a "hiring wave," preparing like there will be one will only benefit you. Personally, I would rather dedicate time to be fully prepared for hiring that does not materialize than be ill prepared for hiring that does come. Even before completing a single application, there are numerous actions you can take that will set you up for success and give you a leg up as the application windows open.



All applications for pilot positions require a breakdown of one's flight hours so recruiters and interviewers can gauge overall experience and confirm that minimum requirements are met. Every pilot understands that this is part of the application process, but many still wait until they are actively applying for a position to address any logbook errors. Imagine dedicating hours to an application, only to realize right before submitting that your single engine flight time and multi engine flight time do not correctly add up to your total time. What a terrible time to discover that error! You certainly do not want to submit an application with such an error, so you are now forced to look through your logbooks to locate and correct the issue. The stress of that situation, not to mention the delay in application submission, can be completely avoided by taking the time now to find and correct any errors. Once all errors are corrected, entering your experience in an application will be a breeze.

On the topic of logbooks, I suggest that pilots begin to think about their logbook's overall appearance. For those with paper logbooks, are all errors properly noted and corrected per FAA recommendations? For those with electronic logbooks, what format are you going to use when printing it before an interview? Thinking through these types of questions now will save you time later and help you to avoid hectic, last minute trips to a FedEx printing store. Additionally, you can begin tabbing all stage checks and checkrides on paper logbooks and noting the dates of those flight events for electronic logbooks to be tabbed after printing. If you are pursuing a position with a regional airline or any company that will require you to obtain your Airline Transport Pilot certificate, I suggest tabbing all Airline Transport Pilot eligibility requirements as well. As you surpass different requirements (100 hours of night flight, 75 hours of instrument flight, etc.), I recommend tabbing the flight and indicating which requirement was met. Tabbing all checkrides, stage checks, and Airline Transport Pilot certificate eligibility requirements will serve two purposes. First, it will you allow you to gauge your flight-time progress and ensure that you will in fact be qualified to begin training with an airline. It is easy to focus on the total flight time and forget about all the other requirements for an Airline Transport Pilot certificate. You do not want to find yourself in a position where you believe you are qualified for a certificate, but then realize you are short on hours for one of the requirements. During an airline interview process, your logbook will be collected and reviewed by an interviewer whose job it is to determine that you are legally qualified for the role. You want to walk into the interview organized and absolutely sure of your qualifications. Having these requirements tabbed and providing well-maintained logbooks will make a great first impression and allow the interviewers to easily verify that the flight experience you have submitted on your application is correct. Notice the image of my paper logbook that I have presented in several interviews over the course of my career. This section contains tabs for multiple checkrides and a Part 121 First Officer Line Check.



There is no better time than the present to begin preparing for your next interview. If you wait for the phone to ring with an interview request to begin the preparation process, you will quickly find yourself behind schedule. We will dive into many more interview preparation tasks in future issues, but it is important to note that those mentioned in this article are one-and-done actions, meaning that they do not need to be readdressed once completed the first time. Once errors in your logbook are corrected and all your flight times add up correctly, that will remain the case so long as future flights are logged accurately. Once you tab a checkride or stage check, or make note of those dates for electronic logbooks, that action is done and does not need to be repeated. These are tasks that should be completed for any pilot interview, which provides even more reason to get it done today so that you need not give it a second thought. As with financial investments, the effort you put in today will continue to pay dividends in the future.

We developed the idea for this new column several months ago, and I began writing this first article. The initial draft of the inaugural article looked quite different, as the industry was very much struggling, and a recovery was still off into the future. My approach was within the then--current industry climate and in my mind, I wanted to discuss opportunities to take advantage of the hiring lull to put oneself in a position to be ready for the next round of hiring. Ironically enough, in the days following the completion of that draft, numerous airlines announced hiring plans. Since then, I have had to return to update this article numerous times as airline after airline announced growth. In the span of a month, the industry outlook improved so greatly that what I had written only a few weeks prior now seemed outdated. What started out titled Preparing for Future Hiring was updated to be called, Back in Demand. If that is not an impressive example of the cyclical nature of the industry, then I don't know what is. Opportunities to utilize your downtime to better position yourself for hiring are even more important now that application windows have opened, which will be followed soon by new-hire classes.

I am very hopeful that this is the beginning of a strong industry recovery, and I hope you will continue to tune in each month to our new column, Careers.

About the Author

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

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