

JANUARY 2025



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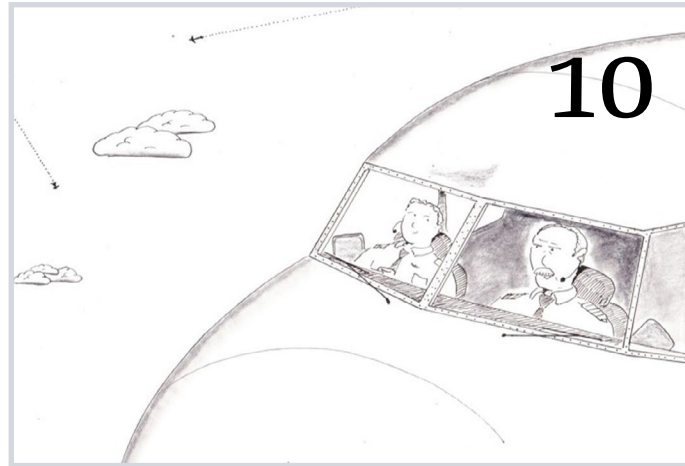




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JANUARY 2025

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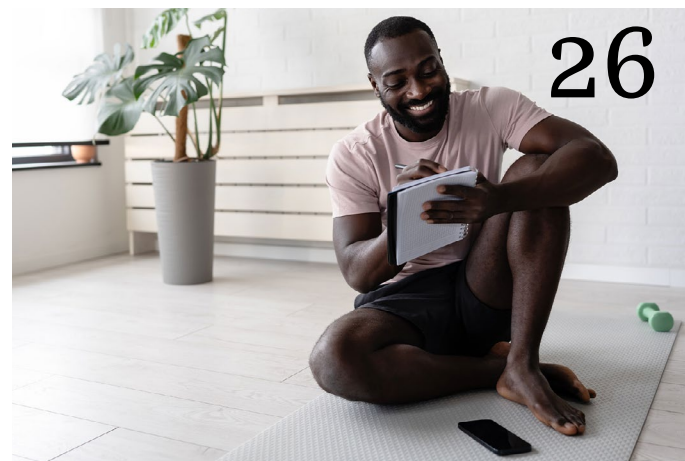
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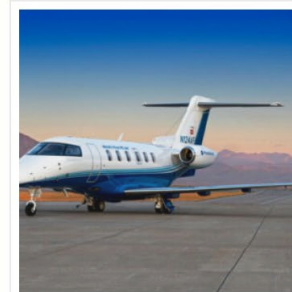


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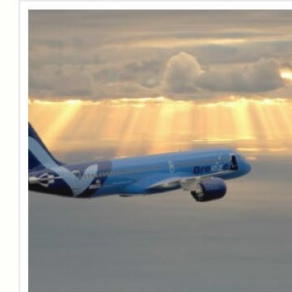
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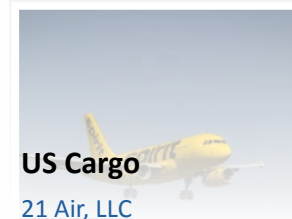
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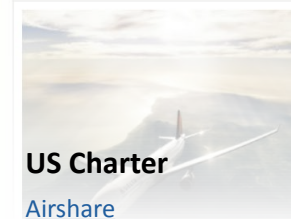


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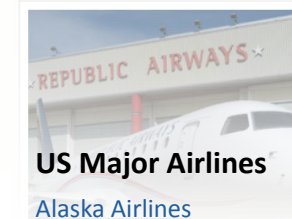


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The Grid (contract comparisons, pay charts, company details, etc.) has moved online. Click on the airlines above to go directly to that airline's information, or go to [www. AeroCrewNews.com/go/thegrid](http://www.AeroCrewNews.com/go/thegrid).





# Dear readers,



Happy New Year! Welcome to 2025! Today marks the first day of the Aero Crew News 2025 Photo Contest. We have some exciting prize additions this year including a Bose A30 Aviation Headset and a TravelPro luggage set. This year's theme is *Rarely Seen Airlines*. We are looking for photos of uncommon airliners that belong to seldom-seen, esoteric airlines. Keep your eyes peeled for those uncommon liveries. Keep it artistic, keep it fun and keep it RAW! More details about the contest can be found in our feature on page 46. [Click here, to submit your photo.](#)

This month we introduce a new column titled **Moonlight**; a column dedicated to aviation professionals who have an entrepreneurial sideline in which they enjoy a little moonlighting. Perhaps you don't know that Aero Crew News started as a moonlighting business. We support and encourage all side hustles and would love to hear about yours. If you'd like to submit your moonlighting business to be highlighted in Aero Crew News, please email us at [info@aerocrewnews.com](mailto:info@aerocrewnews.com).

Aero Crew News is also reviving a past column—*Skylaw*, Ramos Aviation Law is partnering with Aero Crew News to help educate pilots on their legal rights. Be sure to read the story of Airmen Patrick and how the FAA and a VA disability claim has grounded him for the past two years.

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 captain 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.



## December 2024

### What you may have missed in December

**Feature** – For everyone's benefit, the Pilots Mental Health Campaign is making inroads with the FAA and Congress.

**Aero Medical** – One pilot's quest to address his own mental-health issues seeks to impact others.

**Baggage** – Reini enlightened us about what we can control vs. what we can influence.

**Business Vector** – Christopher explained the data used to calculate compensation models.

**Coffee & Pretzels** – Cartoonist Greg brought another perspective to our perceptions!

**Fitness** – "Coach" Eric reminded us to not lose all focus during the festive holiday season.

**Food Bites** – Smoking a turkey was described step by step so you can do it too!

**Grey Matter** – Disaster preparedness tackles the topic of another pandemic.

**Knowledge Base** – With facts and figures, Sergio examined controlled flight into terrain.

**Mortgage** – Important insights were presented in a guide format designed for pilots who are first-time homebuyers.

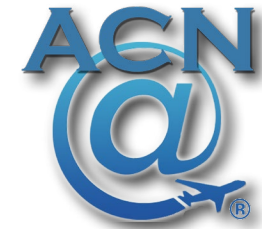
**Perspectives** – John reminded us how and why we appreciate our strong aviation community.

**Squall Lines** – The important Mach transition was dissected to provide a succinct explanation.



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JetBlue Opens Crew Base in San Juan, Bringing More than 400 Jobs to Puerto Rico by 2025

**J**etBlue, Puerto Rico's largest carrier, celebrated the opening of its brand-new crew base at San Juan's Luis Muñoz Marín International Airport (SJU) – its first outside the continental U.S., bringing hundreds of jobs with it. [Read More](#)



ALPA Urges Congress to Prioritize Modernization of Air Traffic Control to Meet Rising Aviation Demands

**T**estifying before the Senate Commerce, Science, and Transportation's Aviation Safety Subcommittee on U.S. Air Traffic Control Systems, Personnel and Safety, Capt. Jason Ambrosi... [Read More](#)



Alaska Airlines selected to connect San Diego and Ronald Reagan Washington National Airport with nonstop service

**F**ollowing an approval from the U.S. Department of Transportation, Alaska will soon offer the only nonstop service between San Diego International Airport and Ronald Reagan Washington... [Read More](#)



UAV Corp's (UMAV) Skyborne Technology to Build "SKY" Hangar at Its Costin Airport Scheduled for Groundbreaking Ceremony Winter 2025

**A**V Corp, a leader in innovative manned and unmanned aerial vehicle (UAV) technologies, is scheduling a groundbreaking ceremony for its new "SKY" hangar in Winter 2025 [Read More](#)



Pegasus Airlines Orders Up to 200 Boeing 737-10 Airplanes

**B**oeing and Pegasus Airlines today announced Türkiye's leading low-cost carrier will grow and modernize its single-aisle fleet with an order for up to 200 737 MAX airplanes. The airline's purchase includes a firm order for 100 737-10 jets – plus options for 100 more. [Read More](#)



American Airlines becomes only carrier to fly nonstop between Washington, D.C., and San Antonio

**A**merican Airlines will soon make it more convenient to travel between San Antonio, Texas (SAT) and Washington, D.C. (DCA). The United States Department of Transportation (DOT)... [Read More](#)





### Aer Lingus takes delivery of its first Airbus A321XLR aircraft

Ireland's national carrier Aer Lingus has taken delivery of its first of six A321XLR aircraft. The airline becomes the second in the world to operate the A321XLR as well as the second in the International Airlines Group (IAG). [Read More](#)

### Your Gateway to Europe in 2025:

JetBlue's transatlantic routes are on sale now

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### JetBlue Boosts Boston Transatlantic Flying by Launching New Service to Madrid and Edinburgh

JetBlue, New England's leading leisure airline, is elevating transatlantic travel with the launch of two exciting new routes to Madrid and Edinburgh. Starting May 22, 2025, JetBlue will introduce daily nonstop... [Read More](#)



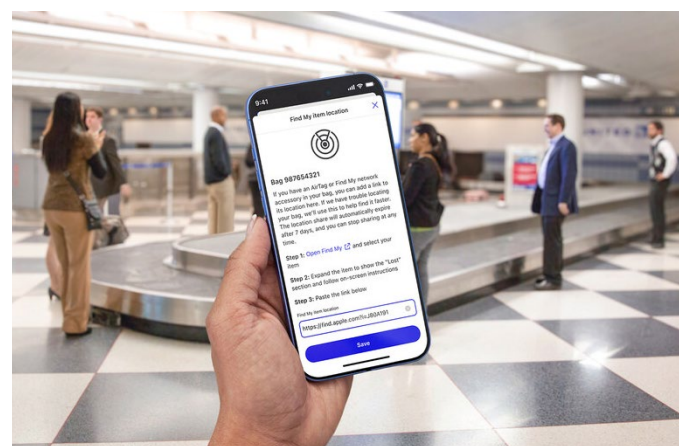
### Air Canada orders five additional A220s

Air Canada, the national carrier of Canada, has signed a firm order with Airbus for five more latest generation single-aisle A220-300s on the fifth anniversary since taking delivery of its first A220 in December 2019. This follows an initial order in 2016 for 45 A220-300s and a reorder in 2022 for 15 more. [Read More](#)



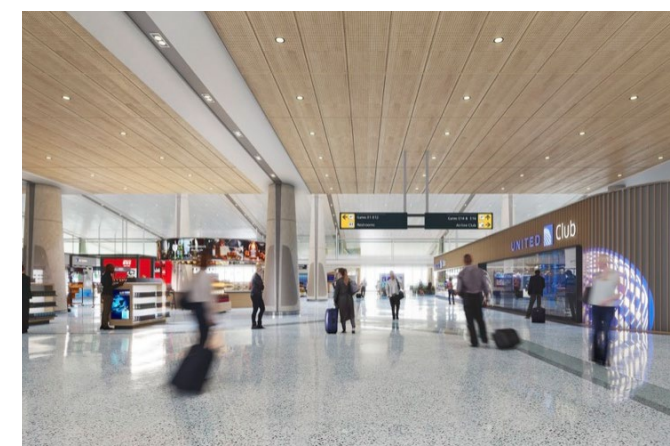
### Alaska Air Group launches new global gateway in Seattle with unveiling of nonstop routes on Hawaiian Airlines to Tokyo Narita and Seoul Incheon

Alaska Air Group is launching Seattle as a global gateway for widebody flights with new nonstop service... [Read More](#)



### United Integrates Apple's New Share Item Location Feature for AirTag

United announced the integration of Apple's new Share Item Location feature for AirTag into its mobile app, a move that's expected to drive a much-improved customer service experience for the fewer than 1% of customers whose bags arrive on a later flight. [Read More](#)



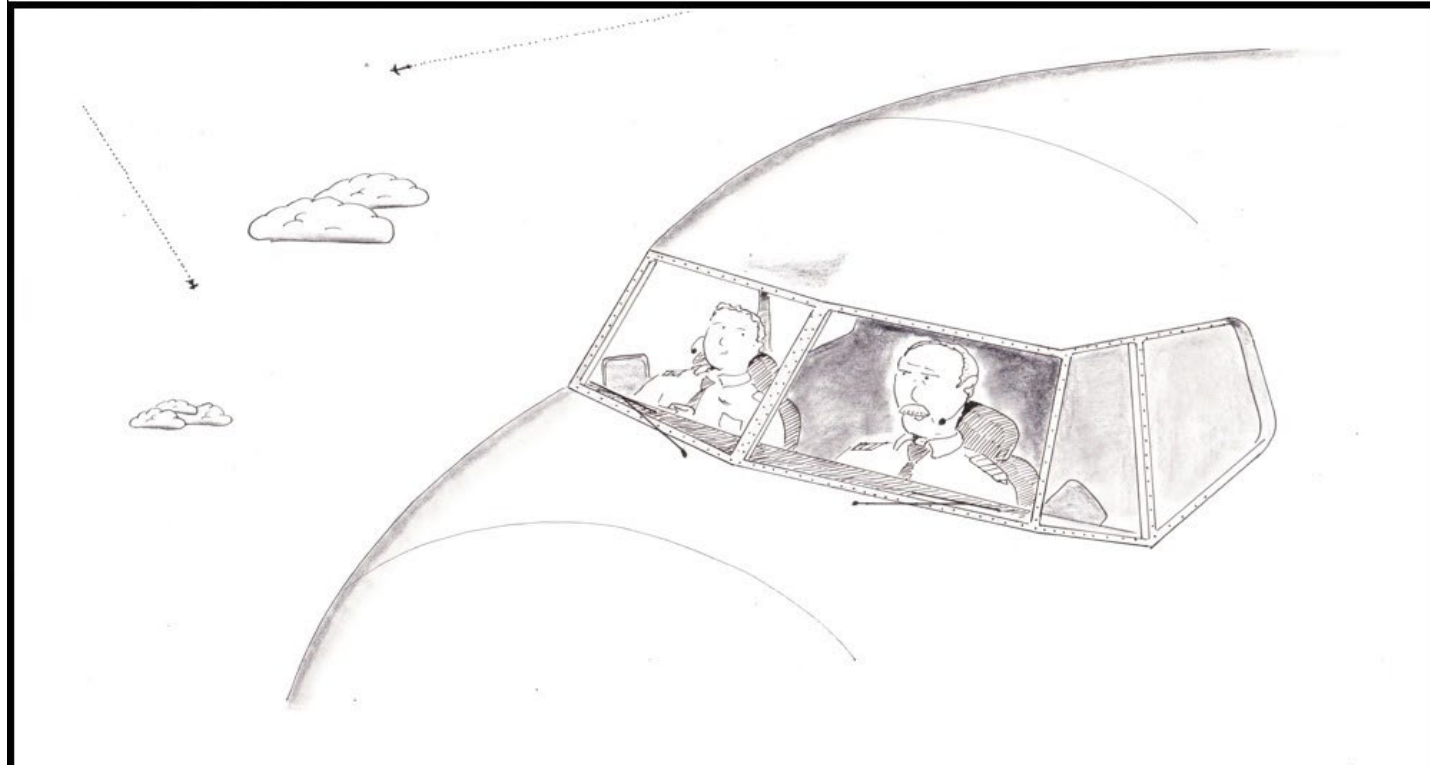
### More Than Half a Billion-Dollar Expansion & Modernization Coming to United's Washington Dulles Hub

United and the Metropolitan Washington Airports Authority (MWAA) today celebrated the airline's growth and airport construction developments of the much-anticipated... [Read More](#)

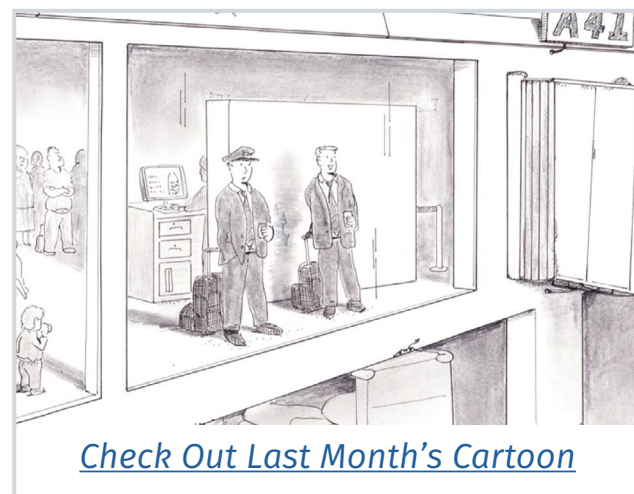


# coffee & pretzels

Greg Kaley



I spent the last twenty plus years listening to FO's say dude in the flight deck. I let it slide. But Brah? Dude?



[Check Out Last Month's Cartoon](#)



### About the Author

**Greg Kaley** is a pilot with a major airline who also happens to be a cartoonist. He started the cartoon "Coffee & Pretzels" in 2016. After graduating from Embry-Riddle Aeronautical University (Prescott Campus), he flight-instructed and subsequently... [Read More...](#)



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# Looking Into a New Year

Much can transpire in the span of a year, so look back then look ahead.

WRITTEN BY: JOHN McDERMOTT

**W**elcome to 2025! The new year is an exciting time, especially for pilots. There are a lot of places that your pilot career can take you in a year, making this a great time to reflect on lessons learned in 2024 and how to carry them in 2025.

A year ago, at the end of 2023, I had just finished my flight-instructor training in south Florida. With a little under 600 hours in my logbook, it was time to search for my first flying job in aviation. The process took months; despite passing my CFI/CFII/MEI checkrides in

late November, I didn't have consistent work until mid-February. It took a move from the Midwest back to Florida to pick up where I had left off.

My image of where I would be at this point is completely different from what I had originally imagined. After pursuing work at multiple flight schools, I ended up in a town I had never heard of, flying in a realm of aviation (sport pilots and aircraft) that I had never considered. Yet the opportunity ended up working out quite well, giving me access to new perspectives I hadn't had before.

Many in the industry are in the same position I was in a year ago. With airline hiring at a fraction of what it was last summer, timelines have changed for pilots at every level, from airline pilots looking to the majors all the way down to new pilots wondering about their future in flying.

In the past year, I have learned the value of flexibility and focus. Many in the industry hope that the new year will bring an uptick, however mild it may be, in hiring that will start to open the door again for more people to get into their dream aviation jobs. From major airlines down to new instructors, more hiring at any point is helpful for new job hopefuls at all levels.

Though the path may not look as you might imagine, there is no telling what a new year has in store. As always, making connections and getting involved—with everything from cadet programs to EAA chapters and any special interest groups—will open new opportunities and possibilities to meet new people and experience new things.

Be open to paths that you did not once consider options. The best decision I made for my career this year was joining a company whose business model I wasn't familiar with, and that specialized in a niche that at the time, I didn't much know about. Breaking away from what was familiar and comfortable helped me advance my knowledge and skills in new ways that otherwise, I would not have had access to or even thought to consider.

Equally, as an instructor, I have had the privilege of meeting a wide range of people, from new students to professional pilots for major charter companies and Part 121 airlines. Meeting with each has provided me new experiences and insights that have helped me grow. Though once nervous to approach industry veterans, lately I have found great power and excitement from meeting with whomever will give me advice.

As I look forward to new positions and opportunities in my aviation career, I have had the privilege to mentor multiple friends and acquaintances whom I have known over the years. Many have asked whether a career in aviation is prudent and accessible to them or which steps to take to further their opportunities. To each I say that it is never a bad time to start a career in aviation. Whether as a pilot, a mechanic, a flight attendant, or otherwise, joining the industry is incredibly beneficial even for those who may feel it is too late.

I am hopeful for new experiences in 2025, and I hope each of you will also look forward to new things on the horizon this year. New years provide great potential for new opportunities. With a healthy dose of focus and attention, a year is a great span of time to boost a career.



## 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...](#)



# Does Training Get Easier?

Looking Back on Three Type Ratings

WRITTEN BY: ANDREW ROSS

**A** very common question I hear from students in college and newer airline pilots who have just completed their first type rating is, “Does this get easier?” It’s a tough question to answer because, as with everything in aviation, it depends on you. How you study, how you handle stress, how you work with someone you have never met, how you prioritize what you need to study and when. All these things depend on you and how best you learn.

I recently completed my third type rating in the wonderful Boeing 787. Previously, I had flown the Boeing 757/767, and my first type rating was in the Embraer 145. I can confidently say, that after the 145 and 757/767 training, I was more than happy to avoid the schoolhouse for a few years. Between the first and second type ratings, I remember the difficulty being somewhat similar. For the 145, I was still overwhelming myself with learning everything I could about the airplane. How many rivets did it have down the spar of the wing? How, exactly, did the hydraulic demand

reservoir work? Could I build the bleed system from when a molecule of air went into the low-stage compressor section bleed tap?

Consumed by my belief that we needed to build the plane, I let certain aspects of the training program linger until a deadline approached. This added a lot of stress later in training but was accomplished nonetheless. Instead of listening to my instructors repeated claims that we needed to know limitations, flows, memory items, and profiles by heart, I was focused on my old way of training. This led to a lot of energy expended unnecessarily. “Focus on the big level items and we will teach the intricacies later” was the airline’s training center moto.

Fast forward to my next type rating eight years later. Certainly, a new airline and a much larger airplane would be stricter and want me to build the airplane from scratch? Nope. Same story different city. Limitations, memory items, profiles, flows, procedures, and

high-level systems knowledge. The gist of this “high-level systems knowledge is that you only need to know the basic outline of the system, and then know what happens when you select a button associated with that system, or what the warning lights mean for that system. Even though I was now learning a completely new airplane from a completely new manufacturer (to me), I was still told the same mantra. Okay, I focused and trimmed what I studied.

The result was a successful course with much less studying and stressful nights. But also, I started to see a pattern in the knowledge. Most airplanes are certified following the exact same guidelines. Many airplanes are also using the same parts and systems logic (and even engines). You find out that the icing limitations for engines on the ground is fairly universal, and that most hydraulic systems are pressurized to 3000 psi (except the 787). You recognize that profiles, memory items, and how checklists read are also rhyming. They may not be exact, but they are very similar.

After my third type rating on the 787, I can confidently report that it does in fact get easier. But there is a catch. You must be honest with yourself after each type rating and build upon what worked for you during your training and what didn’t. For me, I have focused more and more on the operational aspects of flying the airplane as opposed to building the systems on the aircraft. This is not to say systems don’t have their place, but we have long figured out that knowing how to build a 787 and knowing how to fly the 787 are two very separate things.

For more tips on studying and how training with a major airline works, pick up a copy of our book *The Airline Transition Manual* and set your gameplan for training.



## About the Author ✖

**Andrew Ross** is a pilot at a major airline flying the Boeing 787, previously the Boeing 757 and 767 domestically and internationally, and prior to that flew the Embraer 145. [Read More...](#)



# The VA & FAA - An Account of the Joint Investigation's Detrimental Impact



WRITTEN BY: EZIKIEL DENISON

*Author's Note: This story has been drafted to maintain the subject pilot's anonymity. The pilot has authorized his case to be shared and is happy to connect further with any readers who are interested. If so, please contact [zdenison@ramoslaw.com](mailto:zdenison@ramoslaw.com) for contact information.*

**A**irman Patrick knows how imperative safety is when operating aircraft. During his 27 years of active military experience, the Airman served as a Special Operations Aviator, Combat Search & Rescue Aviator, and Tactical Airlift Aviator. He was deployed in numerous countries and task forces and received multiple air medals and citations for valor in combat. After military service, Airman Patrick earned his airline transport pilot certificate, added several type ratings, obtained both airframe and power plant mechanic certificates, and continued to enhance his skills as an Avionics Technician. His impressive resume speaks for itself. Yet, eleven years later, the Airman received a letter from the FAA that would question his core commitment to safety and aviation.



## FAA & VA Investigation Background

In early 2023, the Department of Transportation's Office of the Inspector General completed an investigation into "applicants for airman medical certification who allegedly made fraudulent, intentionally false, or incorrect statements on an application for airman medical certification regarding the receipt of Veterans Affairs (VA) disability benefits and underlying medical conditions for which they are receiving such benefits."<sup>1</sup> As a result of the investigation, the VA shared the medical records of veterans who are also pilots with the FAA. The FAA in turn implemented "Change 11" to [FAA Order 2150.3C](#), the Order which regulates the authority

and procedures of the FAA Compliance and Enforcement Program. Change 11 noted the FAA had "identified limited circumstances where forgoing legal enforcement action against certain veterans subject to the investigation provides safety advantages that outweigh harm to the public interest caused by forgoing legal enforcement action."<sup>2</sup> The limited circumstances were never released, however, it appears the criteria considers the veteran's condition, the disability rating, and the amount of time the conditions/benefits were not reported to the FAA.

To execute Change 11's objectives, the FAA created a process for reconciliation. If selected, the qualified veteran received



an eligibility letter instructing them to reconcile their airman medical certificate application and get reexamined by their AME before the prescribed deadline. Meanwhile, other veterans received a Letter of Investigation (“LOI”) stating their case was under investigation by the FAA for potential enforcement actions.

The intention of the reconciliation process was to correct the discovered medical discrepancies and recertify veterans in a timely manner. Unfortunately, with hindsight two years later, it is clear the FAA bit off more than they could chew. Early reports suggested around 5,000 veterans were implicated in the investigation. As of the date of this article, it appears that the number is much higher. The project forced veterans to rehash old injuries that had no current sequelae (conditions resulting from a prior disease, injury, or attack). It created a substantial backlog in an already overburdened system which resulted in significant delays for not only veterans recertifying, but non-veteran pilots applying for medical certification. The increased load overwhelmed the available FAA reviewers and fostered communication errors, confusion, and frustration. The investigation continues to affect the industry and the general population as veterans and other pilots are grounded for extended periods of time while they await resolution.

## Airman Patrick’s Path to Certification

Airman Patrick reached out to [Ramos Law’s Aviation Division](#) shortly after his medical

was deferred and he received an ominous LOI referring to his VA benefits. The Airman collects VA benefits for PTSD, obstructive sleep apnea, and various physical injuries he sustained during service. Despite collecting benefits, Airman Patrick, like many veterans, was not currently hindered by the listed conditions. Treatment was not necessary, and he was functioning well both at work and at home.

To clarify his health status, Airman Patrick was instructed by legal counsel to collect the relevant medical records and undergo a proactive psychiatric evaluation for PTSD. The Airman promptly compiled the records and completed the evaluation. The psychiatrist confirmed Airman Patrick did *not* pose a risk to flight safety and the records noted his sustained positive prognosis. Airman Patrick’s legal counsel then submitted the medical evidence along with a legal report arguing the Airman’s application history (which included a good-faith attempt to disclose his VA benefits over the past 10+ years) was not done in an intentionally false or fraudulent manner. The report confirmed Airman Patrick’s compliance with the FAA’s regulatory process and his qualification for an unrestricted airman medical certificate pursuant to the codified medical standards.

The FAA dropped the legal enforcement action as a result. However, they nitpicked various historic injuries that happened decades earlier. The FAA’s response required Airman Patrick to undergo current evaluations that would be costly and not covered by insurance

due to the lack of current clinical need or relevance. After a lengthy back and forth arguing the remoteness of the injury, the current medical policies, and the superfluous nature of the request, Airman Patrick’s case was ultimately appealed to the Federal Air Surgeon’s office. The Federal Air Surgeon’s office rightly cleared the Airman and issued him an unrestricted airman medical certificate as originally requested. Sadly, despite the timely and comprehensive submissions, the process took 14 months from the LOI to the issuance of the airman medical certificate. Airman Patrick was grounded the entire time.

## Winning His Medical, Losing His Seat

Airman Patrick did everything right. He addressed his case, by and through counsel, in a professional and expedient manner despite being initially targeted as a veteran who falsified his record and was ripe for enforcement action. The paperwork on which the FAA relied simply did not tell the true story. Once his narrative and medical standing were properly established, the Airman was returned to the unrestricted status he had enjoyed for over a decade and should have regained months earlier. He returned to work as soon as he received his new medical certificate. Unfortunately, the damage was already done.

During the next month Airman Patrick would be subjected to his company’s disciplinary proceedings. The Airman was never given the opportunity to train others or recruit during the pendency of his certificate defense nor

offered the proper training upon return to work. Notwithstanding a letter from legal counsel explaining the grounding due to the certification situation, the Airman was (erroneously) told by his superior that he “brought this upon himself as he lied to the FAA about his medical records.” The Airman was eventually let go.

The fact is Airman Patrick won his medical certification case. He was painted as a liar on paper but prevailed in the end. In essence, the VA and FAA investigation required Airman Patrick to confirm what was already established. From the beginning Airman Patrick was viewed as guilty until proven innocent in spite of his meritorious aviation background, experience, and service. The egregious review periods by the FAA in these cases have affected thousands of veterans and turned their lives upside down. A lengthy and convoluted reconciliation process without the ability to maintain medical certification inherently disadvantages the pilot. It does not “outweigh harm to the public interest” as Change 11 supposes. The special project between the VA and FAA is another example of the FAA’s disconnect between their safety policies and the reality of the piloting world.

1. See FAA Order 2150.3C, Change 11 (August 08, 2023).
2. *Id.*



### About the Author

Lead Certificate Defense Attorney **Ezekiel Denison**, Esq. is an aviation attorney in Denver, Col. who currently practices in Ramos Law’s Aviation Division. [Read More...](#)



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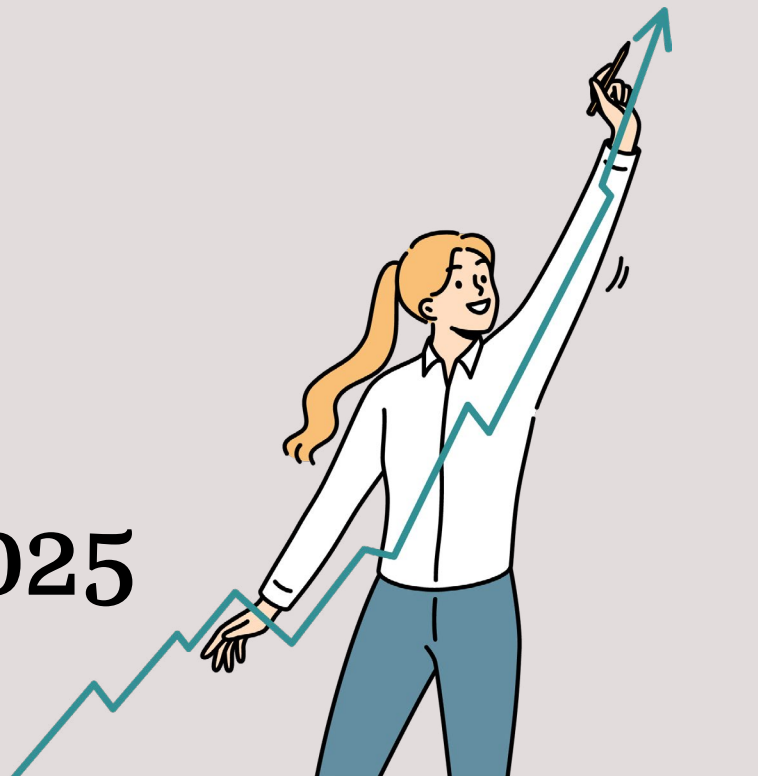
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# Five Strategies to Boost Work Happiness in 2025

WRITTEN BY: REINI THIJSEN



**W**ith the new year, many people reassess their goals and seek ways to improve their lives. Finding joy at work can sometimes feel challenging, especially in demanding roles. However, this is an ideal time to take charge of your work satisfaction and implement positive changes. Effective strategies include focusing on what you can control, being open about challenges, and adopting a growth mindset. This article outlines five ways to enhance work enjoyment and set a positive tone for the year ahead. Regain a sense of control, resilience, and enjoyment for a more fulfilling professional experience.

## 1. Find Your Inner Ally

Many people experience negative inner dialogue, thinking, “The passengers must be disappointed in my landings,” or “I am not good enough.” When feeling down, these thoughts can be persistent and damaging

to your self-esteem. However, transforming your inner critic into an ally can offer vital support. Embracing the feelings and practicing self-compassion can help you stay grounded during challenging situations.

### Action Steps:

- Identify your inner critic’s favorite phrase. (E.g., “You are not good enough.”)
- Consider a more encouraging response your inner ally might offer. (E.g., “You have come a long way; be proud of yourself.”)
- Write it down and keep it nearby for easy access.

## 2. Embrace Vulnerability

Admitting when you do not know something, acknowledging mistakes, or feeling overwhelmed can often feel daunting in a professional environment. Many individuals fear that showing vulnerability might

undermine their credibility or make them appear less competent. However, embracing vulnerability can be a significant benefit both personally and professionally.

### Why it is worthy to be vulnerable:

- You often find that you are not alone in your struggles; other people, including your colleagues, often share similar challenges.
- In addition, sharing your experiences fosters deeper connections and trust with others.
- Pretending everything is fine may prevent you from receiving support when needed.
- Accepting vulnerabilities promotes a healthier self-image and encourages self-compassion.
- Acknowledging your feelings allows for emotional clarity, contributing to better mental health.
- Embracing vulnerability shifts the focus from perfection to learning, encouraging continuous improvement and adaptability.

### Action Steps:

- Identify someone with whom you can practice being vulnerable this week.
- What would you like to share with them?
- Start small. Instead of sharing your biggest concerns with your copilot, start by discussing a minor challenge you faced on a recent flight, like navigating a tricky approach or managing a tight schedule. This will set the stage for more open communication.

### Afterwards:

- Reflect on their reaction. How did they respond?
- Reflect on yourself: Was it a positive or negative experience to share with this person?
- Consider asking for their feedback; it may feel awkward initially, but it is valuable.

## 3. Focus on Your Circle of Control

In any workplace, it is common to encounter frustrations, whether it is a captain who always has to be right or taking a delay for weather. These distractions can create a sense of helplessness and detract from overall job satisfaction. Recognizing that much of what causes stress in professional environments stems from focusing on factors beyond your control is essential. Stephen Covey’s concept of the Circle of Influence offers a helpful concept for navigating challenges ([See the article from Aero Crew News’ December issue.](#))

**Understanding the Circles:** This model encourages individuals to differentiate between two circles. The outer circle represents concerns and issues that may affect their work but cannot be changed, such as market fluctuations, company policies, or external conflicts.

The inner circle, on the other hand, encompasses the aspects where they can exert influence, including their own actions, personal reactions, and communication.



Concentrating on the aspects you can influence can make you feel more in control and less frustrated. For instance, instead of fixating on that know-it-all captain, focus on your own beliefs and reactions. And rather than dwelling on weather delays, focus on how you can prepare for potential changes, communicate effectively with the crew, and maintain a positive attitude during waiting periods.

### Action Steps

- Identify the challenges you face that are beyond your control.
- What behaviors or reactions can you change?
- What critical insight did you gain from using the Circle of Influence?

## 4. Your Actions Matter

When you experience success at work, do you attribute it to your effort and skills? When reflecting on successes, how you attribute your achievements as crucial in shaping your mindset and overall outlook. Do you credit your work-related accomplishments to your efforts and skills or dismiss them as luck? This distinction is more than just a matter of perspective; it can significantly influence how one navigates challenges and setbacks. The concept of “locus of control” explains how individuals perceive their influence over outcomes.

- **Internal locus of control:** Those with an internal locus of control believe their

actions shape their lives, fostering a sense of agency, optimism, and resilience. They set goals, seek solutions, and view challenges as growth opportunities.

- **External locus of control:** Those with an external locus of control feel that events are beyond their influence and often attribute outcomes to luck or fate. This can lead to helplessness and discouragement, reducing motivation and hindering personal growth.

### Action Steps:

- Identify a work situation where you feel powerless. Replace negative thoughts (e.g., “I cannot change this.”) with more optimistic alternatives (e.g., “What can I do to help influence this situation?”).
- What negative thoughts do you have regarding this situation?
- What positive, proactive thoughts could replace the negative?
- By being more aware of your influence and taking action, you cultivate a more optimistic and resilient mindset.

## 5. Allow Growth

What is the key to success for those who thrive in their careers? They view mistakes as opportunities for growth and see their skills as something they can develop rather than fixed traits.

Psychologist Carol S. Dweck developed the concepts of “fixed mindset” and “growth mindset,” which explore how these different

internalized beliefs influence motivation, learning, and achievement. ([See the article in October's issue.](#))

**Fixed Mindset** - People with a fixed mindset often believe their talents and intelligence are innate and unchangeable. This mindset leads to increased stress and a fear of failure. It prevents them from taking on challenges that might expose their limitations. When faced with setbacks, they may feel defeated and less inclined to push themselves.

**Growth Mindset** - In contrast, those with a growth mindset see setbacks not as reflections of their abilities but as experiences that contribute to their development. This encourages resilience and an openness to learning opportunities. They understand that effort and perseverance lead to improvement, which helps them navigate obstacles more effectively.

### Action Steps:

- Reflect on a recent work situation where you faced a setback.
- What negative thoughts did you have about yourself in that situation?
- How could you reframe those thoughts with a growth mindset?
- Consider what actions you could take to foster growth and resilience in your work challenges.

## Final Thoughts

Focusing on one or more of these strategies can help you feel happier at work and in life. Embracing these approaches can help enhance resilience, promote a more positive outlook, and improve overall job and life satisfaction. *Emerald Mental Health works with pilots in counseling and coaching roles, helping those in high-pressure jobs boost their resilience. This support empowers individuals to face challenges confidently and have a more positive outlook in their personal and professional lives.*

*Reach out for a free consultation today. Visit [www.emeraldmentalhealth.com](http://www.emeraldmentalhealth.com) for more information.*

### Resources:

- Covey, S. R. (1989). *The 7 habits of highly effective people: Powerful lessons in personal change*. Free Press.
- Dweck, C. S. (2020). *Mindset: The new psychology of success (Updated ed.)*. Random House.
- Psych Associates. (n.d.). *The benefits of vulnerability*. <https://psychassociates.net/the-benefits-of-vulnerability/>
- Psychology Today. (n.d.). *Locus of control*. <https://www.psychologytoday.com/us/basics/locus-of-control>



### About the Author

**Reini Thijssen** is a licensed mental health counselor (LMHC, LPC) and a certified life coach specializing in supporting pilots and individuals in high-demand professions both within and outside of aviation. She has been a writer for Aero Crew News since 2019 and covers various aviation-related topics... [Read More...](#)



# New Year and a New YOU?

This year your resolutions/goals can endure and deliver results— if you play it smart and keep YOU in focus.

WRITTEN BY: ERIC RAY

It's the New Year! Welcome to 2025. Have you sat down and made a resolution, set goals or have a date in mind by which to be a better version of you? Most people will come up with a resolution or two and by February or March, they have fallen to the wayside. This time of year is great for the fitness industry because lots of people sign up for gym memberships and fill up fitness locations for a few weeks, then it's business as usual. While I often say you should set a SMART (specific, measurable, achievable, relevant, and time-bound) goal or come up with a plan, this year I am going to ask you to set your fitness and/or nutrition plans based on a new assumption—you—you as an individual and what YOU really want.

## Purpose

When it comes to setting goals or creating a plan, it must fulfill a purpose. It could be anything that drives you forward, from medical reasons to being influenced by someone

online or TV. While having an external influence can be a good motivator, it won't keep you going for long, hence, the number of people who give up on resolutions so quickly. You have to decide on the “why” you want to do the thing you are trying to achieve. Having a purpose and understanding your own rationale will keep you motivated for the long term.

## Driven

When you understand your why, you'll be motivated to stay focused on your goals. Your internal drive will keep you coming back for more. You'll be more willing to “fight” through the pain and hunger when you strive to achieve your objective. The other side of the issue is staying focused on the near term and long-term goals. At first, you may have to assess your goals daily and look for ways

to stay motivated but stick with the plan and you'll achieve anything.

## Approach

When it comes to the New Year and the new you, be careful how you approach fitness and/or nutrition. I cannot emphasize it enough—slow and steady wins in the end. If you find yourself going all-in all at once, you'll find yourself burning out. Create the time and a time frame necessary to achieve your desired outcome. I have had clients who wanted to come in on day-one and lift heavy, do too much cardio and spend hours in the gym. That works for maybe a week. You'll be sore, tired, hungry and miserable which will lead to you giving up.

Just start off lightly, 30 minutes per day three days a week and then do an assessment

after week two to see what you can add or modify. The same is true for nutrition. Don't completely change every aspect of your diet unless you're under the care and/or advice of a medical professional.

While I am a coach, I am not your fitness coach nor nutrition advisor. With this information, I am laying out options for you to consider. Seek help, watch videos from fitness experts and consult your doctor before you begin. Once you are cleared to go, find your WHY, apply it daily and focus on steadily building yourself up over time! You'll thank me when you're still doing it six months from now!



## 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...](#)



# Negotiating for Higher Compensation

A guide to understanding pay ranges

WRITTEN BY: CHRISTOPHER M. BROYHILL, PH.D., CAM



January is a busy month for most aviation managers and compensation professionals. The typical rewards cycle for large companies begins with closeout of the previous year and is followed by an examination of the performance of both personnel and the company versus the targets that the company had set for that year. That is when short-term incentive payment levels are decided upon and merit increases for personnel are allocated. It is also a time when compensation reviews take place and meetings between supervisors and subordinates occur where compensation is discussed.

So, let's say that you're in one of these companies and your compensation review is coming up. You believe you're underpaid, and

you want to discuss that with your boss. How do you have that difficult conversation?

## Understand the References

The first thing to understand is how you're underpaid, i.e. in reference to what. There are essentially two arguments to be made for higher compensation. One is based on proficiency and experience, and the other is based on the market.

The proficiency and experience argument relates back to some of the charts I presented in my previous article, but in the event you don't have access to them, I've reproduced one of them below.

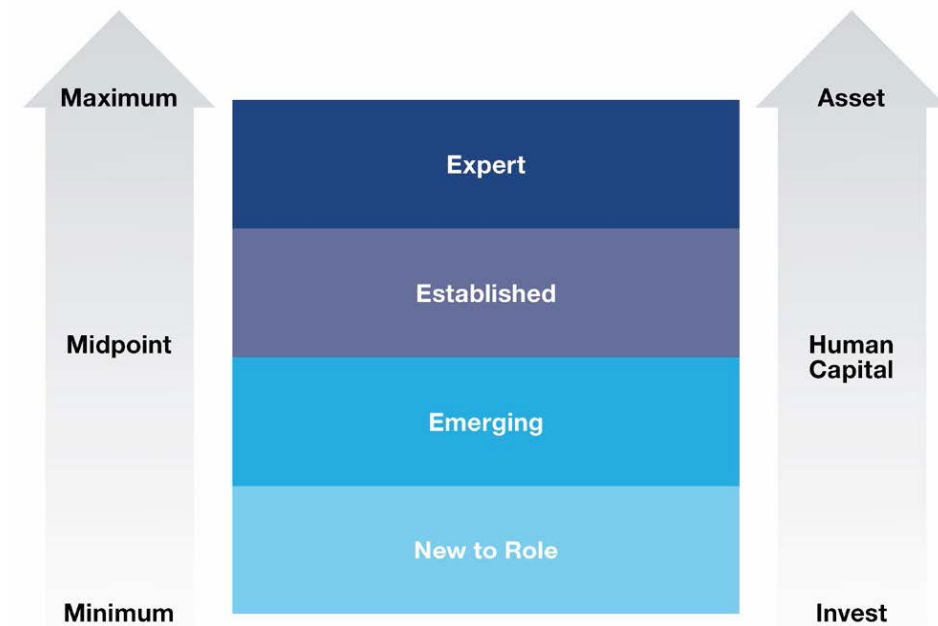


Figure 1 – Career Stages Approach (World at Work, 2021, p. 115)

All formal base pay structures have ranges at each level. The chart illustrates how employees should be paid. As they progress in their jobs and their experience grows, they should be paid higher in the pay range that their job falls in. For example, if you're a pilot and you're recently type-rated in a particular aircraft or new to the mission the aircraft flies, your pay level should be closer to the bottom of the range. As you gain experience and proficiency, you move higher in the range. As you become an expert, instructor and mentor, you reach the top of the range. How would you be underpaid in this scenario? Let's say you are an instructor and mentor in a particular aircraft. In fact, you're the one who flies with new pilots, or you're the one trusted to fly with contract pilots when those are required for missions. But your pay level is below the midpoint or market-composite average of a pay range, that's obviously not where you should be in light of this mechanism. If that was your case, the argument you would focus on is that you're not paid in the proper region of your range.

The market argument is about where your particular range lies in relationship to what other companies pay for similar jobs. To continue with the scenario above, let's say you're a mentor and instructor in a particular aircraft and you're paid near the top of your pay range. But you have peers in other companies, flying similar aircraft and doing similar missions, and you're paid much less than they are. That means the compensation structure of your company is lagging the market. There are two ways for the company to address that deficiency. One way is to revamp or revise the base pay structure itself. That is extremely difficult to do given the time and effort required to build the base pay structure in the first place. Unless you've got HR comp professionals who are willing to build a standalone base pay structure for the flight department, this option is both time consuming and challenging. Another way to address the deficiency is to focus on variable pay: short-term incentive payments, long-term incentive payments, and/or bonuses.



It is much easier for HR to make changes in variable compensation than in base pay, so this is here where innovation can take place. Something to consider here is that often aviation department employees, particularly pilots, can be somewhat myopically focused on base pay. That is probably not the right approach. Given the way pay structures are created, the comp levels of certain flight department employees may be commensurate with those of junior executives in the company, and hence subject to a greater focus on variable pay and a lesser focus on fixed pay, i.e. tied into the success of the company. Aviation professionals should be as engaged in the success of their companies as those in other functional areas. To try to detach from that structure can be a short-sighted approach.

The bottom line here is that if you think you're underpaid, know how you're underpaid and make your argument for higher compensation based on that.

### Get the Data

If you're going to argue for higher compensation and you have a market issue, you're going to need data to make your case, and that data needs to have a certain pedigree. Spoiler alert: numbers from a magazine, a job website, a pilot networking website, or even a site like salary.com are both anecdotal and biased. Hearsay data from Jill or Joe across the field won't help your case either. (Here's where a shameless plug for the AirComp Calculator comes in.)

The AirComp Calculator uses a scientific methodology that has been honed over seven years and hundreds of compensation studies for business aviation operators that comprise a who's-who list of well-established companies in the industry. The Calculator uses data from multiple scientific compensation surveys as well as data from the U.S. Bureau of Labor Statistics (BLS) to generate precise compensation ranges at the 10th, 25th, 50th, 75th, and 90th percentiles for base salary, total cash compensation (with and without 401K match), total direct compensation (if applicable) and total compensation. To date, the Calculator's methodology has not been challenged by a single compensation professional. It allows the business aviation professional complete transparency on what he or she should be paid and allows that professional to make a data-driven argument for higher compensation.

So, if you're going to argue for higher compensation, know why you're being underpaid and have the data to back it up. If you need us, we're here for you.

### References:

*World at Work. (2021). Base Pay Administration and Pay for Performance. Phoenix: World at Work.*



### About the Author

**Dr. Chris Broyhill** is an industry veteran with over 40 years in aviation. He graduated from the United States Air Force Academy in 1982, served with distinction for over 20 years in the Air Force and flew multiple aircraft. [Read More...](#)



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# Invest in Your Most Valuable Resources: Time and Health

WRITTEN BY: TRAVIS READER, CFP

**W**elcome to 2025! As we kick off a new year, it's natural to reflect on the past and plan for the future. As financial planners, we often look backward for clues about the future and plan ahead to help clients achieve their retirement goals. We track investment returns, savings rates, interest rates, and global economic news. But there's one invaluable resource we often fail to monitor: our time.

Time is non-replenishable and finite. For many of our retired clients, the realization that "not all time is equal" becomes increasingly appar-

ent. While we consider life span when evaluating the sustainability of a client's financial future, we also need to account for health span—the period during which an individual is healthy and active. This distinction becomes crucial as clients approach their late 50s and early 60s.

The Best Investment for 2025? Your Health!

What's the best investment idea for 2025? Invest in your health, starting now! The concept of "pay yourself first" shouldn't only apply to your 401(k); it should also extend

to the time you dedicate to improving your physical, mental, and spiritual health. After all, wealth means little if your health prevents you from enjoying it.

Here are four tangible ways to "pay yourself first" in 2025. Think of these as contributions to the ultimate health savings account, which will yield dividends for years to come.



## Health Savings Bucket 1: Sleep More, Sleep Better

It may seem counterintuitive to prioritize rest when the internet is filled with flashy workout programs promising six-pack abs in 30 days. But quality sleep is the elixir of life—a cornerstone of both mental and physical well-being.

As pilots and professionals with demanding schedules, you're likely familiar with the toll sleep disruption takes on your capacity. It's easy to deprioritize sleep during busy life stages—late-night study sessions, parenting, or career advancements. However, just like living on credit cards creates financial debt, prolonged sleep deprivation comes with health consequences that must eventually be "repaid."

### Tips for Better Sleep

- Remove the TV from your bedroom: Make your sleeping area a sanctuary for rest.
- Practice good sleep hygiene: Maintain a consistent sleep schedule and create a relaxing bedtime routine.
- Avoid scrolling through your social media feed just prior to bedtime. Additionally, some evidence shows avoiding the phone altogether prior to bedtime is better for sound sleep.

[According to the article "Can Social Media Use Affect Our Sleep? at Sleepstation.org, "Polls have shown that browsing social media is now one of the most common pre-sleep activities, that time between going to bed and falling sleep. While it might feel relaxing to lie in bed and check a newsfeed, the reality is that this constant connectivity can have major negative effects on our sleep."](#)

*The article goes on to state that "...it's well-established that looking at phone screens can impact sleep. Mobile (phones) emit mostly blue light, and these wavelengths are particularly good at keeping us productive and focused, perfectly suited for daytime phone usage."*

*At night-time, however, this isn't ideal. At its simplest, exposure to light tells us to be awake, so looking at a bright light from a phone just before bed is telling your body it's still time to be awake and not sleep time.*





## Health Savings Bucket 2: Build and Maintain Healthy Relationships

Investing in relationships that are mutually beneficial—be they professional, familial, or friendships—is critical to long-term well-being.

Early in life, many relationships are outside our control, such as family or workplace dynamics. As adults, we gain more agency to choose which relationships to prioritize. Evaluate the relationships in your life and set boundaries for those that are not supportive or healthy. For guidance, consider reading [Dr. Henry Cloud's Boundaries](#), which offers tools to help cultivate healthier interactions and relationships.

Investing in relationships can be particularly challenging for airline pilots with erratic schedules. You may not even remember the crew you flew with last week, much less develop a lasting relationship with them. On the other hand, life at home is disjointed making getting involved with friends very challenging.

However, the effort is well worth it. Healthy relationships translate into real health benefits now as well as a more fulfilling retirement. Here are five benefits of investing in healthy relationships according to an article written by Dr. Sheehan D. Fisher, Ph.D. at Northwestern Medicine – [5 Benefits of Healthy Relationships](#)

1. Less stress.  
*"Knowing someone loves and supports you when you're going throughout your day, even if the person is not physically present, is a mental-health booster," says Dr. Fisher.*
2. Better healing.  
According to research published in the article *"...long-term partners who have undergone heart surgery are three-times more likely to survive the first three month after surgery than single patients."*
3. Healthier behaviors.  
If you surround yourself with people who prioritize physical, mental and emotional health, you're likely to do the same.
4. Greater sense of purpose.  
Being in relationships "...can give a person a sense of well-being and purpose. In fact, it's possible that having a sense of purpose can actually [add years to your life](#)."
5. Longer life.  
According to Dr. Fisher, *"Sometimes having at least one good friend (or trusted co-worker, therapist or counselor) to help walk you through issues like social anxiety or depression can end up being more than worthwhile. It might be difficult, but it also might be exactly what you need. Even just having one or two strong, healthy relationships in your life can have a positive effect on health."*



## Health Savings Bucket 3: Prioritize Nutrition

I won't advocate for a specific diet—nutrition is as personal as politics or religion. However, a few universal principles can serve as a foundation for improving your diet:

- Limit added sugars: Check food labels and reduce your intake of products high in added sugars.
- Drink more water: Some suggest that you aim for half your body weight in ounces daily (e.g., 75 oz. for a 150-pound person).
- Focus on protein: Monitor your macronutrient (fat, protein and carbohydrates) intake and prioritize protein in your meals.
- Avoid or limit seed oils and refined grains: While controversial, reducing these may improve gut health and reduce inflammation for some individuals.
- Creating a personalized nutrition plan often requires trial and error. If you're unsure where to start, consulting a registered dietitian or nutritionist can be a worthwhile investment.

For tracking your healthier 2025 eating habits and keeping you on track throughout the year, consider trying some helpful phone

apps. Here are a few of the best according to [Healthline.com](#)

- Best overall nutrition app: MyPlate Calorie Counter
- Best meal planning app: PlateJoy
- Best food tracking app: MyFitnessPal
- Best healthy recipe app: Yummly Recipes & Cooking Tools
- Best weight loss app: Lifesum: Healthy Eating
- Best mindful eating app: Ate Food Journal
- Best macro counting app: MyNet Diary Calorie Counter
- Best nutrition education app: Noom



## Health Savings Bucket 4: Move More

Rather than viewing exercise as a chore, embrace movement as a lifestyle. Movement encompasses everyday activities like parking farther away, taking the stairs, or walking after meals.

While structured exercise is important, it should complement—not replace—the other three health-savings buckets. If you're sleep deprived, undernourished, and stressed, adding an intense workout regimen may only worsen your health.



Here are some small movement goals to get started:

- Walk for 20 minutes after lunch.
- Practice getting up from the floor.
- Hang from a bar or tree branch for 10–20 seconds.
- Explore different squatting positions.
- Remember, just as building financial wealth takes time, so does improving your health. Start small, be consistent, and play the long game.

## Closing Thoughts

I hope you find these tips helpful. We're all on a journey, and sharing insights that promote well-being is deeply rewarding. Remember: while finances are important, your health is the most valuable asset—especially as retirement approaches. Plan for the future, live in the present, and move now!

Hopefully, you found this article interesting and helpful. If you have any questions, contact us at 865-240-2292 or [info@leadingedgeplanning.com](mailto:info@leadingedgeplanning.com). Also, please tell us if we can help you on your journey to financial peace and prosperity! Click [here](#) to sign up for our newsletter or click [here](#) to schedule some time to chat about your circumstances in more detail. Also, check out our [Pilot Money Guys podcast](#) where we regularly discuss these types of financial topics along with some fun airline news updates and interesting guest interviews. Even the editor and founder of [Aero Crew News – Craig Pieper!](#)

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### About the Author

As a Certified Financial Planner, **Travis Reader** brings over 12 years of experience in financial planning, backed by strong academic credentials including... [Read More...](#)



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# What to Expect for Mortgage Rates in 2025

Outlook for 2025 mortgage rates with tips for buyers and Freddie Mac predictions

WRITTEN BY: SPENCER WARTMAN



**A**s we enter 2025, expect a year marked by volatility and uncertainty, especially at the beginning. This is likely due to the transition to a new administration, specifically a new Secretary of Treasury. Shifts in fiscal policy, regulatory priorities, and geopolitical strategies are also likely to create both opportunities and challenges across various sectors. Markets tend to react strongly during periods of political change, and this year should be no exception.

While uncertainty can feel unsettling, it also creates openings for those who are well-prepared and agile. Staying informed,

remaining adaptable, and focusing on long-term goals will be key strategies for navigating the year ahead.

Overall, the [Freddie Mac mortgage forecast](#) provides more detailed data and mortgage rate outlooks. According to Freddie Mac's 2025 mortgage rate outlook, rates are expected to be slightly lower, creating potential opportunities for buyers and refinancers.

## Top Tips for Homebuyers in 2025

If you are buying a home in 2025, following are some things to think about:

- **Consider longer lock durations:** If you are fearful rates will rise, but expecting to buy in the coming months, check with your lender for longer rate-lock durations. The typical lock duration is 30-45 days, but rate locks as long as 180 days (and maybe longer) are possible.
- **Renegotiate:** If you have locked in a rate and rates drop, chat with your lender to renegotiate your rate. This may incur a fee and there are timeline limitations, but it may be better in the long run, especially if you do not plan to refinance or sell your home in the near future.
- **Be flexible:** Rates are always changing. A common saying is "date the rate," as there are usually refinance opportunities in the future. Do not pass up a chance if you find a home that checks all the boxes. Ensure your lender is transparent, prepared and presents options that are best for you—such as the ones above, and others such as temporary rate buydowns.

Have a wonderful 2025!

[Contact Spencer Wartman](#) today to discuss how these trends could impact your mortgage journey in 2025. Spencer Wartman (NMLS 2109932) is a Loan Originator at Trident Home Loans (Equal Housing Lender, NMLS 65716), a veteran-owned and operated mortgage lender. He is proudly a 2024 NAMB Top Veteran Loan Originator, showcasing his dedication and loyalty to the clients and realtors he works for. His steadfast initiative in the lending environment allows him to seamlessly navigate through the toughest difficulties for

his clients. Also an airline pilot, he has provided over 18 years of service in the United States Air Force and Missouri Air National Guard.

Trident Home Loans, NMLS ID 65716, Corporate Office located at 6723 Plantation Rd, Pensacola, FL 32504. Any offers or advertisements for mortgage products on our website or other platforms are subject to conditional approval. The actual terms and conditions of a mortgage loan, including interest rates, loan amounts, and eligibility, are dependent upon several factors, including the borrower's creditworthiness. Trident Home Loans reserves the right to modify or revoke any offer, and final approval is contingent upon the completion of a full application, verification of information provided, and meeting all underwriting requirements. For information regarding our licensing, you can visit our website at [www.Tridenthomeloans.com](http://www.Tridenthomeloans.com). Trident Home Loans is an Equal Housing Lender. Please note that this disclaimer is provided for informational purposes and may be subject to updates or changes in accordance with regulatory requirements. Borrowers are encouraged to contact Trident Home Loans directly for the most up-to-date and accurate information regarding mortgage products and offerings. This advertisement is not an offer to lend, and all applications are subject to credit approval. Terms and conditions may apply.



### About the Author

**Spencer Wartman** is a Loan Originator at Trident Home Loans, a veteran-owned and operated mortgage lender located in Pensacola, FL. [Read More...](#)



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## Editor's Note

With this story, Aero Crew News is launching a new column dedicated to introducing our audience to the opportunities in which air crew have chosen as a MOONLIGHT endeavor, aka side-hustle. Inspired by our own publisher, Captain Craig Pieper, we would like to invite our readers to share their stories. Please email [info@aerocrewnews](mailto:info@aerocrewnews) about your own moonlight gig. Interesting stories will be assigned a writer for future publication.



WRITTEN BY: JILLIAN PREITE

**O**n the first days of my trip, I try to, every time, take cookies for the crew." Those were the words of a 737 captain who also—you guessed it—owns a cookie company!

United Airlines' Captain Chris Welch is the owner and operator of Aviator Cookie Company in Midland, Mich. In 2008, Welch graduated from Embry-Riddle Aeronautical University with his master's degree in aviation business administration (MBA) after having earned his Bachelor of Science in 2001 from Western Michigan University in business and marketing.

In 2020, when COVID-19 made air travel come to a screeching halt, Welch decided to combine his two passions, flying and baking, to become both a pilot and business owner. "During Covid, I was flying international on the 767, and overnight, they grounded all the international flying," Welch said.

Welch had been in this situation before, as he began his flying career just two weeks before the attacks that took place on September 11, 2001. Nervous that he would be furloughed again, Welch knew he had to have a backup plan. With his schooling and experience, Welch had the perfect fallback—to start a business.

"I knew it was kind of a once in a lifetime for our career to have all that time off without flying, so I went and searched and tried to find things that my community needed," Welch said. Welch found that there weren't many options as everything was basically covered in his community. Then, his daughter sparked an idea.

"I looked at laundromats, but there were already too many of them and we're just driving around town, and my daughter says that one day she wants to have a cookie shop when she grows up," Welch said. That is when he came up with the perfect plan.

Welch had received a cookbook from his mother while he was furloughed following 9/11 and started baking cookies. So, with baking in his back pocket this time around, he looked into starting a cookie company. "It always became a hobby and so it just made sense to do what you're good at and so I started the business," Welch said.

From there, Welch began to build up his company until finally, on March 20, 2021, Aviator Cookie Company had its grand opening in downtown Midland.

Having to refer to his courses from Embry-Riddle when owning a business, Welch says his MBA came in handy. "The terms were definitely there—the concepts. I've had to rely on a lot of the accounting classes, statistics," Welch said. "We wrote so many papers and long papers and when you start a business, it is kind of the same. You almost have to create a research project; it's a business plan."





Currently, Aviator Cookie Company has one location in Michigan, but also has an online presence where cookies are shipped nationwide. As far as the cookies go, Aviator Cookie Company has a wide variety of flavors with their best sellers being chocolate chip, snickerdoodle and lemon. Welch compares the cookies to Crumbl, saying they are large and have unique flavors with about 40 different kinds of cookies; some come out as limited-time flavors based on seasons.

But it is not just the cookies that are unique; there are elements in the store that bring out the aviation side as well. "It's an aviation-themed business obviously; our countertop is a Twin Bonanza wing, so we have 'first-class' cookies," Welch said.

He said Aviator Cookie Company is currently hoping to continue expanding online while continuing its operations out of the Midland location.

From his mother's gift of a cookbook to his daughter planting a seed in his head, Welch has turned a hobby into a successful business while also continuing his passion as an airline pilot.

Aviator Cookie Company can be found at 230 E. Main St. in Midland, Mich. or online at <https://aviatorcookie.com/>.



About the Author

Jillian Preite is currently a senior at Embry-Riddle Aeronautical University (ERAU) in Daytona Beach, Fla. studying Communication & Broadcast Meteorology...[Read More...](#)

# Dress Shoes for Pilots



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# Aero Crew News' 2025 Photo Contest Is On

Theme: Rarely Seen Airlines



The annual ACN photo contest is something we look forward to launching and this year promises to be fun and enlightening. Plus, we have great prizes thanks to our contest sponsors.

Globally, how many airlines are out there sharing our highways in the sky? Information generated by AI informs us that there are greater than 5,000 airlines globally with ICAO codes, and that IATA represents 340 in more than 120 countries. As airlines go, and as we all know, the exact number is impossible to determine because they come and they go—and we don't mean take-offs and landings.

These facts and our publisher's collection of photos have inspired our theme for this year's contest—RARELY SEEN AIRLINES. Honestly, we had a hard time coming up with a title for the theme because what is rarely seen in one part of the world is often seen in another. So, for the purposes of the contest, we're going to define "rarely seen airlines" as any that YOU have rarely, if ever, seen before. Obviously, our readers travel incessantly and see a lot of aircraft, but every so often, they may spot one that makes them ask, "Where is that airline from?" or say, "I've never seen that livery before!" When either of those thoughts cross your mind, take a picture and submit it through [this link](#). (Publicly, photographers will be identified only by their first names and last initial. We will always protect your anonymity.) You may already have qualifying photos. Send us old or send us new. Entries will be accepted from 1 January to 28 February of this new year. Naturally, photos will be judged by our staff

and ultimately by our readers based on the quality of the photo, not just on how rarely seen the airline might be. The first-round selection, conducted by our staff will exclude photos of any of the world's well-known airlines no matter how fabulous the photo. But, if you spot an Air Koryo, North Korea's airline (because you're in China or Russia) we're sure you'll capture a photo. Share it with our readers. You get the idea.

The staff of ACN (who are excluded from participating) will select the top entries and present them to you soliciting your votes to select the winners and runners-up. This theme promises to surprise, enlighten and delight us all!

Beyond bragging rights and your photo on the cover of Aero Crew News' May issue, we have great prizes provided by Bose® and TravelPro® luggage. For comprehensive rules and details, [please go here](#).

Enter to win prizes



from Bose® and TravelPro®



**2025**  
**AERO CREW NEWS**

**PHOTO**  
**CONTEST**



**ENTER FOR YOUR CHANCE TO WIN**



**Grand Prize:**

Bose A30 Aviation Headset (\$1,299 value), your choice of an ACN product maximum value \$50 and your photo on the May 2025 cover of Aero Crew News, along with your short story of what inspired the photo and your efforts to obtain the photo. Also receive a copy of Airline Transition Manual, and a reserved copy of their future book.



**First Runner Up:**

Travelpro® FlightCrew™ 5 Luggage Set (Includes 21" Rollaboard®, Large Crew Cooler and Flight Tote, \$310 value), your choice of an ACN product maximum value \$40 and your name and photo with a brief description in the May 2025 feature article. Also receive a copy of Airline Transition Manual.



**Second Runner Up:**

Travelpro® FlightCrew™ 5 Luggage Set (Includes Horizontal Rolling Overnighter and Crew Cooler, \$199 value), your choice of an ACN product maximum value \$30 and your name and photo with a brief description in the May 2025 feature article. Also receive a copy of Airline Transition Manual.



**Third Runner Up:**

Travelpro® FlightCrew™ 5 Large Crew Cooler (\$65 value), your choice of an ACN product maximum value \$20 and your name and photo with a brief description in the May 2025 feature article. Also receive a copy of Airline Transition Manual.

**Fifth through fifteenth Places:**

Receive honorable mention in the May 2025 issue of Aero Crew News and a discount coupon for your copy of Airline Transition Manual.

All top 15 contestants will receive an Aero Crew News Vinyl Decal, their winning photo frame ready and Airline Transition swag.

**Entries will be accepted between January 1, 2025 and February 28, 2025.**

**Public vote will be held between March 15, 2025 and April 15, 2025.**







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

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